



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>		<b>Kathir College of Engineering</b>
• Name of the Head of the institution	<b>Dr. R. Udaiyakumar</b>	
• Designation	<b>Principal</b>	
• Does the institution function from its own campus?	<b>Yes</b>	
• Phone no./Alternate phone no.	<b>04222203778</b>	
• Mobile no	<b>9626273374</b>	
• Registered e-mail	<b>principal@kathir.ac.in</b>	
• Alternate e-mail	<b>iqac@kathir.ac.in</b>	
• Address	<b>Wisdom Tree, Avinashi Rd, Near Bye Pass, Neelambur</b>	
• City/Town	<b>Coimbatore</b>	
• State/UT	<b>Tamilnadu</b>	
• Pin Code	<b>641062</b>	
<b>2.Institutional status</b>		
• Affiliated /Constituent	<b>Affiliated</b>	
• Type of Institution	<b>Co-education</b>	
• Location	<b>Rural</b>	

• Financial Status	<b>Self-financing</b>				
• Name of the Affiliating University	<b>Anna University</b>				
• Name of the IQAC Coordinator	<b>Dr.B.Prabakaran</b>				
• Phone No.	<b>04222203778</b>				
• Alternate phone No.	<b>04222203787</b>				
• Mobile	<b>9894158701</b>				
• IQAC e-mail address	<b>iqac@kathir.ac.in</b>				
• Alternate Email address	<b>eeehod@kathir.ac.in</b>				
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="http://kathir.ac.in/wp-content/uploads/2021/12/AQAR2019-2020-1.pdf">http://kathir.ac.in/wp-content/uploads/2021/12/AQAR2019-2020-1.pdf</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	<b>Yes</b>				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/academiccalender_2020_21_odd_&amp;_even.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/academiccalender_2020_21_odd_&amp;_even.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>B</b>	<b>2.59</b>	<b>2016</b>	<b>25/05/2016</b>	<b>24/05/2021</b>
<b>6.Date of Establishment of IQAC</b>			<b>25/04/2016</b>		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			<b>Yes</b>		
• Upload latest notification of formation of IQAC			<a href="#">View File</a>		

<b>9.No. of IQAC meetings held during the year</b>	<b>2</b>
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>No</b>
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
Seamless Teaching Learning activities through Tech Enabled Learning (Theory : through online assessment platforms & Practical: through Virtual Labs)	
MoUs with Industries to reduce Industry - Institution gap and enhance Industry driven education ecosystem	
New program - B.Tech - Artificial Intelligence and Data Science, was introduced.	
Conducted more events and special programs	
Orientation Program for students as per AICTE guidelines	
<b>12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</b>	

Plan of Action	Achievements/Outcomes
Tech Enabled Teaching Learning Process	Improved academic performance
MoUs with Industries	Faculty interaction with Industry experts and identifying emerging areas
MHRD - AISHE	AISHE details are being prepared
AICTE-CII Survey details	Submitted in AICTE web-portal
AICTE - EoA process	Obtained EoA for 20-21
Number of staff meetings per department - planned - 1 meeting per week	Achieved and MoM are prepared and recorded
IQAC Meetings	Conducted two meetings
AQAR report preparation and submission	Submitted
NAAC reaccreditation process (2nd cycle)	in the process
It has been planned to use ICT tools by all faculty for teaching learning process	All faculty members used ICT tools for teaching learning process
Adding new programs	B.Tech Artificial Intelligence and Data Science program is introduced
Conduct of events through Department Association	Seminars by industry experts and from other institutions were organized
Planned for the faculty members to file Patents	Some Faculty members filed patents
Planned for the faculty members to write Books/Chapters	Some Faculty members wrote books
Planned for conducting more events	Thiruvalluvar Vizha, Python Boot camp, Engineering graphics boot camp, Top codersevent, Engineering Mathematics-1 boot camp, Python programming contest for first year Engineering

	students, Programming and design contest for higher semester engineering students, Current Banking Trends in Agricultural Credit Webinar, Being Fit Webinar, Learn French Webinar, Cloud Computing Webinar, Writing in Style Webinar, Weave Your Story Webinar, Impact of Behavioural Finance on Capital Allocation Webinar, Trends & Opportunities in Electronics Field Webinar, Healthy Sustainable Practices for Women's Health Webinar, Department Association Functions, Pongal Celebration, E-Box Football Tournament, Music band competition were conducted
Planned for conducting special programs	Top coders and Top designers contest were conducted
<b>13. Whether the AQAR was placed before statutory body?</b>	Yes
<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>	
Name	Date of meeting(s)
Governing council	11/11/2021
<b>14. Whether institutional data submitted to AISHE</b>	
Year	Date of Submission
Nil	Nil

## Extended Profile

### 1. Programme

1.1 357

Number of courses offered by the institution across all programs during the year

File Description	Documents
Data Template	<a href="#">View File</a>

**2.Student**

2.1 516

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2 207

Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year

File Description	Documents
Data Template	<a href="#">View File</a>

2.3 196

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	<a href="#">View File</a>

**3.Academic**

3.1 90

Number of full time teachers during the year

File Description	Documents
Data Template	<a href="#">View File</a>

3.2 90

Number of sanctioned posts during the year

## Extended Profile

### 1.Programme

1.1	<b>357</b>
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

### 2.Student

2.1	<b>516</b>
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2	<b>207</b>
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

2.3	<b>196</b>
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

### 3.Academic

3.1	<b>90</b>
Number of full time teachers during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

3.2	90
Number of sanctioned posts during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1	34
Total number of Classrooms and Seminar halls	
4.2	218.7
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	376
Total number of computers on campus for academic purposes	

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

- Kathir College of Engineering is affiliated to Anna University, Chennai. Our institution follows the curriculum prescribed by Anna University, and adopts a systematic approach to ensure effective teaching, learning and evaluation process.
- The Academic Calendar is prepared by the institution before the commencement of the semester as per the schedule recommended by the University and becomes the guiding document for scheduling teaching, learning and evaluation activities. Further every department prepares its own academic calendar to facilitate addition of value added courses. This information is communicated to the students and faculty members prior to the commencement of the semester.
- Contents of the academic calendar includes,
  - commencement of classes
  - internal assessment test schedules



- co-curricular and extra-curricular events
- last instruction day
- practical and theory exam schedules
- list of holidays
- Individual class time tables are prepared and circulated to the students, before the commencement of classes.
- To upskill the students, KCE has signed an MoU with E-box learning services. E-box is an AI driven Technology Enabled Active Learning platform.
- The online classes are conducted with the help of e-box platform which ensures upskilling of students along with their regular classes. Also, the assignments and continuous internal assessment test papers are collected through the platform.
- To ensure effective curriculum delivery, course plans are prepared for the respective courses to attain the course objectives, course and programme outcomes.
- To record the course design, delivery, evaluation, attainment of the outcomes and remedial measures taken, a course file is prepared for all the courses.

The Course File includes

1. Individual Faculty Time Table
2. Syllabus Copy
3. Approved Course Plan (with details of Text & Reference Books, Scheme of Evaluation of Internal Marks)
4. Monthly Test 1 Details
  - ? Question Paper & Answer Key
  - ? Sample Answer Scripts
  - ? Mark Sheet with identification of weaker students
  - ? Action taken for improvement of weaker students
5. Monthly Test 2 Details
  - ? Question Paper & Answer Key
  - ? Sample Answer Scripts

? Mark Sheet with identification of weaker students-coaching class

? Action taken for improvement of weaker students

6. Monthly Test 3 Details

? Question Paper & Answer Key

? Sample Answer Scripts

? Mark Sheet with identification of weaker students

? Action taken for improvement of weaker students

7. Assignment Sheets : Question paper, Samples

8. Tutorial Sheets : Question paper, Samples

9. Details of Technical Quiz / Seminars / Any other Components conducted: Question paper, Samples

10. Record of Class Work with Internal Mark Evaluation

11. Topics covered beyond the syllabi with material

12. End Semester Question Paper & Answer Key

13. Course End survey

14. CO-PO Attainment with Excel sheet

The evaluation is done as per the university regulation and the pattern consists of continuous internal assessment and university examination with 20% and 80 % weightage respectively. The internal assessment comprises of an average of three internal tests. The internal test questions are prepared by the concerned faculty member and reviewed by the HODs before sending it to the Exam Cell. The end semester examinations are conducted by the Anna University, Chennai.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/Academic-calendar.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/Academic-calendar.pdf</a>

### 1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

- The Academic Calendar is prepared by the institution before the commencement of the semester as per the schedule recommended by the University and becomes the guiding document for scheduling teaching, learning and evaluation activities. Further every department prepares its own academic calendar to facilitate addition of value added courses. This information is communicated to the students and faculty members prior to the commencement of the semester.
- Contents of the academic calendar includes,
  - commencement of classes
  - internal assessment test schedules
  - co-curricular and extra-curricular events
  - last instruction day
  - practical and theory exam schedules
  - list of holidays

The Time table is prepared on par with the academic calendar and displayed in the department notice board and circulated to the students. The institution completes the curricular activities as per calendar. The institution adheres strictly to the academic calendar and revisions are made as per the notifications issued by the AICTE and affiliating university, if any.

The evaluation is done as per the university regulation and the pattern consists of continuous internal assessment and university examination with 20% and 80 % weightage respectively. The internal assessment comprises of an average of three internal tests. The internal test questions are prepared by the concerned faculty member and reviewed by the HODs before sending it to the Exam Cell. The end semester examinations are conducted by the Anna University, Chennai.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/1.1.2_CIA_screenshots.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/1.1.2_CIA_screenshots.pdf</a>

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University**

**B. Any 3 of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented**

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

10

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

**1.2.2 - Number of Add on /Certificate programs offered during the year**

### 1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

18

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

### 1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

469

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

## 1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The curriculum of Anna University efficiently incorporates cross-cutting themes such as gender, environment and sustainability, human values, and ethical standards, resulting in a strong value-based holistic development of students.

Throughout the year, many events are scheduled as part of the curriculum to aid in this quest.

### 1. Gender Sensitivity

Gender-related courses are an integral ingredient of many programmes. Students are educated and encouraged to strive toward gender justice from a cross-cultural standpoint. A Counselling Cell provides free counselling services. Gender awareness camps are organised in rural regions, covering topics like as equal

liberation, human rights, child rights, gender justice, and gender equality. Mandatory core courses, as well as a diverse variety of community projects such as health and hygiene camps, provide exposure to real-world problems. KCE offers gender-sensitive seminars, guest lectures, exhibits on a yearly basis.

#### 1. Environment and Sustainability

Water quality, air quality, education and healthcare, agricultural and dairy practises, innovation, and human values are all part of KCE's strong community-oriented work culture.

KCE provides university recommended UG/PG programmes in water, sanitation and wastewater treatment, alternative fuels, environmental and green technology, which results in vocational and skill development education. All UG programmes contain a required core course in environmental studies. Camps for environmental workshops, presentations, company visits, and field trips are all planned. Research in inter-disciplinary topics centred on renewable energy, environmental pollution, and health care challenges are valued highly at KCE.

#### 1. Human Values and Professional Ethics

The curriculum of Anna University comprises of Human Values and Professional Ethics as an elective course for all UG programmes and the students are encouraged to choose the same.

The course comprises of,

- Understanding Human Values
- Ethics in Engineering
- Engineering as Social Experimentation
- Safety, Responsibilities and Rights
- Global Issues

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

### 1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

19

File Description	Documents
Any additional information	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

### 1.3.3 - Number of students undertaking project work/field work/ internships

307

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

## 1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution **A. All of the above**

from the following stakeholders Students  
Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	<a href="http://kathir.ac.in/feedback-2/">http://kathir.ac.in/feedback-2/</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.4.2 - Feedback process of the Institution may be classified as follows**

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/1.4_Action-taken.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/1.4 Action-taken.pdf</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year

62

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**



File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The affiliating university announces the conduct of three continuous assessment test for each semester. The internal assessment marks are calculated based on the above three tests. This is forwarded to the university. The university conducts the end semester examination and the marks obtained by the students are taken as external assessment marks. The total of both internal and external assessment marks is declared as result by the university.

This forms the basis for the assessment of learning levels of the students. Based on the university marks the students are categorized as advanced and slow learners.

Special curriculum related programs are arranged for the slow learners. This would help them to improve their pace of learning and help achieve academic standard. As for advanced learners, special programs are conducted for them to improve their skills and help them achieve academic excellence.

A comprehensive schedule is prepared in advance for the advanced and slow learners. Based on the schedule, the programs are conducted for the respective category of students. An assessment is planned in each program for slow learners. The students are given the assessment and outcome is mapped with their improvement in performance.

The Advanced learners are provided with seminars on latest topics, workshops with hands on sessions/mini projects, and competitions. They are made to participate in such events and their outcomes are mapped with respective skills.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.2.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.2.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
516	90

File Description	Documents
Any additional information	<a href="#">View File</a>

## 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

Kathir college of engineering offers the students an ambience of Academic excellence. The students are exposed to various types of learning methods. This academic year, our institution has subscribed to an academic platform called Ebox. This platform is an AI driven technology enabled platform. It automates the assessment of learning ability of the student. The above technology platform enables the student to participate/interact with the faculty members, thus ensuring participative learning. Further, the components included in the practice sessions of the topics helps them experience the learning while helping them solve the problems in the topics of the respective subjects. However, the students are also provided with real time experience by facilitating industrial visits to enable them to gain hands on experience relevant to their topics of study.

In addition to this, they are also allowed to undergo internship in companies which gives them required live practice sessions. Students are made to work along with their peers in the industry which helps them acquire real time exposure and hone their skills. Students are encouraged to do their projects in industry which provides them an opportunity to obtain expert project inputs. This project experience provides them with problem solving skills. Overall the various learning methodologies help the students in enhancing their learning experiences.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.3.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.3.1.pdf</a>

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

In order to be industry ready, students must acquire and master the most up-to-date technology today. As a result, teachers are merging technology with conventional teaching methods to keep them engaged in lifelong learning. In order to assist, enhance, and optimise the delivery of education, KCE employ information and communication technology (ICT) in education.

KCE uses the following ICT Tools to provide skilling and assessment to the learners.

1. Projectors are available in different classrooms/labs/seminar halls
2. Desktop and Laptops- Arranged at Computer Lab and Faculty cabins all over the campus.
3. Printers are installed at Labs, HOD Cabins and all prominent places.
4. Photocopier machines - Multifunction printers are available at all prominent places
5. Scanners & Multifunction printers
6. Seminar Rooms- Three seminar halls are equipped with all digital facilities.
7. Smart Board- Installed in the campus.
8. Auditorium- It is digitally equipped with mike, projector, cameras and computer system.
9. Online Classes through E-Box, Zoom, Google Meet, Microsoft Team, Google Classroom
10. Digital Library resources

#### Use of ICT by Faculty

1. PowerPoint Presentations: Faculty members are encouraged to use LCDs and projectors to provide power-point presentations in their classes. They may also create successful presentations with the use of a digital library, internet

search engines, and websites.

2. Virtual labs: Faculty members conduct simulation based experiments through remote access.
3. Industry Connect: Guest lectures, professional discussions, and other contests are often conducted for students in the seminar and conference rooms, which are technologically equipped.
4. Online Quiz/Competitions
5. Video Conferencing
6. E-Box Platform: E-Box is a Learning and Assessment auto-evaluation engine created to revolutionize engineering education through Technology Enabled Active Learning across different spheres of education, learning & technology training. E-Box provides a wide range of teaching aid to help students to apply their learning through problem-solving exercises and many interesting modules on knowledge harvesting
7. Workshops

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

### 2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )

#### 2.3.3.1 - Number of mentors

41

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

## 2.4 - Teacher Profile and Quality

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

90

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

#### 2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

##### 2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

24

File Description	Documents
Any additional information	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

#### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

##### 2.4.3.1 - Total experience of full-time teachers

345

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

### 2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and

mode. Write description within 200 words.

The effective and seamless administration of examinations, as well as the timely announcement of results, can only be achieved with the collaboration of all stakeholders, including KCE teaching, non-teaching, and administrative employees. They are required to be knowledgeable of the numerous procedures and timelines that must be followed. Invigilators are requested to acquaint with the following procedures:

#### END SEMESTER EXAMINATION

1. The invigilator is not permitted to carry a cell phone or other reading material. The invigilator is required to remain watchful and to make several passes through the test hall.
2. The invigilator is required to be diplomatic while dealing with difficult situations and to maintain tranquility in the test hall. In the event of a difficulty, he or she may bring it to the attention of the chief superintendent (CS).
3. Any conflicts of interest in performing a specific examination function should be disclosed to the Controller of Examinations well in advance. This is critical to maintaining openness in the Examination system and avoiding unwanted complications/allegations and litigation after the Examination.
4. Only teaching personnel will be assigned to serve as invigilators.
5. Generally, scheduled forenoon session Examinations begins at 10.00 AM and afternoon session examinations begins at 2.30 PM. At least 30 minutes before the commencement of the examination, the invigilator should arrive at the venue, i.e. 9:30 a.m. for the morning session and 2:00 p.m. for the afternoon session.
6. Any changes to the invigilation duty shall be communicated to the CS one day before the date of duty assignment, with alternate arrangements established in the event of absence.
7. Before entering the Exam Halls, invigilators should double-check the material presented for accuracy in the count of answer scripts, questions, and other associated material.
8. Students are permitted inside the test venue after correctly validating their Hall Ticket and ID card and reporting any discrepancies to the CS.
9. The students are allowed to leave their luggage, wallets, books, computers, and other belongings in the designated area before proceeding to their assigned hall.

10. The attendance and other procedures are completed Within the first half-hour of the examination. The invigilator must visit each student and double-check the information on the signature sheet and answer booklets, as well as sign the answer booklet and signature sheet.
11. When an invigilator suspects a candidate of engaging in malpractice during the exam, the invigilator must confiscate the material(s) utilised for the malpractice and bring it to the notice of the CS.
12. If any student uses unfair methods or misconduct at any time, the occurrence should be informed to the CS in writing, and the student shall be handed over along with the answer booklet, question paper, and any banned material, if any.
13. Except for the faculty involved in the examinations, no one else is permitted to enter the examination hall during the examination.

#### INTERNAL EXAMINATION

1. At the end of each unit of study, all teachers conduct unit examinations. The teachers ensure that the pattern of the questions varies among units.
2. The university regulations governing course-specific examination patterns are given to students. The university circulars in this respect are distributed to faculty members and administrative personnel on a regular basis, and they are also placed on notice boards for students.
3. Every year, an examination committee is formed to organise internal and external examination activities and to disseminate examination-related information to students, professors, and administrative personnel.
4. Changes in schedules, patterns, and procedures, if any, are immediately communicated to learners via notice boards and classroom briefings by the relevant subject instructors.
5. The internal examination timetable is posted on the notice board in advance. Each semester, three internal examinations are held.
6. Post evaluation answer booklets are shared with the students to enhance the transparency policy of the institution.
7. Students are further encouraged to actively discuss with the concern faculty member with regards to any grievance in their evaluation.

### Mechanism of internal assessment

1. The schedule of Continuous Internal Assessment (CIA) and Model Examinations, as well as assignments, is provided at the start of each session.
2. The course instructor will provide the question bank for the respective courses in advance.
3. Course instructor maintains a course file, which includes records of attendance in internal examinations, question papers, valued sample answer sheets, and summary of mark statements for academic audit.

### Model Examination

1. Valuation is done by the respective course instructor within two days of Examination.
2. Answer sheets are shown to all the students and answers are also discussed with the students. After satisfaction, students sign the answer sheets and return the same to maintain the database.

### Practical Examination

1. Evaluation is done with transparency based on different parameters like Practical Records, Performance and Viva-Voce.

### Assignments

1. Assignments are provided in every course to enhance the learning process.

### Internal Assessment Marks

1. Internal Assessment Marks which comprises of CIA-1, CIA-2, CIA-3/model examination and Assignments and model exam marks are conveyed to students.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.5.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.5.1.pdf</a>



2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

A transparent, time-bound and efficient method is being followed at KCE in terms of dealing with internal examination related grievances.

#### College Level

1. If a student is unable to attend for an examination due to medical or other legitimate reasons, an examination is held for that student in accordance with the rules, provided he or she makes an application with all required documentation.
2. If a student receives less than a passing grade in a subject and wishes to improve, he or she may take the improvement test.
3. Students' concerns about evaluation are addressed by displaying their performance on the answer sheet.
4. In the presence of the student, the faculty assesses the student's answer sheet once more. Faculty members correct any errors in the total of marks or in the evaluation of answer booklets that students have noticed.
5. Any student who is dissatisfied with the assessment and award of grades should contact the concerned HOD, who can intervene and seek the advice of another course teacher.
6. The Institute uses an open assessment approach in which student performance is posted on the notice board and parents are notified.

#### University level

1. In terms of assessment, if a student receives a lower grade than predicted, he or she can request a revaluation of his or her answer script by paying the required fee.
2. In the event that a student has a grievance about an evaluation, the university will give a photocopy of the answer sheet.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.5.2.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.5.2.pdf</a>

## 2.6 - Student Performance and Learning Outcomes

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

Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are framed by the department delivering the concerned programme after extensive consultation with all faculty and stakeholders, in strict conformity with the objectives of Outcome Based Education (OBE).

Following the establishment of unanimity, the information is extensively disseminated and promoted via different methods, such as display and/or communication, as described below.

- Website
- Curriculum /regulations books
- Class rooms
- Department Notice Boards
- Laboratories
- Student Induction Programs
- Meetings/ Interactions with employers
- Parent meet
- Faculty meetings
- Alumni meetings
- Library

The HODs create awareness of POs, PSOs, and COs when speaking to the learners.

Faculty members, mentors, course coordinators, and programme coordinators also provide information to students, raise awareness, and highlight the role of meeting the objectives.

Specified skill criteria and accomplishments to be met by students at the micro level and at the conclusion of the programme are known as programme specific outcomes (PSOs). The PSOs, which are normally 2 - 3 in number, are prepared by the programme coordinators in cooperation with the course coordinators. The Head of Department and subject specialists from each department will debate it and approve it after it has been approved by the Programme Advisory Committee of the department.

Programme Outcomes (POs) are declarations that summarise the professional accomplishments that the programme aspires for and that students are expected to achieve at the end of the programme. POs include a wide range of interconnected information, talents, and personality attributes that students must acquire before

graduating.

Course outcomes (COs) are explicit statements that indicate the important and enduring discipline knowledge, talents that students should have, and level of learning that is expected upon course completion. They are stated and expressed explicitly. The Course Outcomes are developed by the course coordinator in collaboration with faculty members who teach the same course. The Module coordinator will double-check it. Finally, they are considered and authorised in the relevant department's meeting.

The COs, POs and PSOs are published on the college website. Awareness of POs, PSOs, and COs is intentionally encouraged in all interactions with learners.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/CO_PO_PSO_PEO.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/CO_PO_PSO_PEO.pdf</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The program outcomes and Program Specific outcomes are assessed with the help of course outcomes of the relevant courses through direct and indirect methods. Direct methods are provided through direct examinations or observations of student knowledge or skills against measurable course outcomes. The knowledge and skills described by the course outcomes are mapped to specific problems on University Examination, internal exams and home assignment. Finally, program outcomes are assessed and Program Assessment Committee concludes the PO attainment level. At the end of each semester, university conducts examinations based on the result published by university the course outcomes are measured. Assignments are given at the end of each module. The assignments are provided to students and they refer the text books and good reference books to find out the answers and understand the

expected outcome of the given problem. Three internal tests are conducted per semester for the following purposes: To ensure that students have achieved desired level of competencies at module level. To evaluate, whether corresponding COs are achieved or not. According to the performance of the student in answering each question, mapping is carried out with the respective COs for assessing the attainment level of the specific CO of the Course.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/2.6.2_CO-PO-Mapping.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/2.6.2_CO-PO-Mapping.pdf</a>

### 2.6.3 - Pass percentage of Students during the year

#### 2.6.3.1 - Total number of final year students who passed the university examination during the year

196

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_AnnualReport_20-21.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_AnnualReport_20-21.pdf</a>

### 2.7 - Student Satisfaction Survey

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

[http://kathir.ac.in/wp-content/uploads/2022/files/2.7.1\\_Student\\_survey.pdf](http://kathir.ac.in/wp-content/uploads/2022/files/2.7.1_Student_survey.pdf)

## 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 year (INR in Lakhs)****3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

2

File Description	Documents
Any additional information	<a href="#">View File</a>
e-copies of the grant award letters for sponsored research projects /endowments	<a href="#">View File</a>
List of endowments / projects with details of grants(Data Template)	<a href="#">View File</a>

**3.1.2 - Number of teachers recognized as research guides (latest completed academic year)****3.1.2.1 - Number of teachers recognized as research guides**

3

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

**3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year****3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

2

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	<a href="#">View File</a>
Paste link to funding agency website	Nil

## 3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The Institute has taken numerous initiatives for innovations, creation and transfer of knowledge. The Institute has created Centre's of Excellence for the promotion of research and transfer of knowledge to the students.

Our institution has created an eco-system to help students develop deep learning, acquire Higher order skills, innovate and develop new products.

### 1. Centres of Excellence(COE)

The Centres of Excellence are set up in collaboration with

- Amhisoft Technologies Private Limited
  - for Artificial Intelligence and Data Science skill development,
- KCARDS
  - for Embedded system Research and development,
- National Instruments
  - for innovations using Lab view,
- Texas instruments
  - For industrial automation,
- Kalam interdepartmental innovation centre.
  - Inter disciplinary product innovation.

### Start up eco system

Kathir college of engineering has created an eco system to help students to venture into product development and commercialization. KCE has signed an MOU with amhisoft technologies to provide necessary expertise to incubate startups and promote Entrepreneurship skills in students at a young age.

The Startup studios at the Institution include

1. ASICplay - a cloud based IC design learning platform
2. TrustGreenz - an agricultural based start-up;

3. Freshstory - An Artificial intelligence based business development start up;
4. Fibres & Fabrics - A data automation engine for logistic management in Textile industry
5. Ariel bots - a robotics based start-up for harvesting automation in Tea industry.

The selection process for incubation training includes technical and aptitude test, followed by interview by industry experts.

#### Tech enabled learning platform

The Institution has a distinct advantage of implementing an Artificial Intelligence blended teaching-learning process and a digitally enabled campus through Ebox - a learning portal.

The Ebox platform is designed based on the blooms taxonomy which is the primary learning requirement for outcome based education. The contents of the practice session in Ebox portal is created by the faculty members of each department of our institution to enhance the learning, exploring, analyzing, designing skills of the students and an assessment based on these skills. The portal is enabled 24/7 and the students can practice at their convenience.

The platform also has the capacity to learn the problem solving skills of the students and provides longitudinal digital profile(LDP).

This LDP enables the faculty members to assess, support and equip the students to overcome their skill gaps. It also helps in preparing the students to be competent enough to be successful in campus placements.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/centre-of-excellence/">http://kathir.ac.in/centre-of-excellence/</a> , <a href="https://kathir.ac.in/wp-content/uploads/2022/files/INNOVATION-ECOSYSTEM.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/INNOVATION-ECOSYSTEM.pdf</a>

### 3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

#### 3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

7

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

#### 3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

##### 3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

2

File Description	Documents
URL to the research page on HEI website	<a href="http://kathir.ac.in/research-collaboration/">http://kathir.ac.in/research-collaboration/</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year



**3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**

17

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

**3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year****3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year**

6

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

**Extension activities for social impact**

Kathir college of engineering encourages active participation of students in programs involving social issues.

- NSS, YRC

Our students actively participated in community service activities through National Service Schemes conducted by Kathir College of Engineering. NSS volunteers have addressed various social issues which include

- Cleanliness,
- Blood donation,
- Tree plantation,
- Yoga

- meditation
- Sensitization programs of social issues for students
  - Environmental awareness
  - Women empowerment
  - National integrity
  - Financial literacy
  - Language workshop(French)
  - Literary festival

The Institution also organized 'Thiruvalluvar Vizha' honouring great tamil poet Thiruvalluvar and conducted many events for nearby school students. The theme of the competitions was related to social issues. The best presentations were awarded in a separate function in the presence of renowned Tamil poets and speakers. The students were exposed to the noble preaching of the renowned poet and actively participated in the function.

- Community sensitization programs
  - Road safety week,
  - Voter awareness programs
- Personality development

The Institute also actively involves the students in various club activities thereby contributing to their overall holistic development. The club activities enable the students to overcome their inhibitions and actively contribute to the society and environment.

These activities have profound positive impact on the students, and it also helps in developing relationship of students with community, leadership skills and overall confidence of students.

- Fitness workshop
- Workshop on Writing in style

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

### 3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

### 3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

### 3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year

#### 3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

16

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

### 3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

#### 3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

450

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 3.5 - Collaboration

#### 3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

##### 3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

81

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

##### 3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

10

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

KCE has a well-developed green campus of 7.5 acres; it is equipped with modern facilities and learning resources to achieve academic excellence according to its vision and strategic objectives. The college has adequate number of class rooms and laboratories as per norms to continue the academic activity. Following facilities are available in our campus.

#### Class Rooms:

KCE has 34 spacious and well ventilated classrooms, each equipped with required number of desks, benches, and black- boards. Five classrooms have been earmarked and equipped with smart boards and ten classrooms are equipped with LCD projectors. These ICT facilities shall enhance students interactive learning and knowledge acquisition.

#### Laboratories and Workshops:

Twenty six well equipped laboratories and one workshop cater to the students practical learning. These laboratories help the students acquire hands on experience thereby enhancing their knowledge and skill. The experiments are designed to be conducted using latest equipments and the experimental results are analyzed using computers. In addition to this the computer centers are also equipped with latest versions of softwares and simulation tools.

#### Library:

A library is the heart of an academic institution. Our institution encourages all students and staff members to make the best use of the library that has been carefully built up since the inception of the college. The library is housed in a spacious area of 625 sq.m., fully computerized and air-conditioned with Reference Section, Magazine Section and Stack Area. Presently there are 29,000 books and reference volumes and numerous magazines in all relevant streams of engineering and management, stacked for the benefit of staff and students.

#### Digital Library:

Our library houses a set of computers equipped with e-book, e-contents, e-journals, e-magazines to enable students to acquire wide scope of knowledge.

#### Seminar Halls:

KCE has a fully furnished auditorium and it can accommodate 600 students. KCE also has two seminar halls with capacity of 150 and 100 students, respectively.

#### Renewable Power Source:

As one of the green campus initiative our institution has installed solar plants at various locations in the campus. KCE has an installed capacity of 30 kW renewable solar power source which ensures a regular and reliable power supply. In addition, KCE has a diesel generator set power back up for the campus as well as for both hostels with a capacity of 80 KVA.

#### Safety and Surveillance:

For safety and surveillance purpose, KCE has installed 50 CCTV cameras with recording facilities in the campus. Apart from surveillance, the institution has employed sufficient number of security personnel to maintain campus safety and discipline.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/4.1.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/4.1.1.pdf</a>

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

Kathir College of Engineering inculcates holistic personality development of students, by providing them necessary facilities apart from academics.

#### Cultural activities:

The students of our institution are encouraged to actively

participate in cultural events on and off the campus. This enables them to hone the organizational skills and special talents.

Cultural activities such as vocal singing, solo dance and group dance are performed by students during intra-department competitions. A devoted 'Fine Arts' club is functional in the college so as to bring out the hidden talents of the students. In addition, students are motivated to participate in other college cultural festivities to have an all-round development. Several students across departments take part in cultural events and bag prizes and bring laurels to the college.

#### Annual cultural festival:

An annual cultural event has been conducted every year to bring out and display the fine arts skill of the students. The event is planned, organized and conducted by the students. The event provides the platform to recognize and appreciate the cultural diversity of our institution.

Students are encouraged to actively participate in indoor games. Sports activities such as Volley ball, Shuttle Badminton and Basketball are being carried out in the sports arena by students after curriculum hours as well as on sports periods. For the lovers of football, an exclusive ground is dedicated and District-wise, Intra-College level, Regional and State-wise tournaments are organized at regular intervals.

#### Sports and Games:

##### Physical facilities:

- Indoor games includes
  - Carom
  - Chess
  - Table Tennis
- Outdoor games includes
  - Volley ball
  - Cricket
  - Shuttle Badminton
  - Basketball
  - Football

**Annual sports festival:**

KCE conducts sports day every year. It is a platform where the students exhibit their sports skills. This also enables them to compete in inter college events.

**Fitness center:****Gymnasium:**

Round the clock fully-furnished inbuilt gymnasium is also available in the campus for the physical well-being of Day-scholar and Hostel students.

**Yoga center:**

The mental fitness of the faculty and students are taken care of by providing Yoga and meditation sessions in periodic intervals. External yoga experts are invited to conduct the sessions.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/4.1.2.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/4.1.2.pdf</a>

**4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.**

18



File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/4.1.3_ICT_facilities.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/4.1.3_ICT_facilities.pdf</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

218.7

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

- Name of ILMS software: MODERNLIB
- Nature of automation: Full
- Version: Perpetual
- Year of Automation: 2008

KCE library holds the rich collection of more than 29,000 text as well as reference books in the domain of Electronics and Communication Engineering, Computer Science and Engineering, Mechanical Engineering, Civil Engineering, Electrical and Electronics Engineering, Applied Sciences, General Management, etc. It has subscribed to 52 print journals of 'National' as well as 'International' reputed magazines, newspaper and periodicals.

It has subscribed to the E-Resources such as 'DELNET' under which campus wide access to more than 8500 e-books, 9000 e-Journals, 1000 NPTEL & multimedia videos are available for the students use.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/4.2.1.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/4.2.1.pdf</a>

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources** A. Any 4 or more of the above

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

2.34

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

#### 4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)

##### 4.2.4.1 - Number of teachers and students using library per day over last one year

517

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>

### 4.3 - IT Infrastructure

#### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Computer labs are well-equipped with branded computer systems adequately supported by 60 Mbps leased lines for internet connectivity with a wide range of licensed system software and application software.

The institute has 376 computers with the following configurations:

- Lenovo Thinkcenter M80 Core 2 Duo Processor
- Lenovo Thinkcenter M72e i3 Processor
- Lenovo Thinkcenter M80 i5 Processor
- Lenovo Thinkcenter M72e Dual Core Processor
- Dell Vostro 230 Slim Core 2 Duo Processor
- Zenta Intel Core i5 Processor.

The entire campus is connected with LAN. Computer labs and departments are well connected to the internet in order to help students and faculty to carry out their theoretical and practical work. Technicians are available to assist the students to acquire knowledge.

LAN facility: 3-Layer Switching (Core, Distributed and Access) model is implemented to connect all the computers to the network. Core layer switches in the buildings are connected with Optical Fiber Ring Network. This core switching is further extended to Distributed Switching for departments.

Wi-Fi facility: The system administration team extends the complete support to the students by setting and installing

(KAWIFI) Wi-Fi zones at various locations such as Library, Hostels, Department corridors and at the Green lawn area. Staff and Students can access this facility on their Laptops and mobile phones by registering with system administration team.

**Intercom Facility:** The campus is well connected with a well planned Telecom Network with intercom facilities provided at important locations in the administrative office, library, departments, laboratories and hostels, etc.

**CCTV Facility:** The entire campus is under the surveillance of Closed Circuit Television facility to monitor the safety, discipline and activities of the students.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/wifiphoto.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/wifiphoto.pdf</a>

#### 4.3.2 - Number of Computers

376

File Description	Documents
Upload any additional information	<a href="#">View File</a>
List of Computers	<a href="#">View File</a>

#### 4.3.3 - Bandwidth of internet connection in the Institution B. 30 - 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

## 4.4 - Maintenance of Campus Infrastructure

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

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

60.5

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

#### Laboratory:

##### Stock registers

Record of equipment's is maintained in Stock Register.

##### Maintenance of equipment

Laboratories are regularly maintained. Equipment's are maintained properly, calibrated and serviced periodically.

##### Repair and service

Major breakdown maintenance if required, is carried out by external agencies.

#### Maintenance of Library Facilities:

- The books and journals are maintained.

- Book binding is carried out on regular basis for damaged books to avoid further damage.
- Stock verification is done as a part of regular monitoring and control. Pest control is done on regular basis for maintaining books safe from termites.
- Procurement of new books & renew of journals and recommendation for additional books.
- Updating and maintaining of all library records. Addressing issues and grievances of users.
- Update and upgrade the library contents, periodically as per updates in curriculum.

#### Computers:

- The institute has an adequate number of computers with internet connections and utility softwares.
- Computer systems, UPS, Softwares and Servers are maintained by system admin and Lab-In Charges.
- The computing infrastructure is maintained by the system admin team under the supervision of Dept. of Computer Science and Engineering.

#### Classrooms, Conference Hall:

- Classrooms, Conference Hall and Auditorium are provided with enough seating capacity and LCD projectors.
- Cleanliness of class rooms and Conference Hall is maintained on a daily basis. Working condition of audio system, LCD projectors etc. is done on regular basis.

#### Sport complex:

- Physical Director of the institute looks after the sports facilities and the activities.
- The sports equipments are issued to the students as per the schedule of the events.
- Preventive maintenance measures are taken periodically.

- Physical director is responsible for keeping the record of utilization of sport Facilities, activities held, awards for the students etc.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

#### 5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

##### 5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

516

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

#### 5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

##### 5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

456

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills**

**A. All of the above**

File Description	Documents
Link to Institutional website	<a href="http://kathir.ac.in/gallery/">http://kathir.ac.in/gallery/</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

**5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

120

**5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

45

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>



**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

**A. All of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

## **5.2 - Student Progression**

### **5.2.1 - Number of placement of outgoing students during the year**

#### **5.2.1.1 - Number of outgoing students placed during the year**

77

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

### **5.2.2 - Number of students progressing to higher education during the year**

#### **5.2.2.1 - Number of outgoing student progression to higher education**

3

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of student progression to higher education	<a href="#">View File</a>

**5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)**

**5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year**

0

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

**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 year**

**5.3.1.1 - 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 year.**

1

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )

- **Class committee:**

The class committee comprises of a chairperson who is not associated with the class, faculty advisor, faculty members handling subjects and three students of the concerned class. This committee addresses issues raised by the students regarding the courses of the current semester.

- **Student Council**

The student council enables the students to be an integral part of the decision making process in academic, non-academic and administrative bodies of our institution. The activities of the student council help to impart a sense of ownership and responsibility among the students, and improve their leadership qualities. By understanding the nuances in institutional operations, the students become aware of the social responsibilities and emotionally balanced in taking decisions. The student council composition includes 3 students from each year totaling 12 students and a president, vice president, secretary, treasurer and executive members are nominated out of these students.

- **Sports Council:**

This committee comprises of principal as the chairperson and the physical director as the member secretary. It also includes student members from each class of every department. The role of this committee is to plan the sports activities in the campus.

The sports committee extends financial support to the deserving students to participate in state and national level sports meets.

- **Hostel and Mess Committee:**

The students who are in hostels, will also be a part of the Hostel and Mess committee. This helps them to communicate with the management regarding the facilities required in the hostel.

- **Anti-Ragging Committee:**

The Anti- Ragging committee Constitutes

- Chairperson
- Six Board Members
- Six members in Squad (Faculty Members)

Any student who has a grievance, including abuse, may bring it to the attention of the Chairperson or any of the Committee Members from different departments, who will take appropriate action and resolution.

- Creating awareness among the students about ragging
- Display of anti-ragging warning posts at vital places
- Dissemination of Guidelines given by Government of Tamilnadu and supreme court
- Regular surprise Inspections

- **Entrepreneurship Development cell**

- Entrepreneurship Development Cell (EDC) educates and trains the students who prefer to do business on their own and motivate them to start their own firm.
- It trains the students to prepare project reports, to obtain information on technologies and to understand business ethics and start-up procedures
- EDC organizes Entrepreneurship awareness camps, Entrepreneurship development programs in the college for the benefit of the students
- The cell organizes seminars and workshops periodically. The alumni, who are successful entrepreneurs, are invited as

resource persons.

- Department Association

The structure of the Department Association is as follows. Students are the main driving force of the association and they hold the positions ranging from Secretary, Joint Secretary, Treasurer and Executive Members. The Head of the Department guides the students as mentors and one another faculty guides the students in managing the association funds. Students actively organize informative Guest lectures, Workshops, Symposiums, National and International Conferences. By participating in the association activities students imbibe the best practices in event management, financial management.

- Training and placement cell

Students coordinators are nominated to the Placement and training committee which will be presided by the Placement officer of our institution.

This committee plans, prepares and monitors the training schedules of the students. The attendance and performance of the students are analysed with the assistance of departments. They also arrange on and off campus placement drives. They collect feedback about the performance of the students from the employers.

#### Club Activities

Fine arts club

Youth Red cross club

Photography club

Tamil Mandram

The above clubs are meant for overall intellectual development of the students.

## 10. Grievance Redressal committee

The committee is constituted.

The committee takes action appropriately on the complaints received from the students.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/5.3.2.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/5.3.2.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

09

File Description	Documents
Report of the event	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	<a href="#">View File</a>

## 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

Yes. An Alumni Association is registered on our campus. Alumni Engagement is an integral part of student support services. The primary objectives of Alumni association are

- To enable interaction between the institution and alumni which promotes mutual understanding and mutual information sharing. WhatsApp groups and other social media are utilized regularly to be in touch with alumni.
- To obtain feedback regarding recent technologies and opportunities, are often collected from alumni. Willing alumni are allowed to make specific contributions to the institute, enabling them to be a part in the process of growth and development of the institution.
- To utilize referral programs in alumni's current organization to drive placement for students with appropriate skills as per the requirement.
- Alumni who are associated with research establishments, interact with students with research inclination. This helps them to understand and pursue research in upcoming areas.
- To organize mentorship programs for creating awareness among the students regarding competitive examination and other recruitment exams conducted by state and central government.
- To provide scholarships for students who have exemplary academic records or have an outstanding sports profile.
- Seminars, workshops and conferences are held in association with the alumni network. This promotes mutual learning and also helps students to learn state of the art technologies.
- To promote multidisciplinary learning by organizing extracurricular activities such as sports events which provide life skills to our students.
- Industry and academia interaction is encouraged through online webinars in association with the alumni network, to enhance practical skills of the students, in turn improving their employability.

- Annual contests and activities are organized for alumni and their family members to maintain an everlasting relationship with the institute.
- To build on these main objectives of the alumni association, we at our institute meticulously organize alumni related events and contests to maintain a cordial relationship with our alumni. This relationship fosters an environment where the institute, the students and our alumni, all benefit mutually.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/5.4.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/5.4.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

#### 5.4.2 - Alumni contribution during the year C. 3 Lakhs - 4Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	<a href="#">View File</a>

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

#### Vision:

Strive to promote Excellence in Engineering Education and Research by developing our students as Real-Time Problem solvers thereby contributing to the societal needs

#### Mission:

- Providing stake holders an academic ambience to acquire Higher Order Thinking Skills to be technically competent
- Imparting required skills in niche areas through our Industry driven Centres of Excellence.
- Nurturing critical and creative thinking skills to innovate



new ideas for solving societal problems and become successful entrepreneurs

#### Nature of governance

Kathir College of Engineering believes in decentralizing the governance and it's perspective plan aims towards reaching the following metrics based on 6 E's for effective implementation and monitoring are detailed and aligned with Mission statements:

#### Mission 1:

- Excelling in Teaching Learning Process
- Empowering students in PRIDE (Projects, Research, Innovation, Design & Entrepreneurship) activities

#### Mission 2:

- Enhancing research capacities and Outcomes
- Enabling Inclusive and sustainable growth

#### Mission 3

- Extending collaborations and capacity building efforts
- Expanding opportunities for societal services

#### Perspective Plans

- Autonomous status
- Starting an in-house incubator with atleast 10 start-up firms
- Enhancing Research Capabilities and Outcomes
- Strengthening collaboration with Industry in Research, Consultancy, Training & Internships
- UG in Emerging Areas & PG in Niche Areas
- To improve Core Placements
- Enhanced Community Engagement
- Faculty Competency Building in areas of New Age Technologies & Research
- 50% of Faculty Members with Doctoral Degree

Participation of the teachers in the decision making bodies of the institution

Following committees are formed for better governance with faculty members as members:

Planning and Evaluation Committee, Grievance Redressal Committee, Examination Committee, Library Committee, Student Welfare Committee, NSS, YOGA Committee, IQAC-Academic Audit Committee, Timetable Committee, Alumni Association, Discipline Committee, Research Cell & Extension Services Committee, Women Empowerment Committee, Institutional Industry Collaboration Committee and Anti Ragging Committee

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/6.1.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/6.1.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

1. Placements and Admissions for the respective departments:

- With a view to strengthen the admission and placement process, the leadership team of the institute has decentralized and empowered each department to participate for the betterment of the students.
- Each department will have an admission and placement coordinator who will represent the needs of the department to the central coordination cell.
- The departmental admission and placement committee shall include senior faculty members as coordinator.
- This practice has helped to build a eco system of leadership at the department level. The departments are able to strategize, implement and successfully achieve the desired outcome.
- The strategy meetings were conducted at the department level with the participation of all faculty members of the department. This approach enabled contribution by all faculty members. All faculty members weighed in with their experiences, insight and professional contacts.
- The decisions about fee concessions for meritorious students, deserving students were also in the purview of the respective departments with due approvals from the institution's top management.

- The department level placement committees are empowered to liaise with the industry contacts to arrange internships and placements for students. They are allowed to visit the industries anytime they are required to. The HOD shall encourage faculty members and students to actively engage in such activities.



File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/Committee_list_2020-2021.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/Committee_list_2020-2021.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

#### Introduction

A strategic planning framework should be in place for every organisation to grow and thrive. Strategic planning is the process through which an organisation defines its strategy, or direction, and decides how to allocate resources to execute that goal. It might also include control measures for directing the strategy's execution. The strategy plan is formulated through workshop

Kathir College of Engineering will maintain its quality and uniqueness by adhering to a strategy plan based on the following sub-areas:

- Teaching and Learning Process
- Outcome Based Education
- Research and Development
- Startup Studios
- Self learning and Personality Development

Due to COVID pandemic there has been a necessity for transition from traditional teaching to online teaching. E-BOX Edu-Tech platform was used to implement Blended Learning methods. Students were given username and password to use the platform to attend the classes and do practice questions and problems.

The online mode of teaching and practice sessions were much useful and effective to implement outcome based education. The student skills were tested using the online platform and practice sessions. It was achieved by creating questions with the six levels of Revised Blooms Taxonomy. The students were well motivated to attend the practice sessions.

#### Five Year Strategic Plan 2021-2026

The action plans in the previously listed sub areas are suitably linked to the following tasks in order for KCE to achieve the given milestones.

- Outcome Based Teaching and Learning Process
- Empowering the students to becoming Entrepreneurs
- Developing Research and Development
- Industry Collaborated Research Opportunities

- **Maintaining Substantial Growth in Pride Activities**

### Planned Milestones

- **Strengthening Industrial Connect relationships to create research and internship opportunities**
- **Establishing start up studios to make the students as Entrepreneurs**
- **Tech Enabled Learning and Skilling**
- **Building faculty competencies to provide outcome based education**
- **Attaining NBA accreditation and Autonomous Status**

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/6.2.1_SPDD.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/6.2.1_SPDD.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Kathir college of engineering has an elaborate hierarchical structure to effectively administer the institution. The details of the structure have been illustrated through an organogram.

### Policies

The broad policies of the institute are framed by the leadership of the institute. The policies are in tune with the vision and mission of the institute. The subordinate bodies strategize and implement the policies to achieve the desired outcome.

### Administrative setup

The principal of the institution is the head of the administrative setup. The leadership has provided necessary procedures to carry out the administrative work.

- The HODs are provided necessary instructions by the head of the institution for executing the administrative functions of their respective departments
- The personnel heading the infrastructure and maintenance body, under the guidance of the principal, carries out the daily, weekly and monthly routines with regard to maintenance of the campus.
- The administration of Hostel for men and women students are supervised by the wardens under the guidance of the head of the institution.
- IQAC cell is empowered through the guidelines provided by the principal.
- Administration of library, placement, exam cell, R&D cell, sports, welfare committees, transport are conducted as per norms suggested by the leadership.

### Appointment and service rules, procedures

The appointment of teaching and non-teaching staff, service rules and procedures are followed by the guidelines provided by the leadership team.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/KCE-HR%20Policy.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/KCE-HR%20Policy.pdf</a>
Link to Organogram of the institution webpage	<a href="http://kathir.ac.in/organogram/">http://kathir.ac.in/organogram/</a>
Upload any additional information	<a href="#">View File</a>

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

At Kathir College of Engineering, welfare of the members of faculty is given foremost importance. Existing welfare measures for teaching and non-teaching staff are listed below in relation to this.

Welfare measures for teaching and nonteaching staff

Financial support

- All statutory and Medical Leave for both teaching and nonteaching staff
- Maternity Leave for Eligible Members of Faculty
- Advances for festivals

- Fee Concession for the wards of the teaching and nonteaching staff
- Hostel and mess facilities at affordable cost
- Sponsorships for publications and conferences
- Transport services are available for both teaching and non-teaching staff.

#### Academic support

- Sponsorship for Ph.D programme.
- Internet and WiFi for all the members of staff
- Skill development and FDP for Effective Teaching and Learning
- Summer and Winter Vacations for Eligible Faculty Members
- The library subscribes to journals and magazines to support the research activities

#### Other support

- Gym Facility is available in evening hours
- Club and sports activities for Faculty members
- Faculty members are provided with Individual cabin and system to facilitate good ambience.
- The Women Empowerment Cell was formed in order to provide opportunities for female faculty members to thrive and acquire momentum.

In a nutshell, the Institution strives hard to keep the members of faculty happy and healthy.



File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

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

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

4

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

### 6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

#### 6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

6

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	<a href="#">View File</a>
Reports of Academic Staff College or similar centers	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

### 6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

#### 6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

90

File Description	Documents
IQAC report summary	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

After one year of service, each employee's performance is evaluated on a yearly basis. The goal is not only to evaluate performance in accordance with established norms, but also to discover possible areas for development that might eventually lead

to further advancement and growth of the individual.

The performance appraisal of the teaching and nonteaching staff is carried out based on the appraisal system given below.

#### ACADEMIC PERFORMANCE INDICATORS

Appraisal system for teaching staff

Teaching learning

Subject results

Feedback by students about the staff

Student mentoring

Faculty members involvement in student welfare

Guidance provided by the faculty members to the students

Helping students in placements

Focus towards higher education

Registered for PH.D

No of journal and conference publication

Research funding if any

General traits

Attitude

Team work

Sincerity

Commitment

Non teaching

## General traits

Attitude

Team work

Sincerity

Commitment

Skill upgradation

The following are the key aspects of the performance appraisal system:

### Teaching Staff

- Faculty members are explained well in advance about the performance appraisal system.
- AT the end of the academic year, The teaching and nonteaching staff shall submit the API.
- Faculty members whose promotions are due are proposed based on their Academic Performance Indicator (API) score and must appear before the screening-cum-selection committee.
- Evaluation of the API of individual staff are assessed by respective HoD and Principal
- The assessment of the HODs are done by the principal.

### Non-Teaching Staff

The appraisal of Non-Teaching staff will be done on following parameters:

Principal will carry out a personal interaction with library and office staff. After evaluating all parameters, the remark will be given by Principal.

S.No

Observations/Conclusions

Remedial Action

1.

**Excellent**

Not required. However, staff will be encouraged to maintain the performance.

2.

**Appreciable**

Not required. Staff will be encouraged for further improvement if required.

3.

**Average**

Need improvement in weaker areas. Motivation and support will be given for improvement.

4.

**Poor**

Need overall improvement. Motivation and support will be given for improvement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**6.4 - Financial Management and Resource Mobilization**

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

To maintain financial compliance, the Institution has created a process for performing annual internal and external audits on financial transactions. The institution's internal finance committee conducts an internal audit every six months. The committee extensively examines the revenue and spending information, and the internal audit compliance report is sent to the institution's administration via the Principal of our institution. An external audit is performed once a year by a third

party.

- Before the start of each calendar year, the principal delivers to the management a budget allocation plan based on the suggestions provided by the heads of all departments.
- The college budget contains recurrent expenses like salaries, power, internet charges, maintenance costs, stationery, other consumable charges, and so on, as well as non-recurring expenses like lab equipment purchases, furniture, and other development costs.
- The accounting department will monitor the costs in accordance with the budget set by the management.
- The depreciation costs of numerous items acquired in previous years are also calculated.
- On a semi-annual basis, an internal finance committee audits all vouchers.
- The costs incurred under various headings are extensively scrutinized by examining the bills and vouchers.
- If a disparity is discovered, it is brought to the attention of the principal.
- According to government regulations, the college's accounts are audited on a regular basis by chartered accountants.
- After the audit, the auditor checks that all payments have been lawfully approved, and the report is given to the management for approval.
- Any questions that arise throughout the auditing process will be addressed as soon as possible, together with the supporting documentation, and within the time restrictions specified.
- During the prior years, the institution received no substantial audit objections.

All of these techniques demonstrate the institution's financial openness and commitment to financial accounting discipline. The audited statement is fully signed by the management and chartered accountant authority.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

#### 6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

1

File Description	Documents
Annual statements of accounts	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	<a href="#">View File</a>

### 6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

- The Institute maintains and adheres to a well-planned approach for mobilizing funding and resources.
- The procedure involves the institute's numerous committees, as well as the Department Heads and the Accounts Office.
- The Institute has developed certain particular regulations for the use of funds and resources.
- Mobilization of Funds, the student tuition fee is the institute's primary source of income.
- Seminars and workshops are sponsored by a variety of government and non-government organizations.
- Alumni Contribution
- Sponsorships are sought from individuals and corporate for cultural events and fests.
- A finance committee has been formed to oversee the most efficient use of cash for different recurring and non-recurring expenditures.
- The procurement committee solicits vendor quotes for the acquisition of equipment, computers, and books.
- The Principal, finance and procurement committees review the quotations before making a final selection based on characteristics such as cost, quality, and terms of service.
- The principal, finance, and procurement committees, verify that expenditures stay within the budget.
- In the event that the expenditure exceeds the budget, management advice is sought.
- The college budget is prepared by the Principal and Heads of Departments prior to the start of the fiscal year.
- The institutional budget comprises recurrent expenses such as salaries, power and internet charges, as well as

stationary and other maintenance fees.

- It contains anticipated costs including lab equipment purchases, furnishings, and other development costs.
- The budget is scrutinized and approved by the top management and Governing Council.
- The finance department and the procurement department keep track of whether spending are exceeding the budget.
- At the end of the financial year, statutory auditors are hired to certify the accounts.
- The grants received by the college are also audited by the certified auditors.
- The college's goal is to promote research, development, consulting, and other related activities by involving academic members at various levels.
- Faculty who show initiative and win major funds for R&D or to improve the institute's infrastructure will be encouraged and will receive particular recognition.
- Depending on availability of finance, faculty may be granted travel grants to deliver research papers at or attend National Conferences in India.
- Beyond regular college hours, the existing physical infrastructure is efficiently utilized to conduct remedial classes, co-curricular activities/extra-curricular activities, and parent-teacher meetings.
- The college's facilities are used as an examination center for both government and university exams.
- For the benefit of students, professors, and alumni, the library operates outside of college hours.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/6.4.3.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/6.4.3.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 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

### Internal Quality Assurance Cell (IQAC)

The IQAC's primary focus is to create a system for conscious, consistent, and catalytic improvement in the overall performance of the Institutions. The IQAC will make a significant and



meaningful contribution to the Institution's post-accreditation phase. During the post-accreditation period, the IQAC will direct all of the Institution's efforts and measures toward promoting academic excellence.

The objectives of the IQAC are

- To ensure continuous improvement in the Institution's overall operations.
- To assure stakeholders associated with education, namely parents, teachers, staff, employers, funding agencies, and society in general, of its own quality and probity.
- To develop a quality system for conscious, consistent, and planned action to improve the academic and administrative performance of the institution.
- To promote measures for driving institutional functioning toward quality enhancement and institutionalisation of best practises.

Benefits

IQAC will facilitate / contribute:

- To ensure a heightened level of clarity and focus in institutional functioning towards

quality enhancement and internalization of the quality culture  
NAAC for Quality and

Excellence in Higher Education.

- To promote measures for the Institution's operation aimed at improving quality through the establishment of a quality culture and the institutionalisation of best practises.
- To improve institutional functioning by providing a solid foundation for decision making.
- To serve as a dynamic system for changing the institution's quality.

Functions

Development and application of quality benchmarks/parameters for the Institution's various academic and administrative activities.

Arrangement for feedback responses from students, parents and

other stakeholders on quality related processes of the institution.

- Dissemination of data on higher education's numerous quality indicators.
- Records of the many initiatives and activities that lead to quality improvement.
- Workshops and seminars on quality-related topics, as well as the promotion of quality circles.
- Preparation of the Annual Quality Assurance Report (AQAR) based on the quality parameters to be submitted to NAAC.

IQAC has contributed significantly for institutionalizing the quality assurance strategies and processes, the following two practices are the results of IQAC initiatives

To provide superior technical education to students, the institution uses a collaborative learning process. It entails groups of students cooperating to solve a problem, perform a task, or produce a product. It is founded on the notion that learning is a natural and social behaviour in which participants converse with one another.

The IQAC spearheaded efforts to successfully adopt contemporary technology in the Institute's administrative functioning via ICT and alternative energy sources, particularly the 35kW increase in solar power. Wifi and LAN facility upgrades have substantially improved the quality of the teaching-learning experience.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_Report_Summary_20_21.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_Report_Summary_20_21.pdf</a>
Upload any additional information	<a href="#">View File</a>

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC evaluates the teaching-learning process regularly and takes initiatives to improve its quality.

The Academic Calendar is planned, exhibited, and circulated throughout the Institute, and followed strictly.

The Academic Calendar includes information about holidays, Continuous Internal Assessment schedules, and starting, last working day of the semesters.

All newly enrolled students must attend the Orientation Program, during which they will learn about the Institute's philosophy, unique educational system, teaching-learning process, continuous evaluation system, mandatory core courses, numerous extracurricular activities, discipline, and culture. A guided tour of the campus and its extensive facilities is also given to all students.

Every student receives a Student Record, which contains all pertinent information for students.

Before the semester begins, students are informed of the timetable, program structure, and course syllabi.

Important announcements are delivered through regular circulars and The HODs, and tutors supervise attendance and class behavior.

The tutor and members of the Discipline Committee undertake random inspections to ensure that classes run smoothly.

Students participate in Class Committees regularly to provide comments, and appropriate efforts are taken to improve the teaching-learning process.

Students' feedback is also taken into account by faculties for their specific courses, by tutors, and directly by IQAC. Students are also welcome to provide feedback and suggestions to the Principal.

The Principal, HODs, and individual faculty members receive proper analysis and feedback.

Based on the IQAC suggestions, the teaching-learning processes are assessed and changes are implemented.

The following are some of the key efforts undertaken in the recent five years:

- The practice-based learning process is initiated through the E-Box platform
- Automation of Admission Processes - Provision for online fee payment

#### Introduction of Artificial Intelligence and Data Science program

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/IOAC%20AnnualReport%2020-21.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/IOAC AnnualReport 20-21.pdf</a>
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

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

Describe gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 200 words

- The institute addresses gender equity, gender sensitivity on a continuous basis throughout the year.
- The institution encourages recruitment of women employees for teaching and nonteaching roles.

Curricular and co-curricular activities

- Experts on the topic are invited to deliver seminars/workshops to sensitize our students and faculty members to enable them to treat each other with equity, esteem, and respect.
- Separate NSS unit functions with girl student members to encourage their participation in serving the society
- Celebration of International women's day in the campus

Safety and security

Installation of Surveillance cameras

- The campus is always under CCTV surveillance
- CCTV is installed at vital locations. All video feeds of the CCTVs installed at all locations are recorded. This helps to have recourse to videos of any untoward incident if any to initiate investigations.
- The presence of CCTV installations gives a sense of safety and security on a real-time basis.
- The running feeds of the various CCTV locations are displayed on a television in Principal's chamber and Chairman's chamber.
- The facility of CCTV installation is augmented by security personnel posted at the main gate, portico of the main building and at other points in the campus.

Hostel

- The Hostel procedures for leaving the campus and entering the campus are all recorded manually in the report cards monitored by the Hostel authorities.
- The boys and girls Hostel is manned by separate wardens and security.

- The entry of visitors are strictly monitored.

#### Day care centre/ gymnasium for kathir group of institutions

- A separate day care centre has been setup to help women employees
- Gymnasium facility has been provided for women employees.

File Description	Documents
Annual gender sensitization action plan	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/annualgendrsens.plan_weblink.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/annualgendrsens.plan_weblink.pdf</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/facilty_women_weblink.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/facilty_women_weblink.pdf</a>

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

**A. 4 or All of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management**

**Our institution strives to minimize the waste and thereby protect the environment. The strategy adopted is reduce, reuse and recycle.**

**Solid waste management**

### Bio degradable

- The food waste of the mess facility is collected and given to the pig farm.
- The institute prides itself on a well-kept campus that is possible because of good waste management practices.
- The waste from the trees, gardens in the campus are periodically removed and handed over to nearby composting yards.

### Non-degradable waste

Usage of Plastics is banned inside the campus and sufficient awareness has been created. All packaging related plastics are handed over to third party vendors who are capable of recycling .

### Liquid waste management

The sewerage facility is well functioning and maintained periodically. The treated water is utilized for watering the gardens. The solid waste generated is handed over to third party vendors who are capable of producing manure.

### E-waste management

The institution has created a policy of segregating the unusable/condemned computers and accessories. Post segregation these items are handed over to the third party vendors who are experts in E waste management.

### Waste recycling system

The stationery waste like used papers (after their validity time is completed) is disposed of to nearby shops dealing in such waste

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

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

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.5 - Green campus initiatives include**

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

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

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

**7.1.6.1 - The institutional environment and** **A. Any 4 or all of the above**



**energy initiatives are confirmed through the following**  
**1.Green audit 2. Energy audit**  
**3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms.**

**Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment**

**5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

**A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

### Cultural harmony

- The institution consciously recognizes diversity in language, religion and other societal diversity by means of celebrating a variety of events, and festivals.
- The institution encourages religious tolerance by maintaining harmonious atmosphere by celebrating various cultural and religious festivals
- The celebrations of events like women's day, Tamil New Year, Onam etc. are also proof of the diversity in the composition of students, faculty members and non-teaching staff.
- National integration day was celebrated.

### communal socioeconomic initiatives

- The institute provides merit scholarships for deserving socially and economically backward community students.
- This helps the institute in providing equity in access to professional education for students from all economic strata of the society.
- Blood donation camp is organized every year where students and faculty contribute for the noble cause of serving society.
- Kathir faculty members contributed to the development of contents for NEET online coaching through Ebox platform. The neet content was provided free of cost to Tamilnadu government schools.
- In Madurai alone, more than 100 government school students who underwent neet coaching through Ebox, got qualified.

### Linguistic inclusiveness

Kathir college of engineering admits students from other states. This diversity encourages equality of cultures within the campus.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

Kathir college of engineering periodically arranges programs inviting students and parents to sensitize them on their expected societal behavior, rights and responsibilities.

Voters awareness program

Voter awareness programs are organized to create awareness among students and faculty members to exercise their constitutional rights during elections

Safety week

The institute has organized awareness campaigns for wearing helmets while driving two-wheelers emphasizing the obligation of the students, general public to drive safe.

Independence day and Republic day

Every year our institution celebrates by highlighting the importance of freedom and creating awareness of the constitutional obligations.

International yoga day

The physical and mental health of students and faculty members are nurtured through regular classes. The importance of yoga is highlighted by celebrating international yoga day in the campus.

Cleanliness drive

The NSS unit of our college actively engages the students in the cleanliness drive inside and outside the campus.

Teachers day

A teacher plays a crucial role in the transformation of the society. Teacher's day is celebrated to honour them by the students.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/7.1.9_addtn.doc.weblink.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/7.1.9_addtn.doc.weblink.pdf</a>
Any other relevant information	<a href="#">NIL</a>

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

The institute does not miss a chance to celebrate events, festivals, national and international commemorative days.

#### World Women's Day

Various events for women marked the celebrations on this day. The events were organized by students and faculty members. The celebrations featured a variety of performances including drawing, cooking, singing, dancing competitions involving faculty and students.

#### Engineers Day

Seminars on latest technical topics were organized on this day by the departments. Through this seminar the achievements of eminent engineers in their own fields were highlighted to the students to motivate them to excel in their chosen fields

#### Environment day

Sustainability of human life depends on the environment. The importance of maintaining a clean environment was highlighted to the students through a seminar. Cleanliness drives were organized throughout the campus to commemorate the day.

#### International Mathematics day

Seminar is organized by the departments inviting eminent. A bootcamp event was organized for the students to highlight the applications of mathematics in engineering.

#### International human rights day

A seminar was organized to highlight the importance of human rights and equality. The seminar was attended by faculty members and students.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

## 7.2 - Best Practices

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

### Best Practice I

#### Practice

Tech Enabled Teaching and Learning for performance assessment of Individual students

#### Objective

To precisely observe the learning behaviour of each student to identify the strengths and weaknesses of individual student

#### Context

Each student's learning behaviour is different. They may fall into any one of Gardner's multiple intelligence models. Similarly the learning pace is also different for different students. It is essential to give individual attention to all the students during every learning activity by exposing them to exhaustive testing environment. This leads to have an elaborate assessment model with different segment of questions ranging from remembering skills to creating skills. In class strength of 60, if we frame 10 questions for each lecture session, we end up with 600 solutions which will be humanly impossible to assess on daily basis and identify the strengths and weaknesses. This leads to the dependency of any Artificial Intelligence driven platform to precisely assess the learning behaviour of individual student.

#### Activity

In our College we use an AI driven Ed-Tech Platform where each

faculty member will frame at least 20 questions as per RBT norms for each lecture and upload in the platform to get at least 900 questions with 300 Higher Order Thinking questions to test their analysing, evaluating and creating skills. In the process of finding solutions for the framed HoT questions, students have to refer to many resources based on their learning interest. The platform will precisely record the learning behaviour of individual student through the way students take up the question and find the solution. This gives a clear picture about strength and weakness of individual student.

#### Proof of concept

The proposed best practice has produced an improved performance in following areas: 1. Increased Pass percentage in regular academics 2. Improved performance during placement activities 3. Quality of Project works are improved

#### Challenges encountered

Preparing the students to shift their learning style from conventional to tech driven was the biggest challenge. Initially we had a lot of apprehension from students but several orientation and brainstorming sessions helped us to make students understand the real purpose of this activity.

#### Requirement

Investment on purchasing a customizable third party Ed-tech platform and Faculty empowerment for maximum utilization of the features of the platform.

#### Best Practice II

##### Practice

Generating public visibility, curiosity and good will for the institution by conducting events open to the public free-of-charge

##### Objective

To trigger the support of the community in the institute's immediate vicinity as well as that of the Coimbatore district/nearby districts for enquiries and admissions of their wards/known contacts to the UG and PG programs offered by Kathir College of Engineering

To build brand equity and brand recall

#### Context

The institute needs to build public visibility and good will in the minds of the community in its immediate vicinity as well as in the extended region of Coimbatore district and nearby districts to sustain its economic viability and continued operations.

- The institute has to develop a public image by giving back to the community services which includes conducting events that are open to the public
- The institute's trustees are able to leverage the offices of government authorities to lend assistance and support to the institutions initiatives involving the public

#### Activity

The institute has organized events that are open to the public free-of-charge namely - a state-level job fair, public exhibitions, offered its facilities of seminar halls, classrooms, auditorium for conducting competitions for school children and reached out to and arranged transport free-of-charge, refreshments and lunch on week-ends for school students especially who are currently attending secondary school education to visit its laboratories, interact with faculty members to inform their decision-making about their higher education

The hosting of public events free-of-charge (state-level job fair, public exhibitions) acknowledges the need of the institute for direct or indirect support of its immediate community and the public at large

The institute encountered the challenge of carrying out the open-to-public events entirely with the assistance and support of its staff by motivating them to take advantage of the occasion to engage with the public, government authorities and perform their role in contributing to societal responsibilities

#### Proof of concept

The events were well organized and were well attended by the public. Among the many such events organized by the institute the state-level job fair enabled freshers, experienced candidates to find suitable employment



These events have built good will, brand equity involving positive brand association and recall for the institution.

The results indicate that initiatives involving the community and public support are well received and that they deserve to be provided periodically to sustain the good will and engagement already built and to be of mutual benefit.

#### Challenges Encountered and Resources Required

The public events need the full assistance and support of the institute's staff as engaging any external event manager will entail charging an entry fee for the public which will turn the nature of the event to a commercial exercise.

The events need to be scheduled in a manner where the entire physical infrastructure, systems of the institute will be entirely available for the event.

The institute's management should continue to leverage the good offices of the trustees to be involved in initiatives undertaken by governmental and non-governmental authorities for the long term benefit of the college.

File Description	Documents
Best practices in the Institutional website	<a href="http://kathir.ac.in/wp-content/uploads/2021/12/Best-Practices-for-web-site_2021.pdf">http://kathir.ac.in/wp-content/uploads/2021/12/Best-Practices-for-web-site_2021.pdf</a>
Any other relevant information	<u>NIL</u>

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

To provide students practice based, artificial intelligence enabled learning experience

#### Designing of the system

- The institution has set its eye on preparing students for their career and the community at large by giving them the practice based, technology enabled learning experience.

- This entails the faculty members to augment the traditional teaching learning materials with online content.
- The Tech enabled was equipped with interactive tools.
- The contents of the practice sessions were designed to match the industry requirements apart from the prescribed syllabus.
- The students were exposed to topic wise challenging questions in line with Bloom's taxonomy.

#### Assessment of the students

- The practice sessions are instantly assessed by AI driven platform which gives our students immediate feedback on their individual and relative learning performance thereby motivating them to achieve higher levels of learning.

#### Performance of the students

- The AI enabled platform provides an instantaneous longitudinal digital profile of the students performance in the practice sessions.
- This provides a real time report of the students to the faculty. This was also shared with the stake holders( students, parents and management).
- The LDP data is used by the placement office for their placement and training operations.

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

- Kathir College of Engineering is affiliated to Anna University, Chennai. Our institution follows the curriculum prescribed by Anna University, and adopts a systematic approach to ensure effective teaching, learning and evaluation process.
- The Academic Calendar is prepared by the institution before the commencement of the semester as per the schedule recommended by the University and becomes the guiding document for scheduling teaching, learning and evaluation activities. Further every department prepares its own academic calendar to facilitate addition of value added courses. This information is communicated to the students and faculty members prior to the commencement of the semester.
- Contents of the academic calendar includes,
  - commencement of classes
  - internal assessment test schedules
  - co-curricular and extra-curricular events
  - last instruction day
  - practical and theory exam schedules
  - list of holidays
- Individual class time tables are prepared and circulated to the students, before the commencement of classes.
- To upskill the students, KCE has signed an MoU with E-box learning services. E-box is an AI driven Technology Enabled Active Learning platform.
- The online classes are conducted with the help of e-box platform which ensures upskilling of students along with their regular classes. Also, the assignments and continuous internal assessment test papers are collected through the platform.
- To ensure effective curriculum delivery, course plans are prepared for the respective courses to attain the course objectives, course and programme outcomes.
- To record the course design, delivery, evaluation, attainment of the outcomes and remedial measures taken, a course file is prepared for all the courses.

The Course File includes

1. Individual Faculty Time Table

2. Syllabus Copy

3. Approved Course Plan (with details of Text & Reference Books, Scheme of Evaluation of Internal Marks)

4. Monthly Test 1 Details

? Question Paper & Answer Key

? Sample Answer Scripts

? Mark Sheet with identification of weaker students

? Action taken for improvement of weaker students

5. Monthly Test 2 Details

? Question Paper & Answer Key

? Sample Answer Scripts

? Mark Sheet with identification of weaker students-coaching class

? Action taken for improvement of weaker students

6. Monthly Test 3 Details

? Question Paper & Answer Key

? Sample Answer Scripts

? Mark Sheet with identification of weaker students

? Action taken for improvement of weaker students

7. Assignment Sheets : Question paper, Samples

8. Tutorial Sheets : Question paper, Samples

9. Details of Technical Quiz / Seminars / Any other Components conducted: Question paper, Samples

10. Record of Class Work with Internal Mark Evaluation

11. Topics covered beyond the syllabi with material

12. End Semester Question Paper & Answer Key

13. Course End survey

14. CO-PO Attainment with Excel sheet

The evaluation is done as per the university regulation and the pattern consists of continuous internal assessment and university examination with 20% and 80 % weightage respectively. The internal assessment comprises of an average of three internal tests. The internal test questions are prepared by the concerned faculty member and reviewed by the HODs before sending it to the Exam Cell. The end semester examinations are conducted by the Anna University, Chennai.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/Academic-calendar.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/Academic-calendar.pdf</a>

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

- The Academic Calendar is prepared by the institution before the commencement of the semester as per the schedule recommended by the University and becomes the guiding document for scheduling teaching, learning and evaluation activities. Further every department prepares its own academic calendar to facilitate addition of value added courses. This information is communicated to the students and faculty members prior to the commencement of the semester.
- Contents of the academic calendar includes,
  - commencement of classes
  - internal assessment test schedules
  - co-curricular and extra-curricular events
  - last instruction day
  - practical and theory exam schedules
  - list of holidays

The Time table is prepared on par with the academic calendar and displayed in the department notice board and circulated to the students. The institution completes the curricular activities as per calendar. The institution adheres strictly to the academic calendar and revisions are made as per the notifications issued by the AICTE and affiliating university, if any.

The evaluation is done as per the university regulation and the pattern consists of continuous internal assessment and university examination with 20% and 80 % weightage respectively. The internal assessment comprises of an average of three internal tests. The internal test questions are prepared by the concerned faculty member and reviewed by the HODs before sending it to the Exam Cell. The end semester examinations are conducted by the Anna University, Chennai.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/1.1.2_CIA_screenshots.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/1.1.2_CIA_screenshots.pdf</a>

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University**

**B. Any 3 of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

<b>1.2 - Academic Flexibility</b>	
<b>1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented</b>	
<b>1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented</b>	
10	
File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>
<b>1.2.2 - Number of Add on /Certificate programs offered during the year</b>	
<b>1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)</b>	
18	
File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>
<b>1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year</b>	
469	
File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>
<b>1.3 - Curriculum Enrichment</b>	

### 1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The curriculum of Anna University efficiently incorporates cross-cutting themes such as gender, environment and sustainability, human values, and ethical standards, resulting in a strong value-based holistic development of students.

Throughout the year, many events are scheduled as part of the curriculum to aid in this quest.

#### 1. Gender Sensitivity

Gender-related courses are an integral ingredient of many programmes. Students are educated and encouraged to strive toward gender justice from a cross-cultural standpoint. A Counselling Cell provides free counselling services. Gender awareness camps are organised in rural regions, covering topics like as equal liberation, human rights, child rights, gender justice, and gender equality. Mandatory core courses, as well as a diverse variety of community projects such as health and hygiene camps, provide exposure to real-world problems. KCE offers gender-sensitive seminars, guest lectures, exhibits on a yearly basis.

#### 1. Environment and Sustainability

Water quality, air quality, education and healthcare, agricultural and dairy practises, innovation, and human values are all part of KCE's strong community-oriented work culture.

KCE provides university recommended UG/PG programmes in water, sanitation and wastewater treatment, alternative fuels, environmental and green technology, which results in vocational and skill development education. All UG programmes contain a required core course in environmental studies. Camps for environmental workshops, presentations, company visits, and field trips are all planned. Research in inter-disciplinary topics centred on renewable energy, environmental pollution, and health care challenges are valued highly at KCE.

#### 1. Human Values and Professional Ethics



The curriculum of Anna University comprises of Human Values and Professional Ethics as an elective course for all UG programmes and the students are encouraged to choose the same.

The course comprises of,

- Understanding Human Values
- Ethics in Engineering
- Engineering as Social Experimentation
- Safety, Responsibilities and Rights
- Global Issues

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

### 1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

19

File Description	Documents
Any additional information	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

<b>1.3.3 - Number of students undertaking project work/field work/ internships</b>	
307	
<b>File Description</b>	<b>Documents</b>
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>
<b>1.4 - Feedback System</b>	
<b>1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni</b>	<b>A. All of the above</b>
<b>File Description</b>	<b>Documents</b>
URL for stakeholder feedback report	<a href="http://kathir.ac.in/feedback-2/">http://kathir.ac.in/feedback-2/</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
<b>1.4.2 - Feedback process of the Institution may be classified as follows</b>	<b>A. Feedback collected, analyzed and action taken and feedback available on website</b>
<b>File Description</b>	<b>Documents</b>
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/1.4_Action-taken.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/1.4_Action-taken.pdf</a>
<b>TEACHING-LEARNING AND EVALUATION</b>	
<b>2.1 - Student Enrollment and Profile</b>	

**2.1.1 - Enrolment Number Number of students admitted during the year****2.1.1.1 - Number of students admitted during the year**

62

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

**2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)****2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

30

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

**2.2 - Catering to Student Diversity**

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The affiliating university announces the conduct of three continuous assessment test for each semester. The internal assessment marks are calculated based on the above three tests. This is forwarded to the university. The university conducts the end semester examination and the marks obtained by the students are taken as external assessment marks. The total of both internal and external assessment marks is declared as result by the university.

This forms the basis for the assessment of learning levels of the students. Based on the university marks the students are categorized as advanced and slow learners.

Special curriculum related programs are arranged for the slow learners. This would help them to improve their pace of learning and help achieve academic standard. As for advanced learners, special programs are conducted for them to improve

their skills and help them achieve academic excellence.

A comprehensive schedule is prepared in advance for the advanced and slow learners. Based on the schedule, the programs are conducted for the respective category of students. An assessment is planned in each program for slow learners. The students are given the assessment and outcome is mapped with their improvement in performance.

The Advanced learners are provided with seminars on latest topics, workshops with hands on sessions/mini projects, and competitions. They are made to participate in such events and their outcomes are mapped with respective skills.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.2.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.2.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
516	90

File Description	Documents
Any additional information	<a href="#">View File</a>

### 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

Kathir college of engineering offers the students an ambience of Academic excellence. The students are exposed to various types of learning methods. This academic year, our institution has subscribed to an academic platform called Ebox. This platform is an AI driven technology enabled platform. It automates the assessment of learning ability of the student. The above technology platform enables the student to participate/interact with the faculty members, thus ensuring

participative learning. Further, the components included in the practice sessions of the topics helps them experience the learning while helping them solve the problems in the topics of the respective subjects. However, the students are also provided with real time experience by facilitating industrial visits to enable them to gain hands on experience relevant to their topics of study.

In addition to this, they are also allowed to undergo internship in companies which gives them required live practice sessions. Students are made to work along with their peers in the industry which helps them acquire real time exposure and hone their skills. Students are encouraged to do their projects in industry which provides them an opportunity to obtain expert project inputs. This project experience provides them with problem solving skills. Overall the various learning methodologies help the students in enhancing their learning experiences.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.3.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.3.1.pdf</a>

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

In order to be industry ready, students must acquire and master the most up-to-date technology today. As a result, teachers are merging technology with conventional teaching methods to keep them engaged in lifelong learning. In order to assist, enhance, and optimise the delivery of education, KCE employ information and communication technology (ICT) in education.

KCE uses the following ICT Tools to provide skilling and assessment to the learners.

1. Projectors are available in different classrooms/labs/seminar halls
2. Desktop and Laptops- Arranged at Computer Lab and Faculty cabins all over the campus.
3. Printers are installed at Labs, HOD Cabins and all prominent places.

4. Photocopier machines - Multifunction printers are available at all prominent places
5. Scanners & Multifunction printers
6. Seminar Rooms- Three seminar halls are equipped with all digital facilities.
7. Smart Board- Installed in the campus.
8. Auditorium- It is digitally equipped with mike, projector, cameras and computer system.
9. Online Classes through E-Box, Zoom, Google Meet, Microsoft Team, Google Classroom
10. Digital Library resources

#### Use of ICT by Faculty

1. PowerPoint Presentations: Faculty members are encouraged to use LCDs and projectors to provide power-point presentations in their classes. They may also create successful presentations with the use of a digital library, internet search engines, and websites.
2. Virtual labs: Faculty members conduct simulation based experiments through remote access.
3. Industry Connect: Guest lectures, professional discussions, and other contests are often conducted for students in the seminar and conference rooms, which are technologically equipped.
4. Online Quiz/Competitions
5. Video Conferencing
6. E-Box Platform: E-Box is a Learning and Assessment auto-evaluation engine created to revolutionize engineering education through Technology Enabled Active Learning across different spheres of education, learning & technology training. E-Box provides a wide range of teaching aid to help students to apply their learning through problem-solving exercises and many interesting modules on knowledge harvesting
7. Workshops

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

**2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )****2.3.3.1 - Number of mentors**

41

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

**2.4 - Teacher Profile and Quality****2.4.1 - Number of full time teachers against sanctioned posts during the year**

90

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

**2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)****2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year**

24

File Description	Documents
Any additional information	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

#### 2.4.3.1 - Total experience of full-time teachers

345

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

### 2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The effective and seamless administration of examinations, as well as the timely announcement of results, can only be achieved with the collaboration of all stakeholders, including KCE teaching, non-teaching, and administrative employees. They are required to be knowledgeable of the numerous procedures and timelines that must be followed. Invigilators are requested to acquaint with the following procedures:

#### END SEMESTER EXAMINATION

1. The invigilator is not permitted to carry a cell phone or other reading material. The invigilator is required to remain watchful and to make several passes through the test hall.
2. The invigilator is required to be diplomatic while dealing with difficult situations and to maintain tranquility in the test hall. In the event of a difficulty, he or she may bring it to the attention of



the chief superindent (CS).

3. Any conflicts of interest in performing a specific examination function should be disclosed to the Controller of Examinations well in advance. This is critical to maintaining openness in the Examination system and avoiding unwanted complications/allegations and litigation after the Examination.
4. Only teaching personnel will be assigned to serve as invigilators.
5. Generally, scheduled forenoon session Examinations begins at 10.00 AM and afternoon session examinations begins at 2.30 PM. At least 30 minutes before the commencement of the examination, the invigilator should arrive at the venue, i.e. 9:30 a.m. for the morning session and 2:00 p.m. for the afternoon session.
6. Any changes to the invigilation duty shall be communicated to the CS one day before the date of duty assignment, with alternate arrangements established in the event of absence.
7. Before entering the Exam Halls, invigilators should double-check the material presented for accuracy in the count of answer scripts, questions, and other associated material.
8. Students are permitted inside the test venue after correctly validating their Hall Ticket and ID card and reporting any discrepancies to the CS.
9. The students are allowed to leave their luggage, wallets, books, computers, and other belongings in the designated area before proceeding to their assigned hall.
10. The attendance and other procedures are completed Within the first half-hour of the examination. The invigilator must visit each student and double-check the information on the signature sheet and answer booklets, as well as sign the answer booklet and signature sheet.
11. When an invigilator suspects a candidate of engaging in malpractice during the exam, the invigilator must confiscate the material(s) utilised for the malpractice and bring it to the notice of the CS.
12. If any student uses unfair methods or misconduct at any time, the occurrence should be informed to the CS in writing, and the student shall be handed over along with the answer booklet, question paper, and any banned material, if any.
13. Except for the faculty involved in the examinations, no one else is permitted to enter the examination hall during the examination.

## INTERNAL EXAMINATION

1. At the end of each unit of study, all teachers conduct unit examinations. The teachers ensure that the pattern of the questions varies among units.
2. The university regulations governing course-specific examination patterns are given to students. The university circulars in this respect are distributed to faculty members and administrative personnel on a regular basis, and they are also placed on notice boards for students.
3. Every year, an examination committee is formed to organise internal and external examination activities and to disseminate examination-related information to students, professors, and administrative personnel.
4. Changes in schedules, patterns, and procedures, if any, are immediately communicated to learners via notice boards and classroom briefings by the relevant subject instructors.
5. The internal examination timetable is posted on the notice board in advance. Each semester, three internal examinations are held.
6. Post evaluation answer booklets are shared with the students to enhance the transparency policy of the institution.
7. Students are further encouraged to actively discuss with the concern faculty member with regards to any grievance in their evaluation.

## Mechanism of internal assessment

1. The schedule of Continuous Internal Assessment (CIA) and Model Examinations, as well as assignments, is provided at the start of each session.
2. The course instructor will provide the question bank for the respective courses in advance.
3. Course instructor maintains a course file, which includes records of attendance in internal examinations, question papers, valued sample answer sheets, and summary of mark statements for academic audit.

## Model Examination

1. Valuation is done by the respective course instructor

within two days of Examination.

2. Answer sheets are shown to all the students and answers are also discussed with the students. After satisfaction, students sign the answer sheets and return the same to maintain the database.

#### Practical Examination

1. Evaluation is done with transparency based on different parameters like Practical Records, Performance and Viva-Voce.

#### Assignments

1. Assignments are provided in every course to enhance the learning process.

#### Internal Assessment Marks

1. Internal Assessment Marks which comprises of CIA-1, CIA-2, CIA-3/model examination and Assignments and model exam marks are conveyed to students.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.5.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.5.1.pdf</a>

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

A transparent, time-bound and efficient method is being followed at KCE in terms of dealing with internal examination related grievances.

#### College Level

1. If a student is unable to attend for an examination due to medical or other legitimate reasons, an examination is held for that student in accordance with the rules, provided he or she makes an application with all required documentation.

2. If a student receives less than a passing grade in a subject and wishes to improve, he or she may take the improvement test.
3. Students' concerns about evaluation are addressed by displaying their performance on the answer sheet.
4. In the presence of the student, the faculty assesses the student's answer sheet once more. Faculty members correct any errors in the total of marks or in the evaluation of answer booklets that students have noticed.
5. Any student who is dissatisfied with the assessment and award of grades should contact the concerned HOD, who can intervene and seek the advice of another course teacher.
6. The Institute uses an open assessment approach in which student performance is posted on the notice board and parents are notified.

#### University level

1. In terms of assessment, if a student receives a lower grade than predicted, he or she can request a reevaluation of his or her answer script by paying the required fee.
2. In the event that a student has a grievance about an evaluation, the university will give a photocopy of the answer sheet.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/2.5.2.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/2.5.2.pdf</a>

## 2.6 - Student Performance and Learning Outcomes

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

Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are framed by the department delivering the concerned programme after extensive consultation with all faculty and stakeholders, in strict conformity with the objectives of Outcome Based Education (OBE).

Following the establishment of unanimity, the information is extensively disseminated and promoted via different methods, such as display and/or communication, as described below.

- Website
- Curriculum /regulations books
- Class rooms
- Department Notice Boards
- Laboratories
- Student Induction Programs
- Meetings/ Interactions with employers
- Parent meet
- Faculty meetings
- Alumni meetings
- Library

The HODs create awareness of POs, PSOs, and COs when speaking to the learners.

Faculty members, mentors, course coordinators, and programme coordinators also provide information to students, raise awareness, and highlight the role of meeting the objectives.

Specified skill criteria and accomplishments to be met by students at the micro level and at the conclusion of the programme are known as programme specific outcomes (PSOs). The PSOs, which are normally 2 - 3 in number, are prepared by the programme coordinators in cooperation with the course coordinators. The Head of Department and subject specialists from each department will debate it and approve it after it has been approved by the Programme Advisory Committee of the department.

Programme Outcomes (POs) are declarations that summarise the professional accomplishments that the programme aspires for and that students are expected to achieve at the end of the programme. POs include a wide range of interconnected information, talents, and personality attributes that students must acquire before graduating.

Course outcomes (COs) are explicit statements that indicate the important and enduring discipline knowledge, talents that students should have, and level of learning that is expected upon course completion. They are stated and expressed explicitly. The Course Outcomes are developed by the course coordinator in collaboration with faculty members who teach the same course. The Module coordinator will double-check it. Finally, they are considered and authorised in the relevant department's meeting.

The COs, POs and PSOs are published on the college website. Awareness of POs, PSOs, and COs is intentionally encouraged in all interactions with learners.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/CO_PO_PSO_PEO.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/CO_PO_PSO_PEO.pdf</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The program outcomes and Program Specific outcomes are assessed with the help of course outcomes of the relevant courses through direct and indirect methods. Direct methods are provided through direct examinations or observations of student knowledge or skills against measurable course outcomes. The knowledge and skills described by the course outcomes are mapped to specific problems on University Examination, internal exams and home assignment. Finally, program outcomes are assessed and Program Assessment Committee concludes the PO attainment level. At the end of each semester, university conducts examinations based on the result published by university the course outcomes are measured. Assignments are given at the end of each module. The assignments are provided to students and they refer the text books and good reference books to find out the answers and understand the expected outcome of the given problem. Three internal tests are conducted per semester for the following purposes: To ensure that students have achieved desired level of competencies at module level. To evaluate, whether corresponding COs are achieved or not. According to the performance of the student in answering each question, mapping is carried out with the respective COs for assessing the attainment level of the specific CO of the Course.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/2.6.2_CO-PO-Mapping.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/2.6.2_CO-PO-Mapping.pdf</a>

### 2.6.3 - Pass percentage of Students during the year

#### 2.6.3.1 - Total number of final year students who passed the university examination during the year

196

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/IOAC_AnnualReport_20-21.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/IOAC_AnnualReport_20-21.pdf</a>

### 2.7 - Student Satisfaction Survey

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

[http://kathir.ac.in/wp-content/uploads/2022/files/2.7.1\\_Student\\_survey.pdf](http://kathir.ac.in/wp-content/uploads/2022/files/2.7.1_Student_survey.pdf)

### 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 year (INR in Lakhs)

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

2

File Description	Documents
Any additional information	<a href="#">View File</a>
e-copies of the grant award letters for sponsored research projects /endowments	<a href="#">View File</a>
List of endowments / projects with details of grants(Data Template)	<a href="#">View File</a>

### 3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

#### 3.1.2.1 - Number of teachers recognized as research guides

3

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

### 3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

#### 3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

2

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	<a href="#">View File</a>
Paste link to funding agency website	Nil

### 3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge



The Institute has taken numerous initiatives for innovations, creation and transfer of knowledge. The Institute has created Centre's of Excellence for the promotion of research and transfer of knowledge to the students.

Our institution has created an eco-system to help students develop deep learning, acquire Higher order skills, innovate and develop new products.

#### 1. Centres of Excellence(COE)

The Centres of Excellence are set up in collaboration with

- Amhisoft Technologies Private Limited
  - for Artificial Intelligence and Data Science skill development,
- KCARDS
  - for Embedded system Research and development,
- National Instruments
  - for innovations using Lab view,
- Texas instruments
  - For industrial automation,
- Kalam interdepartmental innovation centre.
  - Inter disciplinary product innovation.

#### Start up eco system

Kathir college of engineering has created an eco system to help students to venture into product development and commercialization. KCE has signed an MOU with amhisoft technologies to provide necessary expertise to incubate startups and promote Entrepreneurship skills in students at a young age.

The Startup studios at the Institution include

1. ASICplay - a cloud based IC design learning platform
2. TrustGreenz - an agricultural based start-up;
3. Freshstory - An Artificial intelligence based business development start up;
4. Fibres & Fabrics - A data automation engine for logistic

management in Textile industry

5. Ariel bots - a robotics based start-up for harvesting automation in Tea industry.

The selection process for incubation training includes technical and aptitude test, followed by interview by industry experts.

#### Tech enabled learning platform

The Institution has a distinct advantage of implementing an Artificial Intelligence blended teaching-learning process and a digitally enabled campus through Ebox - a learning portal.

The Ebox platform is designed based on the blooms taxonomy which is the primary learning requirement for outcome based education. The contents of the practice session in Ebox portal is created by the faculty members of each department of our institution to enhance the learning, exploring, analyzing, designing skills of the students and an assessment based on these skills. The portal is enabled 24/7 and the students can practice at their convenience.

The platform also has the capacity to learn the problem solving skills of the students and provides longitudinal digital profile(LDP).

This LDP enables the faculty members to assess, support and equip the students to overcome their skill gaps. It also helps in preparing the students to be competent enough to be successful in campus placements.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/centre-of-excellence/">http://kathir.ac.in/centre-of-excellence/</a> , <a href="https://kathir.ac.in/wp-content/uploads/2022/files/INNOVATION-ECOSYSTEM.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/INNOVATION-ECOSYSTEM.pdf</a>

### 3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

#### 3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

7

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

#### 3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

##### 3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

2

File Description	Documents
URL to the research page on HEI website	<a href="http://kathir.ac.in/research-collaboration/">http://kathir.ac.in/research-collaboration/</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

**3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**

17

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

**3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year****3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year**

6

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

**Extension activities for social impact**

Kathir college of engineering encourages active participation of students in programs involving social issues.

- NSS, YRC

Our students actively participated in community service activities through National Service Schemes conducted by Kathir College of Engineering. NSS volunteers have addressed various social issues which include

- Cleanliness,
- Blood donation,
- Tree plantation,

- Yoga
- meditation
- Sensitization programs of social issues for students
  - Environmental awareness
  - Women empowerment
  - National integrity
  - Financial literacy
  - Language workshop(French)
  - Literary festival

The Institution also organized 'Thiruvalluvar Vizha' honouring great tamil poet Thiruvalluvar and conducted many events for nearby school students. The theme of the competitions was related to social issues. The best presentations were awarded in a separate function in the presence of renowned Tamil poets and speakers. The students were exposed to the noble preaching of the renowned poet and actively participated in the function.

- Community sensitization programs
  - Road safety week,
  - Voter awareness programs
- Personality development

The Institute also actively involves the students in various club activities thereby contributing to their overall holistic development. The club activities enable the students to overcome their inhibitions and actively contribute to the society and environment.

These activities have profound positive impact on the students, and it also helps in developing relationship of students with community, leadership skills and overall confidence of students.

- Fitness workshop
- Workshop on Writing in style

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

### 3.4.2 - Number of awards and recognitions received for extension activities from

**government / government recognized bodies during the year****3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year****1**

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

**3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year****3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year****16**

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

**3.4.4 - Number of students participating in extension activities at 3.4.3. above during year****3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year****450**

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 3.5 - Collaboration

#### 3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

##### 3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

81

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

##### 3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

10

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

KCE has a well-developed green campus of 7.5 acres; it is equipped with modern facilities and learning resources to achieve academic excellence according to its vision and strategic objectives. The college has adequate number of class rooms and laboratories as per norms to continue the academic activity. Following facilities are available in our campus.

#### Class Rooms:

KCE has 34 spacious and well ventilated classrooms, each equipped with required number of desks, benches, and black-boards. Five classrooms have been earmarked and equipped with smart boards and ten classrooms are equipped with LCD projectors. These ICT facilities shall enhance students interactive learning and knowledge acquisition.

#### Laboratories and Workshops:

Twenty six well equipped laboratories and one workshop cater to the students practical learning. These laboratories help the students acquire hands on experience thereby enhancing their knowledge and skill. The experiments are designed to be conducted using latest equipments and the experimental results are analyzed using computers. In addition to this the computer centers are also equipped with latest versions of softwares and simulation tools.

#### Library:

A library is the heart of an academic institution. Our institution encourages all students and staff members to make the best use of the library that has been carefully built up since the inception of the college. The library is housed in a spacious area of 625 sq.m., fully computerized and air-conditioned with Reference Section, Magazine Section and Stack Area. Presently there are 29,000 books and reference volumes and numerous magazines in all relevant streams of engineering and management, stacked for the benefit of staff and students.

#### Digital Library:



Our library houses a set of computers equipped with e-book, e-contents, e-journals, e-magazines to enable students to acquire wide scope of knowledge.

#### Seminar Halls:

KCE has a fully furnished auditorium and it can accommodate 600 students. KCE also has two seminar halls with capacity of 150 and 100 students, respectively.

#### Renewable Power Source:

As one of the green campus initiative our institution has installed solar plants at various locations in the campus. KCE has an installed capacity of 30 kW renewable solar power source which ensures a regular and reliable power supply. In addition, KCE has a diesel generator set power back up for the campus as well as for both hostels with a capacity of 80 KVA.

#### Safety and Surveillance:

For safety and surveillance purpose, KCE has installed 50 CCTV cameras with recording facilities in the campus. Apart from surveillance, the institution has employed sufficient number of security personnel to maintain campus safety and discipline.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/4.1.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/4.1.1.pdf</a>

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

Kathir College of Engineering inculcates holistic personality development of students, by providing them necessary facilities apart from academics.

#### Cultural activities:

The students of our institution are encouraged to actively

participate in cultural events on and off the campus. This enables them to hone the organizational skills and special talents.

Cultural activities such as vocal singing, solo dance and group dance are performed by students during intra-department competitions. A devoted 'Fine Arts' club is functional in the college so as to bring out the hidden talents of the students. In addition, students are motivated to participate in other college cultural festivities to have an all-round development. Several students across departments take part in cultural events and bag prizes and bring laurels to the college.

#### Annual cultural festival:

An annual cultural event has been conducted every year to bring out and display the fine arts skill of the students. The event is planned, organized and conducted by the students. The event provides the platform to recognize and appreciate the cultural diversity of our institution.

Students are encouraged to actively participate in indoor games. Sports activities such as Volley ball, Shuttle Badminton and Basketball are being carried out in the sports arena by students after curriculum hours as well as on sports periods. For the lovers of football, an exclusive ground is dedicated and District-wise, Intra-College level, Regional and State-wise tournaments are organized at regular intervals.

#### Sports and Games:

##### Physical facilities:

- Indoor games includes
  - Carom
  - Chess
  - Table Tennis
- Outdoor games includes
  - Volley ball
  - Cricket
  - Shuttle Badminton
  - Basketball
  - Football

**Annual sports festival:**

KCE conducts sports day every year. It is a platform where the students exhibit their sports skills. This also enables them to compete in inter college events.

**Fitness center:****Gymnasium:**

Round the clock fully-furnished inbuilt gymnasium is also available in the campus for the physical well-being of Day-scholar and Hostel students.

**Yoga center:**

The mental fitness of the faculty and students are taken care of by providing Yoga and meditation sessions in periodic intervals. External yoga experts are invited to conduct the sessions.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/4.1.2.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/4.1.2.pdf</a>

**4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.**

18

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/4.1.3_ICT_facilities.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/4.1.3_ICT_facilities.pdf</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

218.7

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

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

- Name of ILMS software: MODERNLIB
- Nature of automation: Full
- Version: Perpetual
- Year of Automation: 2008

KCE library holds the rich collection of more than 29,000 text as well as reference books in the domain of Electronics and Communication Engineering, Computer Science and Engineering, Mechanical Engineering, Civil Engineering, Electrical and Electronics Engineering, Applied Sciences, General Management, etc. It has subscribed to 52 print journals of 'National' as well as 'International' repute, magazines, newspaper and

periodicals. It has subscribed to the E-Resources such as 'DELNET' under which campus wide access to more than 8500 e-books, 9000 e-Journals, 1000 NPTEL & multimedia videos are available for the students use.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/4.2.1.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/4.2.1.pdf</a>

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources**

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

2.34

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

#### 4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)

##### 4.2.4.1 - Number of teachers and students using library per day over last one year

517

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>

#### 4.3 - IT Infrastructure

##### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Computer labs are well-equipped with branded computer systems adequately supported by 60 Mbps leased lines for internet connectivity with a wide range of licensed system software and application software.

The institute has 376 computers with the following configurations:

- Lenovo Thinkcenter M80 Core 2 Duo Processor
- Lenovo Thinkcenter M72e i3 Processor
- Lenovo Thinkcenter M80 i5 Processor
- Lenovo Thinkcenter M72e Dual Core Processor
- Dell Vostro 230 Slim Core 2 Duo Processor
- Zenta Intel Core i5 Processor.

The entire campus is connected with LAN. Computer labs and departments are well connected to the internet in order to help students and faculty to carry out their theoretical and practical work. Technicians are available to assist the students to acquire knowledge.

**LAN facility:** 3-Layer Switching (Core, Distributed and Access) model is implemented to connect all the computers to the network. Core layer switches in the buildings are connected with Optical Fiber Ring Network. This core switching is further extended to Distributed Switching for departments.

**Wi-Fi facility:** The system administration team extends the complete support to the students by setting and installing (KAWIFI) Wi-Fi zones at various locations such as Library, Hostels, Department corridors and at the Green lawn area. Staff and Students can access this facility on their Laptops and mobile phones by registering with system administration team.

**Intercom Facility:** The campus is well connected with a well planned Telecom Network with intercom facilities provided at important locations in the administrative office, library, departments, laboratories and hostels, etc.

**CCTV Facility:** The entire campus is under the surveillance of Closed Circuit Television facility to monitor the safety, discipline and activities of the students.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/wifiphoto.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/wifiphoto.pdf</a>

#### 4.3.2 - Number of Computers

376

File Description	Documents
Upload any additional information	<a href="#">View File</a>
List of Computers	<a href="#">View File</a>

**4.3.3 - Bandwidth of internet connection in** B. 30 - 50MBPS

the Institution	
File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>
<b>4.4 - Maintenance of Campus Infrastructure</b>	
<b>4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)</b>	
<b>4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)</b>	
<b>60.5</b>	
File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>
4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.	
<p><b>Laboratory:</b></p> <p><b>Stock registers</b></p> <p>Record of equipment's is maintained in Stock Register.</p> <p><b>Maintenance of equipment</b></p> <p>Laboratories are regularly maintained. Equipment's are maintained properly, calibrated and serviced periodically.</p>	



## Repair and service

Major breakdown maintenance if required, is carried out by external agencies.

## Maintenance of Library Facilities:

- The books and journals are maintained.
- Book binding is carried out on regular basis for damaged books to avoid further damage.
- Stock verification is done as a part of regular monitoring and control. Pest control is done on regular basis for maintaining books safe from termites.
- Procurement of new books & renew of journals and recommendation for additional books.
- Updating and maintaining of all library records. Addressing issues and grievances of users.
- Update and upgrade the library contents, periodically as per updates in curriculum.

## Computers:

- The institute has an adequate number of computers with internet connections and utility softwares.
- Computer systems, UPS, Softwares and Servers are maintained by system admin and Lab-In Charges.
- The computing infrastructure is maintained by the system admin team under the supervision of Dept. of Computer Science and Engineering.

## Classrooms, Conference Hall:

- Classrooms, Conference Hall and Auditorium are provided with enough seating capacity and LCD projectors.
- Cleanliness of class rooms and Conference Hall is maintained on a daily basis. Working condition of audio system, LCD projectors etc. is done on regular basis.

**Sport complex:**

- Physical Director of the institute looks after the sports facilities and the activities.
- The sports equipments are issued to the students as per the schedule of the events.
- Preventive maintenance measures are taken periodically.
- Physical director is responsible for keeping the record of utilization of sport Facilities, activities held, awards for the students etc.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

**STUDENT SUPPORT AND PROGRESSION****5.1 - Student Support****5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year****5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year**

516

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

### 5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

#### 5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

456

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills**

A. All of the above

File Description	Documents
Link to Institutional website	<a href="http://kathir.ac.in/gallery/">http://kathir.ac.in/gallery/</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

**5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

120

**5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

45

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

**5.2 - Student Progression****5.2.1 - Number of placement of outgoing students during the year****5.2.1.1 - Number of outgoing students placed during the year**

77

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

### 5.2.2 - Number of students progressing to higher education during the year

#### 5.2.2.1 - Number of outgoing student progression to higher education

3

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of student progression to higher education	<a href="#">View File</a>

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

#### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

### 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 year**

**5.3.1.1 - 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 year.**

1

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )

- **Class committee:**

The class committee comprises of a chairperson who is not associated with the class, faculty advisor, faculty members handling subjects and three students of the concerned class. This committee addresses issues raised by the students regarding the courses of the current semester.

- **Student Council**

The student council enables the students to be an integral part of the decision making process in academic, non-academic and administrative bodies of our institution. The activities of the student council help to impart a sense of ownership and responsibility among the students, and improve their leadership qualities. By understanding the nuances in institutional operations, the students become aware of the social responsibilities and emotionally balanced in taking decisions. The student council composition includes 3 students from each

year totaling 12 students and a president, vice president, secretary, treasurer and executive members are nominated out of these students.

- Sports Council:

This committee comprises of principal as the chairperson and the physical director as the member secretary. It also includes student members from each class of every department. The role of this committee is to plan the sports activities in the campus.

The sports committee extends financial support to the deserving students to participate in state and national level sports meets.

- Hostel and Mess Committee:

The students who are in hostels, will also be a part of the Hostel and Mess committee. This helps them to communicate with the management regarding the facilities required in the hostel.

- Anti-Ragging Committee:

The Anti- Ragging committee Constitutes

- Chairperson
- Six Board Members
- Six members in Squad (Faculty Members)

Any student who has a grievance, including abuse, may bring it to the attention of the Chairperson or any of the Committee Members from different departments, who will take appropriate action and resolution.

- Creating awareness among the students about ragging
- Display of anti-ragging warning posts at vital places
- Dissemination of Guidelines given by Government of Tamilnadu and supreme court
- Regular surprise Inspections

- Entrepreneurship Development cell

- Entrepreneurship Development Cell (EDC) educates and trains the students who prefer to do business on their own and motivate them to start their own firm.
  - It trains the students to prepare project reports, to obtain information on technologies and to understand business ethics and start-up procedures
  - EDC organizes Entrepreneurship awareness camps, Entrepreneurship development programs in the college for the benefit of the students
  - The cell organizes seminars and workshops periodically. The alumni, who are successful entrepreneurs, are invited as resource persons.
- 
- Department Association

The structure of the Department Association is as follows. Students are the main driving force of the association and they hold the positions ranging from Secretary, Joint Secretary, Treasurer and Executive Members. The Head of the Department guides the students as mentors and one another faculty guides the students in managing the association funds. Students actively organize informative Guest lectures, Workshops, Symposiums, National and International Conferences. By participating in the association activities students imbibe the best practices in event management, financial management.

- Training and placement cell

Students coordinators are nominated to the Placement and training committee which will be presided by the Placement officer of our institution.

This committee plans, prepares and monitors the training schedules of the students. The attendance and performance of the students are analysed with the assistance of departments. They also arrange on and off campus placement drives. They collect feedback about the performance of the students from the employers.



**Club Activities**

Fine arts club

Youth Red cross club

Photography club

Tamil Mandram

The above clubs are meant for overall intellectual development of the students.

**10. Grievance Redressal committee**

The committee is constituted.

The committee takes action appropriately on the complaints received from the students.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/5.3.2.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/5.3.2.pdf</a>
Upload any additional information	<a href="#">View File</a>

**5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)****5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year**

09

File Description	Documents
Report of the event	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	<a href="#">View File</a>

#### 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

Yes. An Alumni Association is registered on our campus. Alumni Engagement is an integral part of student support services. The primary objectives of Alumni association are

- To enable interaction between the institution and alumni which promotes mutual understanding and mutual information sharing. WhatsApp groups and other social media are utilized regularly to be in touch with alumni.
- To obtain feedback regarding recent technologies and opportunities, are often collected from alumni. Willing alumni are allowed to make specific contributions to the institute, enabling them to be a part in the process of growth and development of the institution.
- To utilize referral programs in alumni's current organization to drive placement for students with appropriate skills as per the requirement.
- Alumni who are associated with research establishments, interact with students with research inclination. This helps them to understand and pursue research in upcoming areas.
- To organize mentorship programs for creating awareness

among the students regarding competitive examination and other recruitment exams conducted by state and central government.

- To provide scholarships for students who have exemplary academic records or have an outstanding sports profile.
- Seminars, workshops and conferences are held in association with the alumni network. This promotes mutual learning and also helps students to learn state of the art technologies.
- To promote multidisciplinary learning by organizing extracurricular activities such as sports events which provide life skills to our students.
- Industry and academia interaction is encouraged through online webinars in association with the alumni network, to enhance practical skills of the students, in turn improving their employability.
- Annual contests and activities are organized for alumni and their family members to maintain an everlasting relationship with the institute.
- To build on these main objectives of the alumni association, we at our institute meticulously organize alumni related events and contests to maintain a cordial relationship with our alumni. This relationship fosters an environment where the institute, the students and our alumni, all benefit mutually.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/5.4.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/5.4.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

<b>5.4.2 - Alumni contribution during the year (INR in Lakhs)</b>	<b>C. 3 Lakhs - 4Lakhs</b>
File Description	Documents
Upload any additional information	<a href="#">View File</a>
<b>GOVERNANCE, LEADERSHIP AND MANAGEMENT</b>	
<b>6.1 - Institutional Vision and Leadership</b>	
6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution	
<p><b>Vision:</b></p> <p>Strive to promote Excellence in Engineering Education and Research by developing our students as Real-Time Problem solvers thereby contributing to the societal needs</p> <p><b>Mission:</b></p> <ul style="list-style-type: none"> <li>• Providing stake holders an academic ambience to acquire Higher Order Thinking Skills to be technically competent</li> <li>• Imparting required skills in niche areas through our Industry driven Centres of Excellence.</li> <li>• Nurturing critical and creative thinking skills to innovate new ideas for solving societal problems and become successful entrepreneurs</li> </ul> <p><b>Nature of governance</b></p> <p>Kathir College of Engineering believes in decentralizing the governance and it's perspective plan aims towards reaching the following metrics based on 6 E's for effective implementation and monitoring are detailed and aligned with Mission statements:</p> <p><b>Mission 1:</b></p> <ul style="list-style-type: none"> <li>• Excelling in Teaching Learning Process</li> <li>• Empowering students in PRIDE (Projects, Research, Innovation, Design &amp; Entrepreneurship) activities</li> </ul> <p><b>Mission 2:</b></p>	

- Enhancing research capacities and Outcomes
- Enabling Inclusive and sustainable growth

### Mission 3

- Extending collaborations and capacity building efforts
- Expanding opportunities for societal services

### Perspective Plans

- Autonomous status
- Starting an in-house incubator with atleast 10 start-up firms
- Enhancing Research Capabilities and Outcomes
- Strengthening collaboration with Industry in Research, Consultancy, Training & Internships
- UG in Emerging Areas & PG in Niche Areas
- To improve Core Placements
- Enhanced Community Engagement
- Faculty Competency Building in areas of New Age Technologies & Research
- 50% of Faculty Members with Doctoral Degree

Participation of the teachers in the decision making bodies of the institution

Following committees are formed for better governance with faculty members as members:

Planning and Evaluation Committee, Grievance Redressal Committee, Examination Committee, Library Committee, Student Welfare Committee, NSS, YOGA Committee, IQAC-Academic Audit Committee, Timetable Committee, Alumni Association, Discipline Committee, Research Cell & Extension Services Committee, Women Empowerment Committee, Institutional Industry Collaboration Committee and Anti Ragging Committee

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/6.1.1.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/6.1.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

**1. Placements and Admissions for the respective departments:**

- With a view to strengthen the admission and placement process, the leadership team of the institute has decentralized and empowered each department to participate for the betterment of the students.
- Each department will have an admission and placement coordinator who will represent the needs of the department to the central coordination cell.
- The departmental admission and placement committee shall include senior faculty members as coordinator.
- This practice has helped to build a eco system of leadership at the department level. The departments are able to strategize, implement and successfully achieve the desired outcome.
- The strategy meetings were conducted at the department level with the participation of all faculty members of the department. This approach enabled contribution by all faculty members. All faculty members weighed in with their experiences, insight and professional contacts.
- The decisions about fee concessions for meritorious students, deserving students were also in the purview of the respective departments with due approvals from the institution's top management.
- The department level placement committees are empowered to liaise with the industry contacts to arrange internships and placements for students. They are allowed to visit the industries anytime they are required to. The HOD shall encourage faculty members and students to actively engage in such activities.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/Committee_list_2020-2021.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/Committee_list_2020-2021.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

### Introduction

A strategic planning framework should be in place for every organisation to grow and thrive. Strategic planning is the process through which an organisation defines its strategy, or direction, and decides how to allocate resources to execute that goal. It might also include control measures for directing the strategy's execution. The strategy plan is formulated through workshop

Kathir College of Engineering will maintain its quality and uniqueness by adhering to a strategy plan based on the following sub-areas:

- Teaching and Learning Process
- Outcome Based Education
- Research and Development
- Startup Studios
- Self learning and Personality Development

Due to COVID pandemic there has been a necessity for transition from traditional teaching to online teaching. E-BOX Edu-Tech platform was used to implement Blended Learning methods. Students were given username and password to use the platform to attend the classes and do practice questions and problems.

The online mode of teaching and practice sessions were much useful and effective to implement outcome based education. The student skills were tested using the online platform and practice sessions. It was achieved by creating questions with the six levels of Revised Blooms Taxonomy. The students were well motivated to attend the practice sessions.

#### Five Year Strategic Plan 2021-2026

The action plans in the previously listed sub areas are suitably linked to the following tasks in order for KCE to achieve the given milestones.

- Outcome Based Teaching and Learning Process
- Empowering the students to becoming Entrepreneurs
- Developing Research and Development
- Industry Collaborated Research Opportunities
- Maintaining Substantial Growth in Pride Activities

#### Planned Milestones

- Strengthening Industrial Connect relationships to create research and internship opportunities
- Establishing start up studios to make the students as Entrepreneurs
- Tech Enabled Learning and Skilling
- Building faculty competencies to provide outcome based education
- Attaining NBA accreditation and Autonomous Status



File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/6.2.1_SPDD.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/6.2.1_SPDD.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Kathir college of engineering has an elaborate hierarchical structure to effectively administer the institution. The details of the structure have been illustrated through an organogram.

#### Policies

The broad policies of the institute are framed by the leadership of the institute. The policies are in tune with the vision and mission of the institute. The subordinate bodies strategize and implement the policies to achieve the desired outcome.

#### Administrative setup

The principal of the institution is the head of the administrative setup. The leadership has provided necessary procedures to carry out the administrative work.

- The HODs are provided necessary instructions by the head of the institution for executing the administrative functions of their respective departments
- The personnel heading the infrastructure and maintenance body, under the guidance of the principal, carries out

the daily, weekly and monthly routines with regard to maintenance of the campus.

- The administration of Hostel for men and women students are supervised by the wardens under the guidance of the head of the institution.
- IQAC cell is empowered through the guidelines provided by the principal.
- Administration of library, placement, exam cell, R&D cell, sports, welfare committees, transport are conducted as per norms suggested by the leadership.

#### Appointment and service rules, procedures

The appointment of teaching and non-teaching staff, service rules and procedures are followed by the guidelines provided by the leadership team.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/KCE-HR%20Policy.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/KCE-HR%20Policy.pdf</a>
Link to Organogram of the institution webpage	<a href="http://kathir.ac.in/organogram/">http://kathir.ac.in/organogram/</a>
Upload any additional information	<a href="#">View File</a>

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

**A. All of the above**

File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

#### 6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

At Kathir College of Engineering, welfare of the members of faculty is given foremost importance. Existing welfare measures for teaching and non-teaching staff are listed below in relation to this.

#### Welfare measures for teaching and nonteaching staff

##### Financial support

- All statutory and Medical Leave for both teaching and nonteaching staff
- Maternity Leave for Eligible Members of Faculty
- Advances for festivals
- Fee Concession for the wards of the teaching and nonteaching staff
- Hostel and mess facilities at affordable cost
- Sponsorships for publications and conferences
- Transport services are available for both teaching and non-teaching staff.

##### Academic support

- Sponsorship for Ph.D programme.
- Internet and WiFi for all the members of staff
- Skill development and FDP for Effective Teaching and Learning
- Summer and Winter Vacations for Eligible Faculty Members
- The library subscribes to journals and magazines to support the research activities

#### Other support

- Gym Facility is available in evening hours
- Club and sports activities for Faculty members
- Faculty members are provided with Individual cabin and system to facilitate good ambience.
- The Women Empowerment Cell was formed in order to provide opportunities for female faculty members to thrive and acquire momentum.

In a nutshell, the Institution strives hard to keep the members of faculty happy and healthy.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

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

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

4

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

### **6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**

#### **6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

6

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	<a href="#">View File</a>
Reports of Academic Staff College or similar centers	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

### **6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**

#### **6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

90

File Description	Documents
IQAC report summary	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

After one year of service, each employee's performance is evaluated on a yearly basis. The goal is not only to evaluate performance in accordance with established norms, but also to discover possible areas for development that might eventually lead to further advancement and growth of the individual.

The performance appraisal of the teaching and nonteaching staff is carried out based on the appraisal system given below.

#### ACADEMIC PERFORMANCE INDICATORS

##### Appraisal system for teaching staff

Teaching learning

Subject results

Feedback by students about the staff

Student mentoring

Faculty members involvement in student welfare

Guidance provided by the faculty members to the students

Helping students in placements

Focus towards higher education

Registered for PH.D

No of journal and conference publication

Research funding if any

General traits

Attitude

Team work

Sincerity

Commitment

Non teaching

General traits

Attitude

Team work

Sincerity

Commitment

Skill upgradation

The following are the key aspects of the performance appraisal system:

Teaching Staff

- Faculty members are explained well in advance about the performance appraisal system.
- AT the end of the academic year, The teaching and nonteaching staff shall submit the API.
- Faculty members whose promotions are due are proposed based on their Academic Performance Indicator (API) score and must appear before the screening-cum-selection committee.

- Evaluation of the API of individual staff are assessed by respective HoD and Principal
- The assessment of the HODs are done by the principal.

#### Non-Teaching Staff

The appraisal of Non-Teaching staff will be done on following parameters:

Principal will carry out a personal interaction with library and office staff. After evaluating all parameters, the remark will be given by Principal.

S.No

Observations/Conclusions

Remedial Action

1.

Excellent

Not required. However, staff will be encouraged to maintain the performance.

2.

Appreciable

Not required. Staff will be encouraged for further improvement if required.

3.

Average

Need improvement in weaker areas. Motivation and support will be given for improvement.

4.

Poor

Need overall improvement. Motivation and support will be given



for improvement.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

#### 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

To maintain financial compliance, the Institution has created a process for performing annual internal and external audits on financial transactions. The institution's internal finance committee conducts an internal audit every six months. The committee extensively examines the revenue and spending information, and the internal audit compliance report is sent to the institution's administration via the Principal of our institution. An external audit is performed once a year by a third party.

- Before the start of each calendar year, the principal delivers to the management a budget allocation plan based on the suggestions provided by the heads of all departments.
- The college budget contains recurrent expenses like salaries, power, internet charges, maintenance costs, stationery, other consumable charges, and so on, as well as non-recurring expenses like lab equipment purchases, furniture, and other development costs.
- The accounting department will monitor the costs in accordance with the budget set by the management.
- The depreciation costs of numerous items acquired in previous years are also calculated.
- On a semi-annual basis, an internal finance committee audits all vouchers.
- The costs incurred under various headings are extensively scrutinized by examining the bills and vouchers.
- If a disparity is discovered, it is brought to the attention of the principal.
- According to government regulations, the college's accounts are audited on a regular basis by chartered accountants.

- After the audit, the auditor checks that all payments have been lawfully approved, and the report is given to the management for approval.
- Any questions that arise throughout the auditing process will be addressed as soon as possible, together with the supporting documentation, and within the time restrictions specified.
- During the prior years, the institution received no substantial audit objections.

All of these techniques demonstrate the institution's financial openness and commitment to financial accounting discipline. The audited statement is fully signed by the management and chartered accountant authority.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

#### 6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

##### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

1

File Description	Documents
Annual statements of accounts	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	<a href="#">View File</a>

#### 6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

- The Institute maintains and adheres to a well-planned approach for mobilizing funding and resources.
- The procedure involves the institute's numerous committees, as well as the Department Heads and the

Accounts Office.

- The Institute has developed certain particular regulations for the use of funds and resources.
- Mobilization of Funds, the student tuition fee is the institute's primary source of income.
- Seminars and workshops are sponsored by a variety of government and non-government organizations.
- Alumni Contribution
- Sponsorships are sought from individuals and corporate for cultural events and fests.
- A finance committee has been formed to oversee the most efficient use of cash for different recurring and non-recurring expenditures.
- The procurement committee solicits vendor quotes for the acquisition of equipment, computers, and books.
- The Principal, finance and procurement committees review the quotations before making a final selection based on characteristics such as cost, quality, and terms of service.
- The principal, finance, and procurement committees, verify that expenditures stay within the budget.
- In the event that the expenditure exceeds the budget, management advice is sought.
- The college budget is prepared by the Principal and Heads of Departments prior to the start of the fiscal year.
- The institutional budget comprises recurrent expenses such as salaries, power and internet charges, as well as stationary and other maintenance fees.
- It contains anticipated costs including lab equipment purchases, furnishings, and other development costs.
- The budget is scrutinized and approved by the top management and Governing Council.
- The finance department and the procurement department keep track of whether spending are exceeding the budget.
- At the end of the financial year, statutory auditors are hired to certify the accounts.
- The grants received by the college are also audited by the certified auditors.
- The college's goal is to promote research, development, consulting, and other related activities by involving academic members at various levels.
- Faculty who show initiative and win major funds for R&D or to improve the institute's infrastructure will be encouraged and will receive particular recognition.
- Depending on availability of finance, faculty may be granted travel grants to deliver research papers at or

attend National Conferences in India.

- Beyond regular college hours, the existing physical infrastructure is efficiently utilized to conduct remedial classes, co-curricular activities/extra-curricular activities, and parent-teacher meetings.
- The college's facilities are used as an examination center for both government and university exams.
- For the benefit of students, professors, and alumni, the library operates outside of college hours.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/6.4.3.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/6.4.3.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 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

### Internal Quality Assurance Cell (IQAC)

The IQAC's primary focus is to create a system for conscious, consistent, and catalytic improvement in the overall performance of the Institutions. The IQAC will make a significant and meaningful contribution to the Institution's post-accreditation phase. During the post-accreditation period, the IQAC will direct all of the Institution's efforts and measures toward promoting academic excellence.

The objectives of the IQAC are

- To ensure continuous improvement in the Institution's overall operations.
- To assure stakeholders associated with education, namely parents, teachers, staff, employers, funding agencies, and society in general, of its own quality and probity.
- To develop a quality system for conscious, consistent, and planned action to improve the academic and administrative performance of the institution.
- To promote measures for driving institutional functioning toward quality enhancement and institutionalisation of best practises.

## Benefits

IQAC will facilitate / contribute:

- To ensure a heightened level of clarity and focus in institutional functioning towards

quality enhancement and internalization of the quality culture  
NAAC for Quality and

Excellence in Higher Education.

- To promote measures for the Institution's operation aimed at improving quality through the establishment of a quality culture and the institutionalisation of best practises.
- To improve institutional functioning by providing a solid foundation for decision making.
- To serve as a dynamic system for changing the institution's quality.

## Functions

Development and application of quality benchmarks/parameters for the Institution's various academic and administrative activities.

Arrangement for feedback responses from students, parents and other stakeholders on quality related processes of the institution.

- Dissemination of data on higher education's numerous quality indicators.
- Records of the many initiatives and activities that lead to quality improvement.
- Workshops and seminars on quality-related topics, as well as the promotion of quality circles.
- Preparation of the Annual Quality Assurance Report (AQAR) based on the quality parameters to be submitted to NAAC.

IQAC has contributed significantly for institutionalizing the

quality assurance strategies and processes, the following two practices are the results of IQAC initiatives

To provide superior technical education to students, the institution uses a collaborative learning process. It entails groups of students cooperating to solve a problem, perform a task, or produce a product. It is founded on the notion that learning is a natural and social behaviour in which participants converse with one another.

The IQAC spearheaded efforts to successfully adopt contemporary technology in the Institute's administrative functioning via ICT and alternative energy sources, particularly the 35kW increase in solar power. Wifi and LAN facility upgrades have substantially improved the quality of the teaching-learning experience.

File Description	Documents
Paste link for additional information	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_Report_Summary_20_21.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_Report_Summary_20_21.pdf</a>
Upload any additional information	<a href="#">View File</a>

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC evaluates the teaching-learning process regularly and takes initiatives to improve its quality.

The Academic Calendar is planned, exhibited, and circulated throughout the Institute, and followed strictly.

The Academic Calendar includes information about holidays, Continuous Internal Assessment schedules, and starting, last working day of the semesters.

All newly enrolled students must attend the Orientation Program, during which they will learn about the Institute's philosophy, unique educational system, teaching-learning process, continuous evaluation system, mandatory core courses, numerous extracurricular activities, discipline, and culture. A guided tour of the campus and its extensive facilities is also

given to all students.

Every student receives a Student Record, which contains all pertinent information for students.

Before the semester begins, students are informed of the timetable, program structure, and course syllabi.

Important announcements are delivered through regular circulars and The HODs, and tutors supervise attendance and class behavior.

The tutor and members of the Discipline Committee undertake random inspections to ensure that classes run smoothly.

Students participate in Class Committees regularly to provide comments, and appropriate efforts are taken to improve the teaching-learning process.

Students' feedback is also taken into account by faculties for their specific courses, by tutors, and directly by IQAC. Students are also welcome to provide feedback and suggestions to the Principal.

The Principal, HODs, and individual faculty members receive proper analysis and feedback.

Based on the IQAC suggestions, the teaching-learning processes are assessed and changes are implemented.

The following are some of the key efforts undertaken in the recent five years:

- The practice-based learning process is initiated through the E-Box platform
- Automation of Admission Processes - Provision for online fee payment

Introduction of Artificial Intelligence and Data Science program

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_AnnualReport_20-21.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/IQAC_AnnualReport_20-21.pdf</a>
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

### **7.1 - Institutional Values and Social Responsibilities**

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

**Describe gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 200 words**

- The institute addresses gender equity, gender sensitivity on a continuous basis throughout the year.
- The institution encourages recruitment of women employees for teaching and nonteaching roles.



### Curricular and co-curricular activities

- Experts on the topic are invited to deliver seminars/workshops to sensitize our students and faculty members to enable them to treat each other with equity, esteem, and respect.
- Separate NSS unit functions with girl student members to encourage their participation in serving the society
- Celebration of International women's day in the campus

### Safety and security

#### Installation of Surveillance cameras

- The campus is always under CCTV surveillance
- CCTV is installed at vital locations. All video feeds of the CCTVs installed at all locations are recorded. This helps to have recourse to videos of any untoward incident if any to initiate investigations.
- The presence of CCTV installations gives a sense of safety and security on a real-time basis.
- The running feeds of the various CCTV locations are displayed on a television in Principal's chamber and Chairman's chamber.
- The facility of CCTV installation is augmented by security personnel posted at the main gate, portico of the main building and at other points in the campus.

### Hostel

- The Hostel procedures for leaving the campus and entering the campus are all recorded manually in the report cards monitored by the Hostel authorities.
- The boys and girls Hostel is manned by separate wardens and security.
- The entry of visitors are strictly monitored.

### Day care centre/ gymnasium for kathir group of institutions

- A separate day care centre has been setup to help women employees
- Gymnasium facility has been provided for women employees.

File Description	Documents
Annual gender sensitization action plan	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/annualgendrsens.plan_weblink.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/annualgendrsens.plan_weblink.pdf</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://kathir.ac.in/wp-content/uploads/2022/files/facilty_women_weblink.pdf">https://kathir.ac.in/wp-content/uploads/2022/files/facilty_women_weblink.pdf</a>

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

**A. 4 or All of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management**

**Our institution strives to minimize the waste and thereby protect the environment. The strategy adopted is reduce, reuse and recycle.**

**Solid waste management**

**Bio degradable**

- The food waste of the mess facility is collected and given to the pig farm.
- The institute prides itself on a well-kept campus that is possible because of good waste management practices.
- The waste from the trees, gardens in the campus are periodically removed and handed over to nearby composting

yards.

#### Non-degradable waste

Usage of Plastics is banned inside the campus and sufficient awareness has been created. All packaging related plastics are handed over to third party vendors who are capable of recycling .

#### Liquid waste management

The sewerage facility is well functioning and maintained periodically. The treated water is utilized for watering the gardens. The solid waste generated is handed over to third party vendors who are capable of producing manure.

#### E-waste management

The institution has created a policy of segregating the unusable/ condemned computers and accessories. Post segregation these items are handed over to the third party vendors who are experts in E waste management.

#### Waste recycling system

The stationery waste like used papers (after their validity time is completed) is disposed of to nearby shops dealing in such waste

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.5 - Green campus initiatives include**

**7.1.5.1 - The institutional initiatives for greening the campus are as follows:**

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

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

<p><b>7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities</b></p>	<p><b>A. Any 4 or all of the above</b></p>
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

<p><b>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</b></p>	<p><b>A. Any 4 or all of the above</b></p>
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File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

#### Cultural harmony

- The institution consciously recognizes diversity in language, religion and other societal diversity by means of celebrating a variety of events, and festivals.
- The institution encourages religious tolerance by maintaining harmonious atmosphere by celebrating various cultural and religious festivals
- The celebrations of events like women's day, Tamil New Year, Onam etc. are also proof of the diversity in the composition of students, faculty members and non-teaching staff.
- National integration day was celebrated.

#### communal socioeconomic initiatives

- The institute provides merit scholarships for deserving socially and economically backward community students.
- This helps the institute in providing equity in access to professional education for students from all economic strata of the society.
- Blood donation camp is organized every year where students and faculty contribute for the noble cause of serving society.
- Kathir faculty members contributed to the development of contents for NEET online coaching through Ebox platform. The neet content was provided free of cost to Tamilnadu government schools.
- In Madurai alone, more than 100 government school students who underwent neet coaching through Ebox, got qualified.

#### Linguistic inclusiveness

Kathir college of engineering admits students from other states. This diversity encourages equality of cultures within the campus.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

Kathir college of engineering periodically arranges programs inviting students and parents to sensitize them on their expected societal behavior, rights and responsibilities.

Voters awareness program

Voter awareness programs are organized to create awareness among students and faculty members to exercise their constitutional rights during elections

Safety week

The institute has organized awareness campaigns for wearing helmets while driving two-wheelers emphasizing the obligation of the students, general public to drive safe.

Independence day and Republic day

Every year our institution celebrates by highlighting the importance of freedom and creating awareness of the constitutional obligations.

International yoga day

The physical and mental health of students and faculty members are nurtured through regular classes. The importance of yoga is highlighted by celebrating international yoga day in the campus.

**Cleanliness drive**

The NSS unit of our college actively engages the students in the cleanliness drive inside and outside the campus.

**Teachers day**

A teacher plays a crucial role in the transformation of the society. Teacher's day is celebrated to honour them by the students.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://kathir.ac.in/wp-content/uploads/2022/files/7.1.9_addtn.doc.weblink.pdf">http://kathir.ac.in/wp-content/uploads/2022/files/7.1.9_addtn.doc.weblink.pdf</a>
Any other relevant information	<u><a href="#">NIL</a></u>

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

**A. All of the above**



File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

The institute does not miss a chance to celebrate events, festivals, national and international commemorative days.

#### World Women's Day

Various events for women marked the celebrations on this day. The events were organized by students and faculty members. The celebrations featured a variety of performances including drawing, cooking, singing, dancing competitions involving faculty and students.

#### Engineers Day

Seminars on latest technical topics were organized on this day by the departments. Through this seminar the achievements of eminent engineers in their own fields were highlighted to the students to motivate them to excel in their chosen fields

#### Environment day

Sustainability of human life depends on the environment. The importance of maintaining a clean environment was highlighted to the students through a seminar. Cleanliness drives were organized throughout the campus to commemorate the day.

**International Mathematics day**

Seminar is organized by the departments inviting eminent. A bootcamp event was organized for the students to highlight the applications of mathematics in engineering.

**International human rights day**

A seminar was organized to highlight the importance of human rights and equality. The seminar was attended by faculty members and students.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.2 - Best Practices**

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

**Best Practice I****Practice**

**Tech Enabled Teaching and Learning for performance assessment of Individual students**

**Objective**

To precisely observe the learning behaviour of each student to identify the strengths and weaknesses of individual student

## Context

Each student's learning behaviour is different. They may fall into any one of Gardner's multiple intelligence models. Similarly the learning pace is also different for different students. It is essential to give individual attention to all the students during every learning activity by exposing them to exhaustive testing environment. This leads to have an elaborate assessment model with different segment of questions ranging from remembering skills to creating skills. In class strength of 60, if we frame 10 questions for each lecture session, we end up with 600 solutions which will be humanly impossible to assess on daily basis and identify the strengths and weaknesses. This leads to the dependency of any Artificial Intelligence driven platform to precisely assess the learning behaviour of individual student.

## Activity

In our College we use an AI driven Ed-Tech Platform where each faculty member will frame at least 20 questions as per RBT norms for each lecture and upload in the platform to get at least 900 questions with 300 Higher Order Thinking questions to test their analysing, evaluating and creating skills. In the process of finding solutions for the framed HoT questions, students have to refer to many resources based on their learning interest. The platform will precisely record the learning behaviour of individual student through the way students take up the question and find the solution. This gives a clear picture about strength and weakness of individual student.

## Proof of concept

The proposed best practice has produced an improved performance in following areas: 1. Increased Pass percentage in regular academics 2. Improved performance during placement activities 3. Quality of Project works are improved

## Challenges encountered

Preparing the students to shift their learning style from conventional to tech driven was the biggest challenge. Initially we had a lot of apprehension from students but several orientation and brainstorming sessions helped us to make students understand the real purpose of this activity.

## Requirement

Investment on purchasing a customizable third party Ed-tech platform and Faculty empowerment for maximum utilization of the features of the platform.

## Best Practice II

### Practice

Generating public visibility, curiosity and good will for the institution by conducting events open to the public free-of-charge

### Objective

To trigger the support of the community in the institute's immediate vicinity as well as that of the Coimbatore district/nearby districts for enquiries and admissions of their wards/known contacts to the UG and PG programs offered by Kathir College of Engineering

To build brand equity and brand recall

### Context

The institute needs to build public visibility and good will in the minds of the community in its immediate vicinity as well as in the extended region of Coimbatore district and nearby districts to sustain its economic viability and continued operations.

- The institute has to develop a public image by giving back to the community services which includes conducting events that are open to the public
- The institute's trustees are able to leverage the offices of government authorities to lend assistance and support to the institutions initiatives involving the public

### Activity

The institute has organized events that are open to the public free-of-charge namely - a state-level job fair, public exhibitions, offered its facilities of seminar halls, classrooms, auditorium for conducting competitions for school children and reached out to and arranged transport free-of-

charge, refreshments and lunch on week-ends for school students especially who are currently attending secondary school education to visit its laboratories, interact with faculty members to inform their decision-making about their higher education

The hosting of public events free-of-charge (state-level job fair, public exhibitions) acknowledges the need of the institute for direct or indirect support of its immediate community and the public at large

The institute encountered the challenge of carrying out the open-to-public events entirely with the assistance and support of its staff by motivating them to take advantage of the occasion to engage with the public, government authorities and perform their role in contributing to societal responsibilities

#### Proof of concept

The events were well organized and were well attended by the public. Among the many such events organized by the institute the state-level job fair enabled freshers, experienced candidates to find suitable employment

These events have built good will, brand equity involving positive brand association and recall for the institution.

The results indicate that initiatives involving the community and public support are well received and that they deserve to be provided periodically to sustain the good will and engagement already built and to be of mutual benefit.

#### Challenges Encountered and Resources Required

The public events need the full assistance and support of the institute's staff as engaging any external event manager will entail charging an entry fee for the public which will turn the nature of the event to a commercial exercise.

The events need to be scheduled in a manner where the entire physical infrastructure, systems of the institute will be entirely available for the event.

The institute's management should continue to leverage the good offices of the trustees to be involved in initiatives undertaken by governmental and non-governmental authorities for

the long term benefit of the college.

File Description	Documents
Best practices in the Institutional website	<a href="http://kathir.ac.in/wp-content/uploads/2021/12/Best-Practices-for-web-site-2021.pdf">http://kathir.ac.in/wp-content/uploads/2021/12/Best-Practices-for-web-site-2021.pdf</a>
Any other relevant information	<u>NIL</u>

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

To provide students practice based, artificial intelligence enabled learning experience

#### Designing of the system

- The institution has set its eye on preparing students for their career and the community at large by giving them the practice based, technology enabled learning experience.
- This entails the faculty members to augment the traditional teaching learning materials with online content.
- The Tech enabled was equipped with interactive tools.
- The contents of the practice sessions were designed to match the industry requirements apart from the prescribed syllabus.
- The students were exposed to topic wise challenging questions in line with Bloom's taxonomy.

#### Assessment of the students

- The practice sessions are instantly assessed by AI driven platform which gives our students immediate feedback on their individual and relative learning performance thereby motivating them to achieve higher levels of learning.

#### Performance of the students

- The AI enabled platform provides an instantaneous longitudinal digital profile of the students performance in the practice sessions.
- This provides a real time report of the students to the faculty. This was also shared with the stake holders( students, parents and management).
- The LDP data is used by the placement office for their placement and training operations.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

### 7.3.2 - Plan of action for the next academic year

The following are the areas planned to be focused on:

#### 1. Institution level Plan

- Devising the roadmap to attain autonomous status with milestones to be achieved
- To get NAAC accreditation with higher grades

#### 2. Teaching and learning

- Extra classes are to be conducted to bride the skill gap due covid situation.
- To provide additional assessments to enable the transition from online to offline mode.
- Guiding students to achieve Anna University academic ranks

#### 3. Creation of new Centres of excellence

- To plan and establish COE in the areas of Artificial intelligence, Robotics and Renewable energy

#### 4. Personality development

- To improve communication skills of students as they are from rural background
- To compete and win prizes in university sports events

#### 5. Research and development

- Increasing research publications in indexed journals

6.Skill development of faculty members and students

- Student development program and Hands on sessions on latest technical topics etc., to help them in their placements
- Faculty development programs for skill upgradation .

NAAC