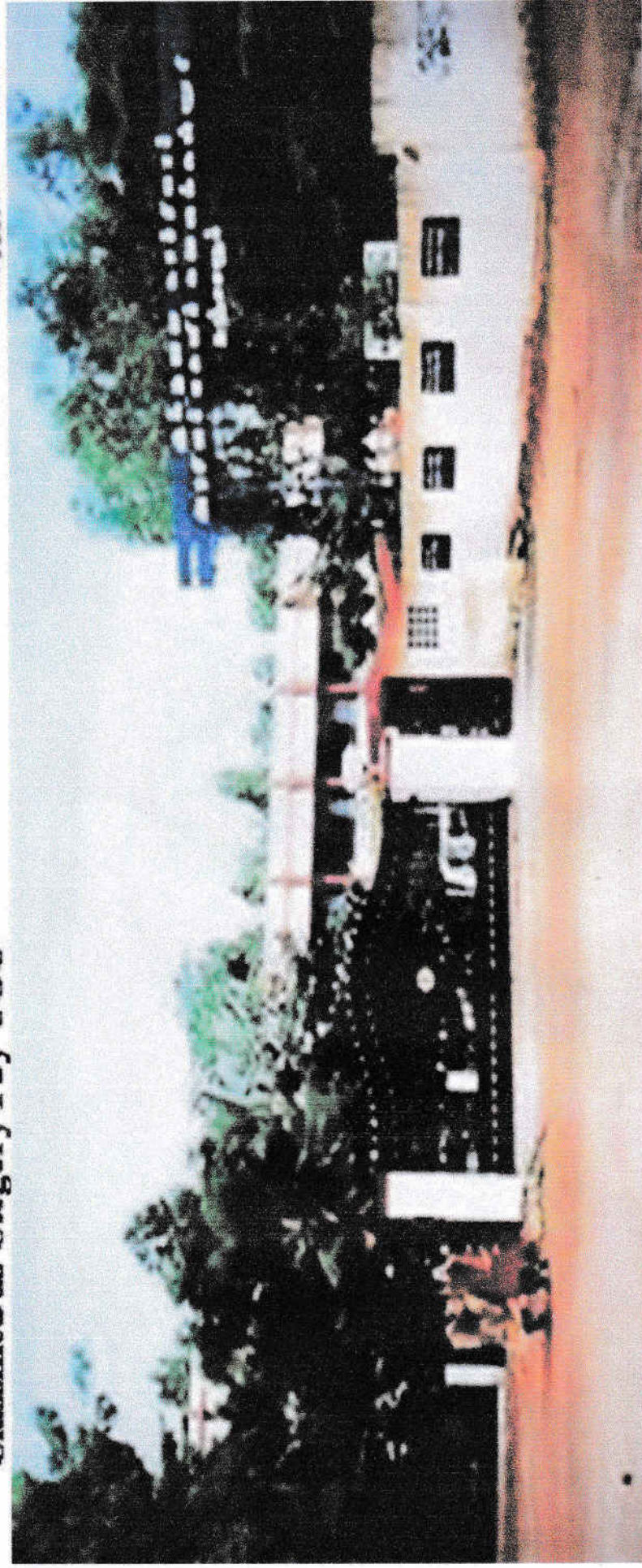




**KUNTHAVAI NAACCHIYAAR GOVT ARTS COLLEGE
FOR WOMEN (A)
NAAC A+ GRADE
Classified as Category I by UGC**



**INSTITUTIONAL
DEVELOPMENT
PLAN-2025**

S. S. S. S.
8/11/2025

Principal,
Kunthavai Naacchiyaar
Govt. Arts College (Women)
Thanjavur-613 007.

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PROFILE

The college is situated in Thanjavur, a historic city in Tamil Nadu, at a latitude of 10.77° North and a longitude of 79.13° East on a 17.5 acre campus. Thanjavur, renowned for its rich cultural heritage, served as the capital for the Later Cholas, Thanjai Nayaks, and Thanjai Marathas from the 9th to the 18th century. Founded by the Government of Tamil Nadu in 1966, the college was originally named 'Government Arts College for Women.' In 1984, during the 1000th Coronation Day celebrations of Emperor Raja Raja Chola, the college was renamed 'Kunthavai Naacchiyaar Government Arts College for Women' to honor Kunthavai Naacchiyaar, the elder sister of the Emperor. It is recognized by the University Grants Commission (UGC) under sections 2F and 12B, both of which were granted in June 1972. A notable milestone came in November 2004 when the college was granted 'Autonomous' status. Originally affiliated with Madras University in 1966, the college shifted its affiliation to Bharathidasan University in 1982 following the bifurcation of Madras University.

2.Vision

To provide a skill-based education that empowers women with leadership skills, creative and critical thinking, research aptitude, and ethical values.

Mission

- * To establish a state-of-the-art infrastructure and cutting-edge laboratories.
- * To encourage self-paced learning through virtual platforms.
- * To initiate creative start-ups.
- * To forge a strong partnership between the institution and the industry.
- * To promote innovative research.
- * To actively engage in Community Development Programmes.

3.Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Strengths:

- Strong vision and mission focused on empowering women
- Regular updates to the curriculum with skill enhancement courses
- Programs tailored to support rural students.
- Improved employability and entrepreneurship opportunities
- Comprehensive technical and soft skills training
- Implementation of ABC ID for students
- Skill Development Courses through the Naan Mudhalvan Scheme
- Experienced faculty members
- Value-based education offered
- Regular cultural programs
- Adoption of Outcome-Based Education with continuous evaluation
- Electoral literacy programs
- Nine Departments with Research Recognition
- Community service through various extension activities
- Green campus initiatives
- Use of biometric attendance for students
- Active student council involvement in academic and administrative functions
- Registered alumni association
- Decentralized academic activities
- Career advancement through periodic assessments
- Efficient fund utilization via the IFHRMS portal
- Increased sensitization programs for students
- Effective waste management practices
- Celebration of cultural and religious festivals
- Strong anti-ragging policy

- Promotion of constitutional values and responsibilities
- A supportive environment for differently-abled students

Institutional Weakness

- Need for an enhanced library management system
- Improvements required in e-waste management
- Insufficient transportation facilities for students from their localities
- Need to strengthen community service initiatives
- Limited industry collaborations
- Vacancies in teaching and non-teaching positions
- Dependence on government funding

Institutional Opportunity

- Adoption of sustainable practices and support services
- Expansion of online education through SWAYAM
- Introduction of Geospatial Technology knowledge via the ISRO-IIRS Distance Learning Programme
- Offering interdisciplinary and multidisciplinary courses
- Increased participation in internship programs
- Pursuit of research projects funded by UGC, DST-FIST, ICSSR, and TANSCH

Institutional Challenge

- Development of well-equipped research laboratories.
- Enhancement of community services through extension activities.
- Need for integrated ICT facilities.
- Recognition of additional departments as research departments.
- Organization of national and international workshops, seminars, and conferences.

4. BEST PRACTICES

Best Practice I Students Support System

Objectives of the Practice:-

- Enhance education for visually impaired students to aid their employment in the modern economy.
- Provide skills training, examination coaching, and personal development through the EMET program.
- Foster geospatial awareness in Science and Arts via the ISRO-IIRS Distance Learning Programme, focusing on Remote Sensing, GIS, and GNSS technologies.
- Organize industry-relevant workshops, field visits, and guest lectures.
- Offer academic support with Bridge Courses, Remedial Classes, and soft skill training.
- Host placement drives and coaching for competitive exams.
- Promote entrepreneurship and identify interested students.
- Nurture sports talent and maintain top-notch sports infrastructure.

The Context

Student support programs help students and their families transition into the academic, cultural, and social life of an institution. These programs provide resources and guidance to ease the adjustment process, ensuring that students adapt smoothly and engage fully with available opportunities. They play a crucial role in helping students develop the skills and confidence needed for academic success and personal growth.

The Practice

Throughout the academic year, the institution implements Holistic Development Programs to promote both personal and professional growth for students. This is achieved through various initiatives, including Mentorship Programs, the Parent

Teacher Association, Bridge Courses, Remedial Classes, the Career Guidance and Counseling Cell, the Entrepreneurial Development Cell, and Physical Education, among others.

Help the Blind Foundation: This Foundation supports this integration through the EMET (Education, Mobility, and Employability Training) program, which equips visually-impaired individuals with the skills needed to thrive in the workforce.

ISRO-IIRS Distance Learning Programme: Students are encouraged to enroll in courses from the annual ISRO-IIRS Distance Learning Programme based on their interests and course availability. This program provides valuable knowledge in Remote Sensing, GIS, and GNSS technologies.

Entrepreneurship: The Entrepreneurial Development courses offer basic knowledge in idea generation, business planning, funding sources, and government support schemes. Through workshops and seminars, students learn business skills and are encouraged to sell products they create. This hands-on experience teaches them practical pricing strategies and entrepreneurial skills.

Bridge Course: Bridge Course is a three to four-week program aimed at preparing students for academic success. Feedback from past students indicates the program's effectiveness in improving their quality of education.

Sports: The institution supports sports talent through a dedicated sports quota and ongoing training throughout the academic year. A continuous monitoring system is in place to enhance students' performance and achieve excellence in their chosen sports.

Certification Programmes: Students have the opportunity to gain additional skills through various certification programs offered by the institution.

Participative Governance: The Student Council, an elected body, manages student affairs and contributes to their welfare. Student representatives are also involved in various college committees, fostering leadership and citizenship skills.

Independent Learning: Students can opt for NPTEL-MOOCs instead of regular courses in designated semesters. They are also encouraged to engage in independent learning through discussion forums and entrepreneurship opportunities supported by the incubation center.

Career Guidance: The Career Guidance and Counseling Cell helps students identify suitable career paths and develop the skills needed to excel.

Field/Industrial Visits: Students gain practical knowledge through visits to locations such as Tiruvananthapuram, Kolli Hills, Rajiv Gandhi Coastal Aquarium Centre, Kadaladi, Thondi Port, Karaikudi CECRI, and Nilgiri Tea Estate. These experiences inspire students to pursue research and further studies in specific areas.

Evidence of Success:-

- Scholarships have been provided to visually impaired students since 2018.
- Laptops and smart vision glasses have been supplied free of cost to visually impaired students.
- ISRO-IIRS awards certificates to students upon fulfilling course requirements.
- The Career Guidance and Counseling Cell has significantly increased student placements.
- Many students have expressed interest in entrepreneurship and identified business opportunities.
- Students excel in exams, gaining confidence to succeed in both curricular and co-curricular activities.
- Opportunities are available for students to participate in University, State, or National teams.

Problems Encountered:-

- Inaccessible websites, applications, and documents affect visually impaired students.
- Limited funds discourage students from pursuing entrepreneurship.
- Lack of seriousness among students during the bridge course impacts its effectiveness.
- There is a need for access to high-quality sports equipment for effective training.

Best Practice II Community Services through Extension Activities**Objectives of the Practice**

- To foster principles of good governance and responsible citizenship.
- To actively engage in the civic, cultural, social, and moral well-being of the community.
- To conduct health screenings and provide nourishment to those in need.
- To enhance student development through voluntary community service.
- To offer students opportunities to contribute to the creation of lasting community assets in rural areas.

The Context

Leo Clubs allow youth to serve their communities, develop leadership skills, and grow personally with the motto "Leadership, Experience, Opportunity." Members gain valuable insights from experienced leaders. The National Service Scheme (NSS), under the Ministry of Youth Affairs and Sports, India, engages students in community service, promoting social responsibility and civic engagement

The Practice

Leo Club: Leos hold leadership roles through annual elections and engage in various activities, including home tuition, awareness programs, community services, and

environmental initiatives. They promote cloth bags, assist visually impaired students, dispose of e-waste, and plant trees.

NSS: The National Service Scheme (NSS) combines education with community service through various activities. Volunteers teach yoga, clean public areas, assist in elections, and distribute health supplies. They also plant trees, promote water conservation, and organize environmental and awareness programs, including rallies and medical camps.

Youth Red Cross: Volunteers fed elderly residents at Hosana Old Age Home and participated in an eye donation rally.

Exnora: Conducted awareness programs on tuberculosis, water conservation, and watershed management at Swathi Old Age Home, local schools, and in the neighborhood. They also organized a Swachh Bharat campaign involving cleaning activities at the Big Temple, bus stands, and schools.

Red Ribbon Club: Club volunteers participated in an AIDS awareness marathon from Sathya Stadium to Thenaga Panpattu Maiyam and won several prizes.

Evidence of Success

- Many students enthusiastically joined the club.
- Students were excited and eager to engage in community service.
- Strong connections were established between the needy and rural communities.
- Volunteers from various clubs identified community needs, problems, and resources.

Problems Encountered

- Capital inadequacy prevented Leos from reaching everyone they intended to serve.
- Although NSS significantly contributes to societal welfare, it encounters challenges such as limited resources, logistical issues, and the need for increased community participation.

5. INSTITUTIONAL DISTINCTIVENESS

Institutional Distinctiveness

Kunthavai Naacchiyaar Government Arts College for Women, situated in the vibrant heart of Thanjavur, stands out for its commitment to providing value-based education to women, particularly those from rural backgrounds. Our institution, a beacon of higher education, is distinguished by its inclusive approach and innovative educational initiatives, reflecting a deep dedication to empowering first generation learners and nurturing holistic development.

Core Distinctive Features

1. Empowering Rural Students

Our college's strategic location in Thanjavur's Cauvery Delta Region allows us to serve students from rural areas effectively. We prioritize delivering quality education at an affordable cost, aiming to uplift first-generation learners and those from economically backward communities. The institution's commitment to making education accessible and impactful is central to its mission. Even though there are many colleges located in other districts, students from more than 15 districts seek admission every year to the institution is a testament to the quality of education provided in the college. The presence of a college hostel and welfare hostel inside the campus ensures safety for the girl students. Nearly 800 students stay in hostels on campus.

2. Innovative Educational Programs

ISRO-IIRS Distance Learning Programme: Since June 2021, we have been a pivotal hub for the ISRO-IIRS Distance Learning Programme. This initiative aims to enhance geospatial awareness among students across disciplines. We have empowered students with advanced technological skills by offering comprehensive courses in Remote Sensing, Geographical Information Systems (GIS), and Global Navigation

Satellite Systems (GNSS). Since its inception, the ISRO-IIRS Distance Learning Programme has seen enthusiastic participation from students across diverse departments, such as Geography, History, Botany, Zoology, Chemistry, Physics, and Computer Science. Over the past three academic years, we have conducted a total of 18 courses, with significant participation and certificate attainment:

Academic Year 2021-2022: 7 courses, 50 participants, 35 certificates awarded

Academic Year 2022-2023: 6 courses, 79 participants, 43 certificates awarded

Academic Year 2023-2024: 5 courses, 65 participants, 30 certificates awarded

SWAYAM-NPTEL Online Courses: As a nodal center for SWAYAM-NPTEL since 2021, our college has offered 121 online courses to 572 students, with 79 completing their courses successfully. This initiative provides access to high-quality education through digital platforms, bridging gaps for rural students and enhancing their learning experiences. The breakdown of participation and certificates awarded across the three academic years is as follows:

Academic Year 2021-2022: 25 courses, 113 participants, 20 certificates awarded

Academic Year 2022-2023: 72 courses, 357 participants, 39 certificates awarded

Academic Year 2023-2024: 24 courses, 102 participants, 20 certificates awarded

3. Commitment to Student Welfare and Safety

The college ensures the safety and well-being of its students through various measures:

Hostel Facilities: Our on-campus College Hostels and Welfare Hostels accommodate nearly 800 students, ensuring a secure and supportive environment.

Safety Measures: Regular police patrols, awareness programs on cybercrime, and the installation of the Kavalan App contribute to a safe campus atmosphere.

4. Career Development and Employability Enhancement

Career Counseling and Training: The institution provides comprehensive career counseling, including skill training in soft skills, competitive exams, resume building, and interview preparation. External experts are frequently invited to enhance employability.

Entrepreneurial Development Cell: This cell fosters innovation and entrepreneurial skills, encouraging students to develop and present their creative ideas.

The District Employment and Career Guidance Centre in Thanjavur conducts classes for the students to attend competitive examinations. Study materials and references are provided to the students.

5. Academic Excellence and Industry Linkages

1.Qualified Faculty and ICT Integration: Our faculty, with extensive experience and qualifications, utilize ICT tools to enhance the learning experience and foster higher-order thinking skills.

2.Industry Collaborations: We maintain robust college-industry linkages through a Memorandum of Understanding (MoU). This collaboration includes hands-on training, industrial visits, and internships, aligning education with industry needs.

6. Community Engagement and Social Responsibility

The social skills are nurtured through the extension activities at the college. The students are exposed to the diverse social structure and their issues, particularly in the neighboring areas. The students undertake activities to spread social awareness about various burning topics such as cancer awareness, drug awareness, women's health,

Swatch Bharat, tree plantation, etc. While doing so, they also become aware of the issues of society and think of probable measures to solve them.

Extension Activities: Through various clubs and programs such as NSS, Leo Club, Rotaract Club, and Exnora, students engage in community service activities. These initiatives focus on spreading awareness on critical social issues like cancer, drug abuse, women's health, and environmental sustainability.

Our alumni have distinguished themselves as educators, professionals, politicians, civil servants, and entrepreneurs, making significant contributions to society and the nation. Many of them continue to serve within our institution, taking on dual roles as both teachers and technocrats, thereby playing a crucial part in the institution's development and success.

7. Support for Sports and Cultural Development

Another important aspect of institutional distinctiveness is its support for sports and cultural activities. The college recognizes that students need platforms to develop their physical, social, and cultural skills, along with their academic abilities. It provides a range of sports facilities and opportunities for students to participate in various cultural activities. Our students actively participate in district, state, and national-level competitions, achieving notable success and bringing pride to the institution.

- Kunthavai Naacchiyaar Government Arts College for Women distinguishes itself through its unwavering commitment to inclusive education, innovative programs, and comprehensive student support. Our focus on academic excellence, career readiness, community service, and overall student development underscores our role as a leading institution dedicated to nurturing wellrounded, empowered women who are ready to make a significant impact in their communities and beyond.

INSTITUTIONAL DEVELOPMENT PLAN

Component I: Physical Infrastructure

Kunthavai Naacchiyaar Government Arts College for Women was housed in the Thanjavur Palace premises itself in the beginning and in 1970 it was shifted to its own two-storeyed building in a sprawling campus of 17.5 acres. The college is equipped with

Classrooms

- A total of **99 classrooms, 16 staff rooms, 1 smart classroom, and 6 smart boards** which are adequate as per the norms of the regulatory body, are spacious, well-furnished, and equipped with comfortable seating with good ventilation and adequate lighting.
- The college has **187 rooms** in total. ICT facilities are available in a few classrooms equipped with computers, and LCD projectors.

Labs/Demonstration Rooms

- There are **37 Labs** fully equipped for the students to conduct experimental work.

Computing Equipment's

- All the departments are provided with computers and internet facilities.
- A total of **215 high-end computers** and **8 laptops** are in the college.
- There are **43 laser printers** and **17 photocopying machines** available in the campus.
- The institution is equipped with a common **computer lab for a computer literacy program**.

- Under the Computer Literacy programme we train the first-year students with computer skills.
- The government regularly allocates funds for the CLP lab.
- Visually challenged Students are provided with **smart vision and customized laptops**.

Seminar Halls

- There are **4 seminar halls** and **one auditorium**, which are spacious and well-furnished, and two seminar halls airconditioned, with good ventilation and adequate lighting. ICT facilities are available in each seminar hall such as computers, audio, and video facilities, and **LCD projectors with network connectivity**.
- **Outdoor facilities:** College has adequate facilities to support the physical and recreational requirements of students and staff. It has facilities for sports and indoor and outdoor games. Our institution has a **fitness centre with an area of 717.5282 Sq.ft.**
- Institution is also equipped with an auditorium, yoga center etc., and Sports facilities like Athletic (400m track), Football, Hockey, Volleyball, Throw ball, Handball, Kabaddi, Kho-Kho, Ball Badminton, Tennis & Basketball courts are provided to students. The Physical Education department is headed by the Physical Director. The institution has a **playground spread over 6.53 acres** available for students.
- **Hostels**
The hostel infrastructure comprises **2 separate blocks for UG and PG** girl students with **55 rooms**, providing accommodation for 380 (300 UG and 80 PG) students. To enhance the living experience, the hostels are equipped with an RO system, CCTV cameras, security, and recreational amenities such as Table

Tennis, Badminton, Carom, Chess, Television, Multigym, yoga, and a fitness center of college can be used by hostellers with prior permissions.

- **Green initiatives** are evident throughout the campus, with landscaped gardens, lawns, and medicinal gardens. Plastic is banned in our campus. And the institution reduced the usage of papers for communication. Institutions have planted more trees **under Miyawaki method of forestation.**
- **Water facilities:**
 - The college has **4 borewells and 6 RO water points** to provide enough water supply to the students, faculty and employees.
 - We have **8 number of overhead tanks**. With one overhead tank with a capacity of **80000 litres, 7 overhead tanks of 5000 litres** to ensure that, and one tank with 2000 litres for the students to get enough water for drinking and other purposes.
- **Generator facilities:** The Institution also has generator facilities for uninterrupted power supply. The institution has four generators. **One 40KVA Generator, 15KVA – 3 phase generator and 3 5KV Generators.**
- **Lavatories:** College has nearly 95 lavatories for the students. Ramp and Wheelchair facilities are provided for physically challenged students. (**Divyangjan**)
- **Napkin vending machines and Napkin incinerators** are available for the students.

The college library expands to **3000 square feet**, which provides the best of learning resources and opportunities to students and teachers with the latest knowledge through their library resources. The college library is open to students from 9.00 am to 4.00 pm.

The library caters to both physical and virtual access of the resources to the users through digital platforms.

The library has a good collection of books, as to **57,000 books** are available.

The library is also equipped with e-books (9000) in addition to subscribing to several journals. The library **has INFLIBNET and DELNET** facilities.

Through the **National Digital Library of India (NDLI)** students can access nearly 6,00,000 books.

All the departments have their **departmental library** with an adequate number of books. The library is fully utilized by both faculty and students.

The librarian maintains **registers for the footfall of faculty and students**.

The Government of Tamil Nadu allocates **regular funds** to colleges to purchase the books every year. The college also has a digital library with internet facilities along with audio-video aids that are utilized for online training programs, web-based learning programs, web-based workshops and webinars. The library is automated using “Autolib” ILMS software.

The library is automated using an Integrated Library Management System (ILMS)

The institution has automated using Auto lib -21.0 version, Integrated Library Management System (ILMS), from 2019-2020 onwards. It helps to manage library functions including acquiring, processing, cataloging, locating, linking, and distributing information and collections. The government has provided this to enhance library operations.

- Name of the ILMS software : Autolib and Koha

24.05 Open source software

- Name of automation (fully or partially) : Partially
- Version : 21.0
- Year of automation : 2019-20

INSTITUTIONAL DEVELOPMENT PLAN

Component II: Digital Infrastructure

The institution embraces state-of-the-art IT facilities for its students so that they can utilize these resources to reach greater heights. To enable this, the college frequently updates its IT facilities across the campus including classrooms, laboratories, seminar hall, and auditorium.

The institution used Rail wire with 200 Mbps for the past few years. Now, the institution has **4 AIRTEL Wi-Fi**, 15 access points in the campus with 300 Mbps speed, and all the students and faculty are allowed to use internet facilities. The campus is facilitated with Wi-Fi accessibility (bandwidth of 300mbps), which spreads across the campus.

There are **76 CCTV cameras** to monitor the campus activities and for the provision of security to students. **Biometric attendance** is practiced along with the regular attendance procedures for the students.

Synchronous methods of course participation involve the points in time where the students are interacting in real time with either their instructor or other students. These can consist of text or video chat, lectures being delivered via video conference software, and role plays being completed by students together using technology embedded into the Learning Management System (LMS).

Faculty of our institution were using OBS studio is an open-source software for screen recording available in Windows/Mac/Linux platforms, besides using Creating a Narrated Video in PowerPoint available with Office 365 module.

INSTITUTIONAL DEVELOPMENT PLAN

Component III: Academic Infrastructure

Kunthavai Naacchiyaar Government Arts College offers 14 undergraduate, 13 post-graduate and 9 Ph.D. programs across various disciplines, including Tamil, English, Botany, Business Administration, Chemistry, Computer Science, Commerce, Economics, Geography, History, Mathematics, Physics, Statistics, and Zoology. The Autonomous status enabled the college to frame and revise the curriculum periodically to suit the requirements of the changing times. In addition to aiming at the holistic development of the downtrodden students, the curriculum is consciously designed to cater to the local, regional, national, and global needs.

The curriculum of all UG and PG programmes have Skill Enhancement Courses specially designed to provide hands-on training, competencies and employability skills like adaptability, teamwork, communication, time management, and leadership essential for students along with their domain knowledge. For example, the Department of Botany offers 'Fermentation technology, Botany for advanced research'. In a similar manner all the departments offer courses to empower the skill sets of the students in their chosen discipline. They provide ample space for vocational training, entrepreneurship culture and skill development. The college follows the Choice Based Credit System (CBCS) recommended by UGC and approved by Academic council. The college implemented the Outcome Based Education (OBE) framework from the academic year 2018-19 onwards and the curriculum was revised to incorporate Programme Outcomes (POs), Programme-Specific Outcomes (PSOs) and Course Outcomes (COs).

The college offers value-added courses in personality development, life skills, employability skills, ethics, human rights, and social analysis. Students also benefit from field and industrial visits and the Lab to Land programs, which facilitate practical

knowledge application. Additionally, volunteer-based extension activities are provided by various service organizations, including NSS, Red Ribbon Club, Youth Red Cross, EXNORA, Fine Arts, the Entrepreneurial Development Cell, Social Service League (SSL), Citizen Consumer Forum, Science Club, Rotract Club, National Integration Samithi (NIS), Career Guidance & Placement Cell, Women Cell, Environment Education Club, Yoga, Clean Thanjavur, Kunthavai Cyber Security, and the Anti-Drug Club. These activities are a mandatory part of the curriculum under Part-V.

The curriculum across most programs of our institution incorporates aspects of professional ethics. First year undergraduate students take courses in Environmental Studies and Value Education, while third year students are required to complete a course in Gender Studies. Second-year undergraduates benefit from a course in Soft Skill Development, aimed at enhancing their professional abilities. Both undergraduate and postgraduate programs include elective papers, and value-added courses such as English for Professional Skills, English for Communication, Public Speaking Skills, and Skill Development courses like Computer Skills for Web Designing, Video Editing, Physics for Everyday Life, and the Role of Chemistry in Daily Life. Other offerings include Mushroom Cultivation, Medical Lab Technology, Food Processing and Preservation, Entrepreneurship Development, Social Ethics and Responsibilities, and Managerial Skill Development. These courses help to strengthen students' skills in various areas. Additionally, the curriculum and co-curricular activities feature diverse programs like the NAAN MUDALVAN add-on program, Foreign Language teaching under RUSA, and the CLP (Computer Literacy Program).

Gender Sensitivity:

Gender Studies is incorporated into all undergraduate programs as Part-IV to promote gender equality. Courses such as Women's Writing, Women's Studies, and Women in Indian Society are offered by the Tamil and English departments to enhance understanding among students. The college regularly organizes conferences, seminars, and workshops to further raise awareness about gender issues and possible solutions. To support gender equity and address related concerns, the college has established a

Women Grievance Cell and a Grievance Redressal Cell. These cells provide counseling, promote gender equity, and address issues related to the safety and security of female students, staff, and faculty. The campus is equipped with CCTV and a biometric system to ensure a high level of security for students.

Human Values

At our institution, character building is a core value. To support this, all first-year undergraduate students take a course in Value Education. The college emphasizes human values through courses, like Philosophy of Yoga, Social Ethics and Responsibilities, Geography of Health, Human Rights in India, and Social and Cultural Geography. These subjects, integrated into core, allied, elective, and non-major elective courses, aim to foster awareness of social justice, responsibility, empathy, and community care.

Environmental Sustainability

The college offers a course on Environmental Studies for all the UG programs, to address environmental issues and promote sustainable development. This course highlights the importance of biodiversity conservation and responsible resource use. Additionally, specialized courses such as Environmental Botany, Environmental Biotechnology, Environmental Microbiology, Biodiversity and Conservation Management, Bioinformatics, Biofertilizer Technology, Biofuel Technology, Plant and Animal Biotechnology, Bio-nanotechnology, and Environmental Biology are available to both UG and PG students. The Geography syllabus includes topics on climatic changes and sustainable development to enhance understanding of environmental dynamics. The aim is to make students aware of the ecosystem's importance to human life. The college also organizes workshops and seminars on Environment and Ecology to educate students on the efficient use of natural resources and environmental protection.

The institution evaluates and assesses the learning levels of every student from the beginning of the academic session after admission. Each year, the institution organizes an orientation program for newly admitted students. This program is conducted by

various cells, including the Soft Skills Development Cell, Placement Cell, and Extra Disciplinary Cells. It covers topics such as class information, timetables, faculty contacts, student responsibilities, anti-ragging norms, and the code of conduct. Additionally, the program provides information about extracurricular activities and the importance of Part-V courses like NSS, RRC, YRC, Fine Arts, Science Club, Leo Club, and Sports.

The Department of English conducts a bridge course to assess students' proficiency in English. Individual attention is given to each student to identify and address academic obstacles and weaknesses, boosting their confidence to face daily challenges. Online tests help identify slow and advanced learners.

Advanced Learner

- Engage in active learning through group discussions, Q&A sessions, seminars, and assignments to enhance knowledge.
- Encouraged to participate and present papers at seminars, conferences, workshops, and intercollegiate competitions.
- Participate in co-curricular activities like quizzes, debates, and science exhibitions.
- Receive career guidance through the career guidance cell.
- Encouraged to communicate in English.
- Involved in peer teaching to help slow learners, with regular monitoring to ensure progress.

Slow Learners

- Identified based on Continuous Internal Assessment (CIA), assignments, tutorials, and exam performance.
- Receive remedial classes aimed at improving academic performance.
- Given individual attention to identify and address academic weaknesses, with mentors monitoring their progress.

NPTEL/SWAYAM Local Chapter

- Students complete various MOOC courses offered by the MHRD, gaining knowledge and certifications from premier institutions like IITs. Faculty members serving as mentors for these courses have been recognized as "Top Performing Mentors."

ISRO-IIRS Distance Learning Programs

- As a nodal center, the college has conducted 17 courses during the assessment period, with 203 students participating and 107 obtaining certificates.

The institution implements a systematic approach to help learners build foundational skills, excel academically, and achieve overall development.

Academic Facilities for Students

- Our college's strategic location in Thanjavur's Cauvery Delta Region allows us to serve students from rural areas effectively. We prioritize delivering quality education at an affordable cost, aiming to uplift first-generation learners and those from economically backward communities. The institution's commitment to making education accessible and impactful is central to its mission.
- Even though there are many colleges located in other districts, students from more than 15 districts seek admission every year to the institution is a testament to the quality of education provided in the college. The presence of a college hostel and welfare hostel inside the campus ensures safety for the girl students. Nearly 800 students stay in hostels on campus.
- **ISRO-IIRS Distance Learning Programme:** Since June 2021, we have been a pivotal hub for the ISRO-IIRS Distance Learning Programme. This initiative aims

to enhance geospatial awareness among students across disciplines. We have empowered students with advanced technological skills by offering comprehensive courses in Remote Sensing, Geographical Information Systems (GIS), and Global Navigation Satellite Systems (GNSS). Since its inception, the ISRO-IIRS Distance Learning Programme has seen enthusiastic participation from students across diverse departments, such as Geography, History, Botany, Zoology, Chemistry, Physics, and Computer Science. Over the past three academic years, we have conducted a total of 18 courses, with significant participation and certificate attainment:

Academic Year 2021-2022: 7 courses, 50 participants, 35 certificates awarded

Academic Year 2022-2023: 6 courses, 79 participants, 43 certificates awarded

Academic Year 2023-2024: 5 courses, 65 participants, 30 certificates awarded

- **SWAYAM-NPTEL Online Courses:** As a nodal center for SWAYAM-NPTEL since 2021, our college has offered 121 online courses to 572 students, with 79 completing their courses successfully. This initiative provides access to high-quality education through digital platforms, bridging gaps for rural students and enhancing their learning experiences. The breakdown of participation and certificates awarded across the three academic years is as follows:

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Student-centric teaching methodologies are incorporated to enhance learning efficiency and ensure the effective dissemination of knowledge among students. Our faculty members have adopted blended learning methodologies during this academic year. Many are also engaged in reflective teaching, a metacognitive strategy that helps them critically evaluate their experiences, actions, and decisions in teaching. This process of self-observation and self-evaluation enables teachers to help students acquire knowledge and understand the scope of their field of study.

Faculty members who address classroom challenges are mindful of the assumptions they bring to their teaching. They are aware of the institutional and cultural contexts of their instruction, actively participating in curriculum development and seeking professional development opportunities. During the pandemic, faculty members were thrust into fully online teaching without preparation or training, but they quickly adapted, learning and identifying best practices for online teaching. They emphasized course planning and maintained a strong presence in the course, beyond just video lectures.

Experiential learning, which involves learning through experience, reflection, and adaptation, is encouraged. Faculty members promote the practice of various skills through student seminars, development programs, workshops, internships, and industrial visits. These activities are planned, conducted, and monitored regularly by mentors to ensure students are practicing necessary skills, reflecting on their experiences, and improving.

Participatory learning is also prioritized alongside traditional teaching methodologies. This approach fosters a sense of responsibility in learners and makes learning a continuous process of knowledge development. Participatory methods include pair work, group work, peer instruction, and group discussions.

In the digital era, acquiring the latest technologies is crucial for students to secure placements. Our faculty efficiently combines traditional teaching methods with modern

technology to engage students effectively. The institution utilizes Information and Communication Technology (ICT) to strengthen, support, and upgrade the teaching-learning process. Many departments are equipped with LCD projectors, smart classrooms, desktops, printers, scanners, and smart boards. Faculty members conduct online classes via Zoom, Google Meet, Microsoft Teams, and Google Classroom, using PowerPoint presentations with LCD projectors. They also use e-resources (Library Genesis, e-Library, JSTOR) and digital libraries (British Council Online Library) to facilitate teaching and learning.

TEACHING PLAN

At the end of every academic year, the preparation of the Academic Calendar is allocated to one department on a rotational basis by the Principal, in the presence of Council Members comprising the Heads of Departments. The Academic Calendar records all important dates for students, including the commencement and end of odd/even semesters, Mid Term Examinations like Continuous Internal Assessment I (CIA-I) and Continuous Internal Assessment II (CIA-II), deadlines for exam fee payments (with and without penalties), total number of working days per semester, day orders, and holidays. To ensure adherence to the Academic Calendar, timetables are prepared for each program, both UG and PG. Faculty members prepare teaching plans based on course paper allotments, ensuring that teaching is conducted according to these plans. The Academic Calendar helps students stay informed about events throughout the academic year.

The college encourages faculty to maintain a daily record of the syllabi they cover. Theory and practical classes are systematically recorded. After the Academic Calendar is prepared, each department holds meetings with faculty members, guided by the head of the department. Syllabi are allotted, and faculty members are instructed to prepare teaching plans with specified time durations for completion. Adjustments are made as necessary. This approach allows teachers to plan course segments at a pace conducive to effective learning. During the monitoring process, the completion of syllabi,

adherence to teaching plans, and student performance and attendance in assessments are reviewed. Remedial actions are taken and communicated to the department and faculty as needed, ensuring qualitative improvement in the teaching-learning process. Revisions or remedial sessions are conducted by faculty as required.

The Academic Calendar provides students with full visibility of events during the academic year. Its advance release ensures that activities and events occur as planned, eliminating the need for additional circulars or communications. This process is followed for UG and PG programs across all disciplines, including both Arts and Science streams.

Examination Procedure

The college continuously enhances its examination system, remaining open to modifications to address student grievances and ensure robustness. Institutional reforms align with UGC guidelines for autonomous colleges, incorporating Outcome Based Education (OBE) to assess different levels of learner knowledge based on Bloom's Taxonomy. This framework facilitates necessary adjustments in teaching and learning processes and evaluates learner outcomes effectively.

Information Technology (IT) plays a crucial role in the examination processes. The office of the Controller of Examinations (COE) has integrated IT into the Examination Management System (EMS), equipped with high-end printing and reprographic facilities. Since 2020, centralized internal examinations and valuations have been implemented, along with an automated mark entry system for internal examinations. Automation extends to internal and external mark entry, grade calculation, percentage and Cumulative Grade Point Average (CGPA) preparation, and result analysis. Seating arrangements and hall allotments for examinations are also automated. Hall tickets are uploaded to the college website two days before exams, accessible via the COE portal.

In November 2018, the implementation of the automated mark entry system for both internal and external exams enabled the COE office to publish results on the same day

as the evaluation process concluded, significantly reducing the time gap between evaluation and result publication. After results are published, eligible candidates can apply for transparency, re-totalling, and revaluation. The Instant Examination or Supplementary Examination is an ethical practice allowing outgoing students to clear a maximum of two courses to complete their program within the stipulated time. Student grievances are addressed promptly. Semester mark sheets and cumulative mark sheets are printed on parchment paper with security features like gold foil, micro lines, student photos, and invisible ink printing.

Result Publication Process

The Passing Board, comprising the Principal, COE, ACOE, and all Heads of Departments, permits moderation marks (if necessary) and approves the results before publication. Since the 2015-2016 batch, the passing minimum marks for PG students are 50%, and for UG students, the passing minimum marks are 40% for both Continuous Internal Assessment and External Examinations.

INSTITUTIONAL DEVELOPMENT PLAN

Component IV: Research and Development Enablers

The responsible conduct of research and safeguarding ethics and academic integrity in scientific research is extremely crucial. Compromised publication ethics and deteriorating academic integrity and contaminating all domains of research. It is important to prevent academic misconduct including plagiarism, in academic writing among students, faculty, researchers, and staff.

The research cell and the Research coordinating committee is formed by the Principal for the academic year 2021- 2022 The faculty members are encouraged to apply research projects to funding agencies, and circulars received from various funding agencies are circulated to faculty members. The Research Coordinating Committee monitors, coordinates, and directs the research activities.

For the PhD registration the Department Research Committee (DRC) members such as the concerned Head of the Department as Chairperson and the Research Supervisors as committee members, the team faculty members are expected to undertake research leading to quality publication (UGC–CARE/SCOPUS/Web of sciences) and other means dissemination of research outcomes.

The Research scholars are encouraged to take part in national and international conferences/ Seminars etc.

To enhance the quality of research output student mentorship or internship is facilitated or arranged.

To encourage postgraduate students to pursue research activities student mini proposals were submitted to funding agencies such as TANSCHÉ, TNSCST, etc.

Research Ethics

Each member involved in research viz faculty, postgraduate and PhD researcher is expected to adhere to the highest Ethical standards of conduct.

Adhering to plagiarism policy is entrusted to the concerned supervisor before submitting the thesis/research papers for processing. Based on UGC guidelines coursework on research and publication ethics (RPE) for pre-PhD registration.

State and Central Scholarships/Fellowship for Research Scholars

The Research scholars of various disciplines receive financial assistance from the state Government. Totally 11 Research scholars belonging to the reserved category benefited from State Government research scholarship. The Tamil Nadu State Council for Higher Education (TANSCHÉ) PhD stipend of Rs 60000/annum was received by 8 Research Scholars. The Indian Council for Social Science Research (ICSSR) Fellowship was availed by a research scholar.

Institutional Lab Facility

The Research laboratories were well equipped with an oil-free vacuum pump, Rotary shaker, Systronic colorimeter, Flame photometer, Hot air oven Autoclave, thermal cycler, Deep freezer, Laminar airflow chamber, Microcontroller UV Spectrophotometer. BOD Incubator, Totalstation, GNSS facility survey instructions, Geospatial data and software facility are available to facilitate and promote research

External Lab Supports

The Research Scholars/students take over the project work /part of the research work to various industries such as the Arignar Anna sugar mills, Kothari sugar mills and chemicals, Ariyalur cement factory, Central Electro Chemical Research Institute(CECRI), Central Leather Research Institute(CLRI) National soil testing laboratories and R and D labs.

For the new Ph.D., registration the department Research Committee (DRC) members such as the concerned head of the department as chairperson and research supervisors as committee members the team members are expected to undertake research leading of quality publication (UGC-CARE/ Scopus/Web of Sciences) Presentation invited talks/socially useful outcome or other activities. The Research scholars are encouraged to participate/present papers in national and international conferences/seminars etc. and publish the papers in UGC-CARE/SCOPUS/WOS Journals.

Totally 39 Research Supervisors are guiding the PhD Programme encompasses the thrust areas such as Dram Literature, Scientific Journals, Scientific Tamil, Bakthi Illakkiyam Sanga illakkiyam Grammer, Folk literature Post Modern Literature, Comparative Literature, Linguistic Discourse analysis, Post Colonial Literature, Feminist Literature, Indian Writing in English African American Literature, Diasporic Literature, Ancient period, Modern period, Marketing, Financial Management, Mathematical modeling, Aquaculture, Disease control, Entomology, Vector control, Environmental Biology, Respiratory ailments, Pharmacognosy, Phytochemistry, Microbiology and Mycology.

INSTITUTIONAL DEVELOPMENT PLAN

Component V: Supportive and Facilitative Infrastructure

The institution adopts a systematic procedure for maintaining and utilizing physical, academic and support facilities like laboratory, library, sports complex, computers, classrooms etc. Lab maintenance fund is allocated every year by the Government. The lab equipment's and other equipment's are maintained properly and recorded in bill register and stock register. The institution has hired menials to clean the campus, sanitize the classrooms, staffroom, seminar hall, laboratory and veranda on regular basis. Dustbins are kept in-front of the class rooms. We regularly clean the campus last hour of every Wednesday Water purifier is maintained time-to-time. Generators, Projectors, Computers, CCTVs, Wi-Fi and anti-virus etc. are maintained by a responsible officer from teaching staff. PWD ((Public works department) maintains the college building.

Green Initiatives

- 1.Miyawaki forest was created and maintained behind the Vengai building
- 2.Maximize the use of paperless technology i.e. sharing of data /Lecture notes on WhatsApp
- 3.Rain-water harvesting is implemented in the campus
- 4.The institution follows a regular practice of selling scrap newspapers to recyclers for reuse.

- 5.A large number of faculty and students of the institution use public transport
- 6.Limited members of the faculty use vehicle pooling to reduce vehicular usage and pollution.
- 7.Vehicles are parked away from the academic buildings to reduce sound and air pollution
- 8.A small section of students use bicycles for mobility
- 9.The campus possesses well-laid roads that are friendly to the inmates of the campus
- 10.The landscaping is made brilliantly to bring an aesthetic sense and ambiance to the campus.
- 11.LED bulbs were used for newly constructed buildings and some of the incandescent and fluorescent tube lights were replaced with LED bulbs.
- 12.A thermometer is used to measure the temperature in the campus and it is duly recorded.
- 13.The institution has adopted the policy of banning on use of plastic in campus
- 14.More trees have been planted by various clubs in the college.

Divyangjan or Differently abled facilities

- Institution has built ramps for easy access to classrooms for differently-abled students
- Divyangjan-friendly washrooms are available for students
- Human assistance as a scribe is provided for differently-abled students to write their exams
- MoU was signed with Help the Blind Foundation and various online and offline activities for the students with disability in vision were organized. 10 laptops and smart vision glasses were provided to the students.
- The scholarship was provided to visually impaired students from 2018 onwards
- Online and offline classes were conducted for the visually impaired students.
- Games were conducted for Differently-abled students.
- No exam fees are collected from Differently-abled students

The college takes careful measures to reduce hazardous effects on human health and the environment through

- Solid waste management – Solid waste is collected from the campus and dumped in the pit in front of PG Hostel. After decomposition, the vermicompost is used in botanical gardens in the college, and also sold to farmers in the district. Glass waste from labs is segregated and disposed of properly.
- Liquid waste management – Steps have been taken to connect wastewater to the city corporation collection point
- E-waste management – E-Waste production is minimized by proper maintenance of cables and inverters and reduce the power fluctuations by regulated use of power distribution in the campus
- Being a Government college proper guidelines from the DCE office should be maintained in order to dispose of e-waste.
- Institution has built ramps for easy access to classrooms for differently-abled students
- Divyangian-friendly washrooms are available for students
- Human assistance as a scribe is provided for differently-abled students to write their exams
- MoU was signed with Help the Blind Foundation and various online and offline activities for the Students with disability in vision were organized. 10 laptops and smart vision glasses were provided to the students.
- The scholarship was provided to visually impaired students from 2018 onwards
- Online and offline classes were conducted for the visually impaired students.
- Games were conducted for Differently-abled students.
- No exam fees are collected from Differently-abled students.

INSTITUTIONAL DEVELOPMENT PLAN
Component VI: Networking and Collaboration Infrastructure

MEMORANDUM OF UNDERSTANDING

The MoU was signed between Departments of Sculpture, Epigraphy, Archeology, Maritime History, Marine Archeology, Scientific Tamil, Tamil Development Manuscriptology, Folklore Tamil study and Foreign, Bharathidasan University, Sara Fish Farm, Saveetha Medical College and Hospital and Harman Institute of Science and Research as extended research support.

- 1. MOU of Department of Tamil & Department of English**
- 2. Department of Business Administration**
- 3. KV Institute of Management**
- 4. Career Guidance and Placement Cell**
- 5. Department of Zoology**
- 6. Department of Geography**

7. Department of Physical Education

MEMORANDUM OF UNDERSTANDING (MoU)

Between

Department of Tamil

Kunthavai Naacchiyaar Govt Arts College for Women (Autonomous), Thanjavur,
Tamil Nadu, India

And

Department of English

Kunthavai Naacchiyaar Govt Arts College for Women (Autonomous), Thanjavur,
Tamil Nadu, India



S. Manoj
Department of Tamil

Kunthavai Naacchiyaar Govt. Arts
College For Women
(Autonomous),
Thanjavur-613007
Tamil Nadu.

R. Ganapathi
Department of English

Kunthavai Naacchiyaar Govt. Arts
College For Women
(Autonomous),
Thanjavur-613007
Tamil Nadu.

S. P. R. R. R.
PRINCIPAL

Kunthavai Naacchiyaar Govt. Arts College
For Women(Autonomous),
Thanjavur-613007
Tamil Nadu.



தமிழ்நாடு TAMILNADU குந்தவை நரச்சியார் அரசினர் மகளிர் கலைக்கல்லூரியின்
₹100/- மகளிர் கலைக் கல்லூரி (தன்னாட்சி)
09-09-2024 தஞ்சாவூர்

N. Jayaraman
Stamp Vendor
Licence No. 32/2008
Sub-Registrar's Office, Campus
Vallam - 613 403

தஞ்சாவூர் - தமிழ்ப் பல்கலைக்கழகத்தின் இந்திய மொழிகள் மற்றும்
ஒப்பிலக்கியப்பள்ளி
மற்றும்

தஞ்சாவூர், குந்தவை நரச்சியார் அரசினர் மகளிர் கலைக்கல்லூரியின்
(தன்னாட்சி) ஆங்கிலத் துறை

ஆகிய இரு கல்வி நிறுவனங்களுக்கு இடையேயான புரிந்துணர்வு ஒப்பந்தம்
(MOU)

தஞ்சாவூர், தமிழ்ப் பல்கலைக்கழக இந்திய மொழிகள் மற்றும் ஒப்பிலக்கியப்பள்ளியும்,
தஞ்சாவூர் குந்தவை நரச்சியார் அரசினர் மகளிர் கலைக்கல்லூரியின் (தன்னாட்சி)
ஆங்கிலத்துறையும் இணைந்து 09.09.2024 அன்று மேற்கொள்ளும் புரிந்துணர்வு ஒப்பந்தம்.


பதிவாளர் (பொ)
தமிழ்ப் பல்கலைக்கழகம்
தஞ்சாவூர் - 613 010


PRINCIPAL,
Kanchi Narsayya Arts College (or Women's),
Thanjavur - 613 007.



தமிழ்நாடு விலைநாடு TAMILNADU குந்தவை நாச்சியார் அரளிளர் மகளிர் கலைக்கல்லூரியின்
 ₹100/- மகளிர் கலைக்கல்லூரி (தன்னாட்சி) இலக்கியத் துறை
 09.09.2024
 N. Jayaraman
 Stamp vendor
 Licence No. 32/2008
 Sub-Registrar's Office Campus
 Vallam - 615 403

தஞ்சாவூர் - தமிழ்ப் பல்கலைக்கழகத்தின் இலக்கியத்துறை
 மற்றும்

தஞ்சாவூர், குந்தவை நாச்சியார் அரளிளர் மகளிர் கலைக்கல்லூரியின்
 (தன்னாட்சி) ஆங்கிலத் துறை

ஆகிய இரு கல்வி நிறுவனங்களுக்கு இடையேயான புரிந்துணர்வு ஒப்பந்தம்
 (MOU)

தஞ்சாவூர், தமிழ்ப் பல்கலைக்கழக இலக்கியத்துறையும், தஞ்சாவூர் குந்தவை நாச்சியார் அரளிளர் மகளிர் கலைக்கல்லூரியின் (தன்னாட்சி) ஆங்கிலத்துறையும் இணைந்து 09.09.2024 அன்று மேற்கொள்ளும் புரிந்துணர்வு ஒப்பந்தம்.


 பரிவுளர் (வா.)
 தமிழ்ப் பல்கலைக்கழகம்
 தஞ்சாவூர் - 613 012


 PRINCIPAL,
 Government Tamil University, Karaikal
 Thanjavur - 613 037.



தமிழ்நாடு தமிழ்நாடு TAMILNADU குந்தவை நரச்சியார் அரகினர் மகனார் கலைக்கல்லூரியின்
 ₹100/- மகனார் கலைக்கல்லூரி (தன்னாட்சி) ஆங்கிலத் துறை
 09.09.2024
 EL 978340
 N. Jayaraman
 Stamp Vendor
 Licence No: 12/2008
 Sub-Registry Office Campus
 Varam - 613 403

தஞ்சாவூர் - தமிழ்ப் பல்கலைக்கழகத்தின் மொழிபெயர்ப்புத்துறை
 மற்றும்

தஞ்சாவூர், குந்தவை நரச்சியார் அரகினர் மகனார் கலைக்கல்லூரியின்
 (தன்னாட்சி) ஆங்கிலத் துறை

ஆகிய இரு கல்வி நிறுவனங்களுக்கு இடையேயான புரிந்துணர்வு ஒப்பந்தம்
 (MOU)

தஞ்சாவூர் - தமிழ்ப் பல்கலைக்கழக மொழிபெயர்ப்புத் துறை, நஞ்சாவூர் பல்கலை
 நரச்சியார் அரகினர் மகனார் கலைக்கல்லூரியின் (தன்னாட்சி) ஆங்கிலத் துறை மற்றும் இடையே
 09.09.2024 அன்று மேற்கொள்ளும் புரிந்துணர்வு ஒப்பந்தம்.


 பரமசிவன் (பொ)
 தமிழ்ப் பல்கலைக்கழகம்
 தஞ்சாவூர் - 613 000


 PRINCIPAL
 Tamil Nadu Sahitya Akademi
 Thanjavur - 613 002

MEMORANDUM OF UNDERSTANDING (MoU)

Between

**Kunthavai Naacchiyaar Government Arts College for Women
(Autonomous) Thanjavur, Tamil Nadu, India**

And

**Synergy School of Business Skills (a division of CADD Centre, Thanjavur)
Tamil Nadu, India**



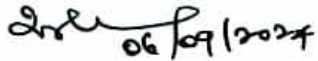
[Signature] 06/09/2024
Kunthavai Naacchiyaar Government Arts College
For Women (Autonomous) Thanjavur, Tamil Nadu,
India-613007



[Signature] 6/9/24
Synergy, Thanjavur
Tamil Nadu, India-613001

Synergy™
SCHOOL OF BUSINESS SKILLS
THANJAVUR - 8489977530

The authorities of contacts for this cooperation are Dr. A. John Peter, Principal, KNGAC and Mr. M. Senthilnathan, Centre Head, Synergy, for the purpose of this document; the legal representatives of the aforesaid concerns are Dr. A. John Peter, KNGAC, and Mr. M. Senthilnathan, Synergy.


06/09/2024

DR. A. JOHN PETER
PRINCIPAL
KUNTHAVAI NAACCHIYAAR
GOVERNMENT ARTS COLLEGE
FOR WOMEN (AUTONOMOUS), THANJAVUR.

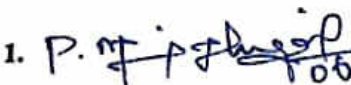


6/9/24

M. SENTHILNATHAN
CENTRE HEAD
SYNERGY
THANJAVUR



THANJAVUR - 8489977530

WITNESSES:

1.  06/09/2024 (Dr. P. MUTHAMIL THIRUMAGAL)
2.  06/09/24 [S. SHYAMALA DEVI]

Confidentiality

Both parties agree that they shall not utilize any information received from each other or from student data base for any purpose other than the agreed programmers.

Validity

This memorandum of Understanding will be effective for a period of Three Years from the date of signing and is subject to change, renewal by mutual consent.

Accepted, agreed and signed by the parties on the date, month and year stated here above

20/09/2024
DR. A. JOHN PETER – PRINCIPAL

Kunthavai Naacchiyaar Government Arts College
for Women (Autonomous), Thanjavur – 7.

T. Hariharan
MR.T.HARIHARAN – MD

DoDesign – EDC & SDC

In witness where of the designed parties have agreed and executed this document in English in two originals.



WITNESSES:

1. *P. Muthamil Thirumagal* (Dr. P. MUTHAMIL THIRUMAGAL)
09/09/2024
2. *S. V. Soundaravalli* (Dr. S.V. SOUNDARAVALLI)
9/9/24

1. OBJECTIVE:

- a) The parties agree that the objective of the present MoU is to establish a cooperation program in order to collaborate towards the developing and inducing the students personal and professional skill needs. The objective of this Memorandum of Understanding (MOU) is to cooperate in students needs of Entrepreneurship Development program
- b) Women's Leadership Training (Aurora Skill Academy)
- c) Technical computer skills.(Apex Academy)
- d) ELOQUENCE (Aurora Skill Academy)
- e) Language Training (Slang Language Academy)

2. **Training:** Second party will actively engage and provide the delivery of the training for all the students of the party on the requirements of

- *Women's Leadership Training* .(Build vital leadership competencies)
- *Assertiveness Training for Business* . (Speak out with confidence—Become an Assertive Business Woman)
- *Love Yourself* (Developing Self Love & Self Confidence)
- *Entrepreneur development Program* (Designed for women looking to advance their Bussiness & Careers in today's workforce)
- *Confidence-Building Skills for Women* (Learn how to handle yourself in just about any situation)
- *ELOQUENCE : Women Leaders and Powerful Communication* (Communicate to Motivate, Inspire, and Influence)
- *Managing Difficult Situations with Emotional Intelligence* . (Emotional Intelligence is critical to handle difficult situations efficiently)
- *AVA Mind C-P-R : Mind Prowess Program* . (Developing Strong Inner Confidence & Mindset In Life)
- *Women Leading with Impact: Resilience and Strategic Risk-Taking* . (Develop the skills and mindset to transform challenges into growth opportunities)


Dr. A. JOHN PETER,
Principal,
Kunthavai Naacchiyaar
Govt Arts College for women (Autonomous).
Thanjavur, **PRINCIPAL,**
Tamil Nadu, India.
Thanjavur - 613 007.


V. PRIYA.
Founder – Chairman
International Women's
Dream Power Association
Thanjavur branch, Thanjavur,
Tamil Nadu, India.


1. OBJECTIVE:

- a) The parties agree that the objective of the present MoU is to establish a cooperation program in order to collaborate towards the developing and inducing the students personal and professional skill needs. The objective of this Memorandum of Understanding (MOU) is to cooperate in students needs of Entrepreneurship Development program
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- *Women's Leadership Training* .(Build vital leadership competencies)
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- *Confidence-Building Skills for Women* (Learn how to handle yourself in just about any situation)
- *ELOQUENCE : Women Leaders and Powerful Communication* (Communicate to Motivate, Inspire, and Influence)
- *Managing Difficult Situations with Emotional Intelligence* . (Emotional Intelligence is critical to handle difficult situations efficiently)
- *AVA Mind C-P-R : Mind Prowess Program* . (Developing Strong Inner Confidence & Mindset In Life)
- *Women Leading with Impact: Resilience and Strategic Risk-Taking* . (Develop the skills and mindset to transform challenges into growth opportunities)


Dr. A. JOHN PETER,
Principal,
Kunthavai Naacchiyaar
Govt Arts College for women (Autonomous).
Thanjavur, **PRINCIPAL,**
Tamil Nadu, India.
Thanjavur - 613 007.


V. PRIYA.
Founder – Chairman
International Women's
Dream Power Association
Thanjavur branch, Thanjavur,
Tamil Nadu, India.



***Kunthavai Naacchiyaar Government Arts College
For Women (Autonomous).
Thanjavur, Tamil Nadu, India***



***International Women's Dream
Power Association
Thanjavur, Tamil Nadu, India.***

MEMORANDUM OF UNDERSTANDING (MoU)

Between

**KUNTHAVAI NAACCHIYAAR GOVERNMENT ARTS COLLEGE FOR
WOMEN (AUTONOMOUS), Thanjavur, Tamilnadu, India**

And

**International Women's Dream Power Association. (IWDPA) ,
Thanjavur, Tamil Nadu, India**

This Agreement is made on 24th Day of January 2025 between Kunthavai Naacchiyaar Government Arts College For Women (Autonomous), Department of Entrepreneurship Development Cell, Thanjavur, Tamil Nadu, India represented by its Principal, Dr. A. JOHN PETER, as the first party and International Women's Dream Power Association. (IWDPA) , Thanjavur, Tamil Nadu, India, represented by its Founder and Chairman V. Priya as the second party.

Dr. A. John Peter
24/01/2025

Dr. A. JOHN PETER,
Principal.
Kunthavai Naacchiyaar
Govt Arts College for women (Autonomous).
Thanjavur,
Tamil Nadu, India.
PRINCIPAL,
Kunthavai Naacchiyaar Govt. Arts College for Women (A),
Thanjavur - 613 007.

V. Priya

V.PRIYA.
Founder – Chairman
International Women's
Dream Power Association
Thanjavur branch, Thanjavur,
Tamil Nadu, India.

MEMORANDUM OF UNDERSTANDING

The Memorandum of Understanding (here in after called on the MoU) is entered into on this. The **Entrepreneurial Development Cell, Kunthavai Naacchiyaar Government Arts College for Women (Autonomous), Thanjavur – 613 007**, the first party represented herein by its EDC Co-ordinator of the Cell (hereinafter referred as "First Party", the institution which expression, unless excluded by or repugnant to the subject or context shall include its successors - in-office, administrators and assigns).

AND

WEDA (Women Entrepreneurs Development Association) Second Party, herein by its Mrs. M. Rajamaheswari, (State President, Women Entrepreneurs Development Association, 114/182, North Main Street, Thanjavur) hereinafter referred to as "Second Party", company which expression, unless excluded by or repugnant to the subject or context shall include its successors -in-office, administrators and assigns).

ABOUT THE PARTNERS

The Entrepreneurial Development Cell, **Kunthavai Naacchiyaar Government Arts College for Women (Autonomous), Thanjavur**, promotes casteless society through instruction, research and extension with a focus of providing knowledge support to rural sector to usher in self-reliant, self-sufficient and self-governed society. The WEDA is an association focusing on development of growth of women entrepreneurs on the following areas. 1) Training and Development, 2) Placement and Career Guidance, 3) Industrial Visits, 4) Stall Bookings and 5) Entrepreneur Awareness for Village Based Women.

AREAS OF COLLABORATION AND SUPPORT/SCOPE OF THE AGREEMENT

Both the parties agree to establish academic collaboration in the areas of mutual interest and in accordance in the conditions set forth in this **MEMORANDUM OF UNDERSTANDING (MOU)**. The main objective is to enhance the entrepreneurship through various activities of the students, confidence to face the competitive world to the create mind set of "Job Creators rather than Job Seekers".


CONFIDENTIALITY

Each institution shall only use the other institutions confidential information which is communicated to it in connection with the MoU for the purpose for which it was communicated or with the permission of the communication party.




DR. A. JOHN PETER

Principal

Kunthavai Naacchiyaar Government Arts College
for Women (Autonomous),
Thanjavur – 7.


Mrs. M. RAJAMAHESWARI,
State President,
Women Entrepreneurs
Development Association (WEDA)
Thanjavur.

WITNESSES:

1. 
10/09/24
2. 
10/9/24





தமிழ்நாடு TAMILNADU

05-09-2024

DW 265800

SYNERGY

THANJAVUR

G.வித்யா
முத்திரைத்தாள் விற்பனையாளர்
கந்தர்வகோட்டை
தமிழ்நாடு எண்: 114/2024

Memorandum of Understanding

KUNTHAVAI NAACCHIYAAR GOVERNMENT ARTS COLLEGE FOR WOMEN
(AUTONOMOUS)

THANJAVUR-613007, TAMILNADU, INDIA

Entrepreneurial Development Cell

&

Synergy, Thanjavur

This Memorandum of Understanding is drawn up and signed by KUNTHAVAI NAACCHIYAAR GOVERNMENT ARTS COLLEGE FOR WOMEN (AUTONOMOUS), THANJAVUR-613007 (hereafter KNGAC) and M/S Synergy School of Business Skills a division of CADD CENTRE, # 4, 2nd Floor Nallaiyah Complex, 70, Srinivasam Pillai Road, Thanjavur - 613001, India (hereafter Synergy)

KNGAC and Synergy agree to engage in Entrepreneurial Development Cell in areas of



TAMILNADU 09/09/24
 7034 5364 5417

EL 994306

வ.க. கண்ணப்பன் M.A.,
 முக்கியத்துவம் வாய்வு
 34/1162, கிழக்கு வீதி, தஞ்சாவூர்.
 (L.No. 7/2008)
 வணிக: 0994042821

General Memorandum of Understanding

This Memorandum of Understanding is made and executed on 10th September 2023

Between

Entrepreneurial Development Cell - EDC

Kunthavai Naacchiyaar Government Arts College for Women (Autonomous), Thanjavur – 7

Represented by Dr. A. John Peter – Principal

Kunthavai Naacchiyar Government Arts College for Women (Autonomous) Thanjavur - 7

&

DoDesign

Entrepreneurial Development Course & Skill Development Course

No.207, Seetha Nagar 4th Street, Nanjikottai Road, Thanjavur

Represented by Mr.T. HARIHARAN - Managing Director

(DoDesign | EDC & SDC)

09/09/2024

T. Hariharan



**MEMORANDUM OF UNDERSTANDING
BETWEEN
KV INSTITUTE OF MANAGEMENT AND INFORMATION
STUDIES, COIMBATORE
AND
KUNTHAVAI NAACCHIYAAR GOVERNMENT ARTS
COLLEGE FOR WOMEN, (AUTONOMOUS), THANJAVUR**



KV Institute of Management and Information Studies (KVIM), located at No. 545, Sathy Main Road, Kurumbapalayam-PO, Coimbatore, Tamil Nadu, 641107, represented by its Managing Director, **Dr. C. Kumar** (hereinafter referred to as *KVIM*), offers specialized services in online branding, big data analytics, and website development. KVIM is dedicated to enhancing the skills and knowledge of organizational employees and providing trained, industry-ready candidates for recruitment.

and

Kunthavai Naacchiyaar Government Arts College for Women (Autonomous), Thanjavur, (KNGACW), located at Q4CH+627, N S C Bose Nagar, Ramani Nagar, Thanjavur, Tamil Nadu, 613007, and represented by its Principal, **Dr. A. John Peter** (hereinafter referred to as *KNGACW*), hereby agrees to collaborate in exchanging expertise to promote mutual growth and benefit, as per the terms outlined below.

OBJECTIVE OF THE MoU

This agreement establishes the principles, policy guidelines, and procedures to be followed by both parties in fostering a mutually beneficial collaboration. The cooperation encompasses various activities, including training programs, industry partnerships, participation in workshops and exhibitions, joint industrial projects, student internships, certificate programs, and initiatives in the fields of design, management, and technology.

SCOPE OF CO-OPERATION

Both **KVIM** and **KNGACW** recognize the potential for a mutually beneficial partnership through close collaboration. The following objectives and areas of collaboration are identified:

Objectives

1. Regular exchange of resources and knowledge.
2. Support in providing job opportunities and career development avenues.

Areas of Collaboration

1. Participation in Curriculum Development

- Contribute to the development of academic and non-academic curricula through involvement in Boards of Studies, Academic Advisory Committees, Industry-Academia Advisory Boards, and similar bodies (where applicable).

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Page 1 of 3

2. Collaboration on Knowledge and Training Initiatives

- Undertake joint initiatives to enhance the quality of knowledge and training.
- Define the scope of initiatives through mutual agreement, with the flexibility to decline specific projects if necessary.
- Address significant cost implications through joint deliberation to determine a feasible path forward

3. Collaboration in Training and Consultancy

- **For Students:** Facilitate training programs for students during vacations or other times, as organized by any Institution in collaboration with the other Institution.
- **For Industry Professionals:** Facilitate training programs for Industry Professionals as organized by KVIM in collaboration with KNGACW
- Each program will be tailored and planned separately with input from both parties.

4. Joint Events

- Organize joint events such as webinars, capacity-building programs, conferences, and networking sessions.
- Focus on promoting awareness and education in areas such as online branding, big data analytics, and website development.

5. Participation in Training and Development Activity

- Participate in the Events/Workshops/Seminars/Symposium/Conference/FDPs/ MDPs/ Certification Courses/ Training Programs/ Camps etc organized can be availed at a subsidised Cost

6. Confidentiality

- Maintain the confidentiality of all communications and information exchanged between the parties.

Memorandum of Understanding (MoU)

This MoU shall take effect from the date of signing and will remain valid for a period of Three years from the date of signing this MoU, unless terminated earlier by mutual consent or due to a breach of its terms. Both parties commit to uphold the spirit of this MoU and will endeavor continuously to enhance its scope and impact.

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Page 2 of 3

Termination Clause

Either party reserves the right to terminate this MoU by providing a written notice of at least one (1) month during the three-year validity period.

Signed on 20/12/2024



For KVIM

Signature

Name Dr. C. KUMAR

Designation SECRETARY/MD

Seal



For KNGACW

Signature

Name Dr. A. John Peter

Designation Principal

Seal



This Memorandum of Understanding is signed in the presence of

1. Dr. M. Vidhya, KVIM
2. Dr. A. Kanmani Joan of Arch, KNGACW

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Page 3 of 3



Memorandum of Understanding

1. Parties: **CAREER GUIDANCE AND PLACEMENT CELL**
 - a. Kunthavai Naacchiyaar Government Arts College for Women (hereinafter referred to as the Institute)
Address: Thanjavur, Tamil Nadu - 613007
 - b. Trinity SkillWorks Private Limited (hereinafter referred to as SkillActz)
Address: B-Hub, Mar Ivanios Vidya Nagar, Nalanchira, Trivandrum, Kerala - 695015
2. Effective Date: 31/1/2024
3. **Background:** Based on mutual discussions, both parties are interested in entering into this Memorandum of Understanding (MoU) for cooperating in areas of mutual interest, especially in encouraging students to connect more with the industry, understand emerging trends, develop soft skills and acquire relevant technical skills ultimately leading to more and better jobs for the students
4. **Roles and Responsibilities:**
 - i. **SkillActz**
 - a. SkillActz will provide registered students with job opportunities from partner companies
 - b. SkillActz will provide registered students with various opportunities from time to time including webinars, Projects, Internships, Hackathons, Practice Aptitude Assessments, Practice Technical Assessments, Video Lessons on Interview & Group Discussion Preparation
 - ii. **The Institute**
 - a. Encourage all Final-year and Pre-final-year students to join the SkillActz platform, utilise the various facilities offered and participate in events, webinars, competitions and job fairs
 - b. Encourage students to apply for jobs on the SkillActz platform and facilitate the placement process including placement drives
5. **Privacy & Confidentiality:**
 - a. SkillActz shall share the student details to third parties only for purposes related to placement and upskilling
 - b. The Institution shall ensure that credentials for access to the SkillActz portal are shared only with authorized personnel
6. **Financial Consideration:**
 - a. Both parties understand that this is a non-commercial MoU, that there is no mutual financial consideration involved, and neither party charges any fee for activities as part of this MoU
 - b. Neither party shall collect any fees from students for the use of the SkillActz platform
7. **Validity and Termination:**
 - a. This MoU shall be valid until either party terminates this MoU at any time by communicating the same to the other party with a notice of 15 days.

For Kunthavai Naacchiyaar Government Arts
College for Women

Name: Dr. A. John Peter M.A, M.A., M.A.,
M.Phil, M.Ed., Ph.D
Designation: Principal
Date: 21/01/2024



For Trinity SkillWorks Private Limited

Name: Ms. Meena Nale
Designation: VP & Head, Operations and L&D
Date: 31 Jan 2024





22/11/2024

EX 166220
K. P. சர்புதன்
முத்திரைத் தாள் விற்பனையாளர்
வட்டாட்சியர் அலுவலகம், தஞ்சாவூர்
தமிழ்நாடு உரிமம் எண்: 46/92
செல்: 94430 75082

MEMORANDUM OF UNDERSTANDING (MoU)
Between

Kunthavai Naacchiyar Government Arts College for Women (Auto),
Thanjavur, Tamil Nadu, India

And

Annai Vailankanni Arts and Science College, Thanjavur, Tamil Nadu, India

Principal i/c

Kunthavi Naacchiyar Government Arts College
for Women (Auto), Thanjavur, Tamil Nadu, India



Secretary / Principal

Annai Vailankanni Arts and Science College
Thanjavur, Tamil Nadu, India.



**Kunthavai Naacchiyar Government Arts College
for Women (Auto), Thanjavur, Tamil Nadu, India**



**Annai Vallankanni Arts and Science
College, Thanjavur, Tamil Nadu, India**

MEMORANDUM OF UNDERSTANDING (MoU)

Between

**Kunthavai Naacchiyar Government Arts College for Women (Auto),
Thanjavur, Tamil Nadu, India**

And

Annai Vallankanni Arts and Science College, Thanjavur, Tamil Nadu, India

This Agreement is made on 24th July 2025 between **Kunthavai Naacchiyar Government Arts College for Women (Auto), Thanjavur, Tamil Nadu, India** represented by its principal as the first party, and **Annai Vallankanni Arts and Science College, Thanjavur, Tamil Nadu, India** represented by its Secretary / Principal as the second party.

Principal i/c

Kunthavi Naacchiyar Government Arts College
for Women (Auto), Thanjavur, Tamil Nadu, India.



Secretary / Principal

Annai Vallankanni Arts and Science College
Thanjavur, Tamil Nadu, India.

Page 2 of 4

PURPOSE

Whereas

a). **Kunthavai Naacchiyar Government Arts College for Women (Auto), Thanjavur**, was established in 1966 as the Government Arts College for Women. It was later renamed in honor of Kunthavai Nachiyar, sister of Raja Raja Chola, to commemorate the 1000th anniversary of his coronation. The college initially offered Pre-University Courses and later expanded to include undergraduate courses in Arts, Science, and Commerce in 1969. It is affiliated with Bharathidasan University and has been re-accredited by NAAC 'A' grade with CGPA of 3.07 in fifth cycle.

Whereas

b). **Annai Vailankanni Arts and Science College, Thanjavur-7** was founded in the year 2009. It is run by the Diocese of Thanjavur, Tamil Nadu to fulfil the cherished dream of its Chairman the Bishop of Thanjavur. His desire was to educate the students in and around Thanjavur. This institution is located in the heart of Thanjavur and is surrounded by an eco-friendly ambience. The college has a well-furnished infrastructure and accommodations for girls and boys with all modern facilities. The college has a placement cell that provides proper guidance to the students and helps them in their placements. The motto of the college is "Education, Ethics, Excellence" and we impart holistic education with Ethics which ensures Excellence in life and career. The College is affiliated to Bharathidasan University, Tiruchirappalli and the college is accredited by NAAC with A⁺ in the 1st cycle.

Principal /
Kunthavi Naacchiyar Government Arts College
for Women (Auto), Thanjavur, Tamil Nadu, India.

Principal /
Annai Vailankanni Arts and Science College
Thanjavur, Tamil Nadu, India.

Page 57

**NOW THEREFORE THIS MEMORANDUM OF UNDERSTANDING WITNESSES
AS FOLLOWS**

1. OBJECTIVE:

- a) The parties agree that the objective of the present MoU is to develop the students' wisdom through sharing thoughts towards the formation of students, academics and career promotion and development of their respective domains.

2. TECHNIQUE FOR ACHIEVING THE OBJECTIVES:

- b) To achieve the objectives above, both parties, in mutual agreement, shall develop cooperation programs and projects that will specify the commitments each of them is to make for the performance of said programs.

3. AREAS OF COOPERATION:

- a) As per the purpose of the said agreement, the two parties shall undertake the following activities with the approval of the authorized signatories:

1. To permit students for various programs organized by the above two parties:

The Students can participate in multiple seminars and conferences from P.G and Research Department of Zoology, **Kunthavai Naacchiyar Government Arts College for Women (Auto), Thanjavur** and with the, PG Department of Zoology of **Annai Vailankanni Arts and Science College** the students can travel between the colleges to participate in activities and they can enhance knowledge and also foster relations between the parties.

2. To Provide Training for students during the semester holidays: The training program can give students opportunities to enhance their potential knowledge.

3. Practical hands-on Training: To Facilitate academic knowledge and exposure through hands-on training in the premises of Annai Vailankanni Arts and Science College or at Kunthavai Naacchiyar Government Arts College for Women (Auto), Thanjavur, Tamil Nadu, India.

4. Sessions by faculty of the partner institution through Zoom/Skype/Google Meet: Faculty can share their expertise with the students of the partner institution through Zoom / Skype / Google Meet.

5. Events: To Organize seminars, guest lectures, workshops, exhibitions, etc.



Principal i/c

Kunthavi Naacchiyar Government Arts College
for Women (Auto), Thanjavur, Tamil Nadu, India.





Secretary / Principal

Annai Vailankanni Arts and Science College
Thanjavur, Tamil Nadu, India.

Page 1 of 1
Graded A+ By NAAC

4. FUNDING:

- a) Expenses for transportation, room and board and personal expenses of exchange students, teachers or officers shall be covered by each individual. Students will pay for their registration, courses or professional practices at their home college so that they can be recognized afterwards.
- b) Financial expenses for (term visits) internships of professors and researchers, which will be arranged at the parties' request, as well as travel expenses, shall be covered by the requesting institution. No fees will be paid, as the assumption is that the professors/researchers remain in their positions at their home institution, which will continue to pay their salaries.

5. NO EMPLOYMENT RELATIONSHIP:

The parties agree that this Agreement shall not be construed in any manner as establishing any kind of partnership or bond of a labour nature between them. Thus, in all activities stemming from the present MoU and subsequent specific action plans, the parties are in the understanding that, in all cases, employment relationships shall remain in force between the employing institution and its respective personnel.

6. CREDITS / ACCREDITATION:

The Host University / Institution shall issue a certification recognizing the grades obtained, as well as the hours invested or projects/papers completed by the students.

7. RIGHTS AND DUTIES:

- a) The host Institution is committed to counseling and supporting exchange students through advice on academic and administrative procedures, as well as to foster their integration, inviting and encouraging guest students to become involved in student life.
- b) The institutions shall act as facilitators, but they will have no obligation whatsoever in terms of the actions, behaviors or financial aspects of the students / participants involved in the exchange.
- c) The host institution agrees to assist to provide boarding, lodging and necessities and to provide workspace, library and laboratory facilities as appropriate

Principal
Kunthavi Naacchiyar Government Arts College
for Women (Auto), Thanjavur, Tamil Nadu, India.



Secretary / Principal

Annai Vailankanni Arts and Science College
Thanjavur, Tamil Nadu, India.

Page 5 of 7
Approved By NAAC

8. AUTONOMOUS:

- a) This agreement is a statement of intentions and does not involve, in any instance whatsoever, any financial obligations between the subscribing institutions.

9. TERM:

- a) This MOU shall be effective for a period of three (3) years from the date of execution of this agreement and shall be automatically renewed thereafter for another three (3) years unless written notice to terminate or amend this agreement is given to the other party six (6) months in advance.
- b) It is expressly agreed that neither party shall be liable for damages that they might cause each other as a result of a forceful suspension of a collaboration program. Causes for forceful suspension must be explicitly set forth in the action plans.

10. CONFLICT RESOLUTION:

- a) Any dispute resulting from the interpretation or application of this Agreement shall be settled through direct negotiation and common agreement by the persons delegated to such end by each University / Institution. Either party may propose to the other a modification of the Agreement at any time in writing

11. ACTION PLANS:

Every work program or specific activity that is agreed upon between both institutions shall be defined through an action plan, which shall be under the responsibility of two individuals, appointed respectively by each Institution and which shall define the following aspects:

1. Webinar
2. Research collaborations
3. Seminar/ Conference/ Workshops/ IPR etc.,
4. Special lecture
5. Student exchange
6. Staff exchange
7. Internship


Principal
Kunthavi Naacchiyar Government Arts College
for Women (Auto), Thanjavur. Tamil Nadu, India.


Secretary / Principal
Annai Vailankanni Arts and Science College
Thanjavur, Tamil Nadu, India.

Page 6 of 8 By NAAC

12. CONFIDENTIALITY:

- a) Each of the parties accepts and declares that every information from the other party is of a confidential nature, is the exclusive property of the latter and has been or will be disclosed to the former solely with the purpose of enabling the full accomplishment of the present Agreement. For this reason, every piece of information provided by one party to the other before signing this Agreement and/or during its performance must be kept confidential and therefore may not be disclosed to any third parties.

13. AMENDMENTS:


- a) The parties may amend or amplify this Agreement through agreements in writing to that effect. Said amendments or additions will be binding on the signatories as of the date of their signature. The parties may not assign, in whole or in part, the performance of the present MoU to any third party, except through prior and express authorization in writing by both of them.

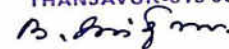
And since both parties agree regarding the content of the present document, and as a token of conformity, we sign it in two counterparts, both of which will be considered originals.


Principal
Kunthavi Naacchiyar Government Arts College
for Women (Auto), Thanjavur, Tamil Nadu, India


Secretary / Principal
Annai Vailankanni Arts and Science College
Thanjavur, Tamil Nadu, India.

Witnesses

1. 
Dr. P. THANGAMATHI, M.Sc., Ph.D., PGDCA.,
Associate Professor & Research Supervisor,
Department of Zoology,
Kunthavi Naacchiyar Government
Arts College For Women (Autonomous),
THANJAVUR-613 007.

2. 

Dr. N. CHANDRAKALA, M.Sc., B.Ed., M.Phil., Ph.D.,
Associate Professor & Head
Research Supervisor
PG & Research Department of Zoology
Kunthavi Naacchiyar Government Arts College
for Women (Autonomous)
Thanjavur - 613 007.

2. 
Dr. K. DASS
Assistant Professor
Department of Zoology
Annai Vailankanni Arts and Science College
Thanjavur-07



தமிழ்நாடு தமிலநாடு TAMILNADU 15/04/2025
 P. சந்திரன்
 தஞ்சாவூர் பல்கலைக்கழகம்

EX 160700

P. சந்திரன்
 தஞ்சாவூர் பல்கலைக்கழகம், தஞ்சாவூர்
 தஞ்சாவூர் பல்கலைக்கழகம் - 613 007
 தஞ்சாவூர் - 613 007

TAMIL UNIVERSITY, THANJAVUR - 613010

Department of Industries and Earth Sciences

தமிழ்ப் பல்கலைக்கழகம் தஞ்சாவூர் - 613010

தொழில் மற்றும் நில அறிவியல் துறை

மற்றும்

Kunthavai Naacchiyaar Government Arts College for Women (A)

Thanjavur - 07, Department of Geography,

குந்தவை நாச்சியார் அரசினர் மகளிர் கலைக்கல்லூரி (தன்னாட்சி)

புவியியல் துறை, தஞ்சாவூர் - 613 007.

பரிந்துரைவு ஒப்பந்தம் (MOU)

2025-ஆம் வருடம் பிப்ரவரி மாதம் 1-ஆம் தேதி தஞ்சாவூர், தமிழ்ப் பல்கலைக்கழகம், பதிவாளர் (தனக்காகவும், பல்கலைக் கழகத்திற்காகவும்) 1-வது நபர்

மற்றும்

குந்தவை நாச்சியார் அரசினர் மகளிர் கலைக்கல்லூரி முதல்வர் (தனக்காகவும், கல்லூரிக்காகவும்) 2-வது நபர்

பதிவாளர் (பொ)
 தமிழ்ப் பல்கலைக்கழகம்
 தஞ்சாவூர் - 613 010

முதல்வர்,
 குந்தவை நாச்சியார் அரசினர்
 மகளிர் கலைக்கல்லூரி (தன்னாட்சி)
 தஞ்சாவூர் - 613 007.

8. The Career Guidance and Placement Cell

The Career Guidance and Placement Cell at Kunthavai Naacchiyaar Government Arts College plays a pivotal role in helping students navigate their career paths and secure appropriate placements. The college not only imparts essential skills but also fosters technical and leadership abilities among students. A key feature of the approach is the "Mentor-Mentee" system, where experienced teachers are assigned to guide up to 25 students per class, focusing on both academic and overall development. This personalized interaction strengthens relationships between students, teachers, and the institution.

The college emphasizes structured career development through a sequence of activities designed to cultivate competencies such as goal setting and career planning. The Career Guidance and Placement Cell is instrumental in promoting accountability, leadership, and program improvement among students. skills, understanding recent career trends, and enhancing soft skills. During and after the COVID-19 pandemic, various departments conducted numerous online programs to support students' career growth. The placement, training, and consultancy cell also provided coaching for civil service and other competitive exams, resulting in significant employment success across key sectors.

INSTITUTIONAL DEVELOPMENT PLAN

Component VII: Governance Infrastructure

The institutional governance and leadership align seamlessly with the institution's vision and mission.

Vision

To provide a skill-based education that empowers women with leadership skills, creative and critical thinking, research aptitude and ethical values.

Mission

- To establish state-of-the-art infrastructure and cutting-edge laboratories.
- To encourage self-paced learning through a virtual platform.
- To initiate creative start-ups.
- To forge a strong partnership between the institution and the industry.
- To promote innovative research.
- To actively engage in Community Development Programmes.

Sustained Institutional Growth

- The following milestones have been reached during the assessment period in order to successfully meet out our vision and mission in a sustained way.
- By our vision, our college received the best institution award in Tamil Nadu for implementing the Naan Mudhalvan Scheme in the college.
- New classrooms and laboratories have been established and modern equipment like Thermal Cycler-PCR and Total Station have been procured.
- Implemented student student-centric curriculum by adopting the TANSCHÉ syllabus.

- Acting as a nodal centre for offering SWAYAM-NPTEL courses and the ISRO-IIRS Distance Learning Programme.
- MoUs have been signed with other educational institutions and industries.

Decentralization and Participation in Institutional Governance

The Directorate of Collegiate Education (DCE) oversees the administration of all the Government

Colleges of Tamil Nadu. The College administration is headed by the Principal. The college comprises of various councils/committees like the Governing Body, Academic Council, and Finance Committee for decentralizing the administrative responsibility. Being an Autonomous College there is an independent body for the conduct of Examinations. The office administration is taken care of by the Bursar, Superintendent, Assistants and Junior Assistants. The departmental activities are overseen by the Heads of the Departments. The faculty members and students participate in the smooth functioning of the institution in all aspects.

Short-Term Perspective Plans

- The following are the short-term perspective plans to achieve the vision of the College.
- To seek constituency development funds from the representatives (M.L.A/M.P.) for infrastructure development.
- To update the syllabus periodically to align with evolving educational needs.
- To create an exclusive Management Information System for the college.
- To establish an Automated Weather Station in the campus.
- To celebrate cultural festivals with the local community to understand cultural diversity.

Long-Term Perspective Plans

- The institution has the following long-term perspective plans to achieve the vision of the College.
- To construct well-equipped Lecture Theatres.

- To motivate faculty members to launch their own Massive Open Online Courses.
- To support the Research Departments in publishing a Research Journal.
- To upgrade the institution to the status of 'College with Potential for Excellence'.

The institution has set forth short-term and long-term perspective plans in consultation with the Governing Body, Academic Council and IQAC to enhance the overall academic environment. The organizational structure of the college has a well-defined hierarchy that ensures the efficient deployment of the perspective plans. At the apex of this structure is the **Principal**, who holds the responsibility of overseeing the entire institution, making critical decisions, and providing overall direction. Beneath the Principal, the Administration division plays a pivotal role in managing administrative functions. This division is comprised of the **Bursar, Superintendent**, and Administrative Staff, collectively working to ensure the smooth day-to-day operations of the college.

The Examinations department takes charge of all examination-related activities. This comprises of the **Controller of Examinations** (COE), Assistant Controller of Examinations (ACOE), and Office Staff, who ensure the integrity and efficiency of the examination process. The Governing Body, Academic Council, and Finance Committee work collaboratively for the welfare of both students and the institution. **Academics**, another integral part of the institution, are responsible for educational activities. It encompasses various Departments, each headed by a **Head of Department** (HOD) and facilitated by faculties.

Quality assurance in education is maintained by the **Internal Quality Assurance Cell** (IQAC), led by a Chairperson (Principal) and a Coordinator, along with other members. In addition to these core committees, there are various other committees established for specific purposes. This hierarchical structure fosters effective governance, academic excellence, and overall institutional growth, ensuring that the college continues to provide a conducive environment for learning and development.

Appointment and Service Rules

Being the Government College, the teaching appointments are made through Teacher's Recruitment Board, Chennai and ministerial staff members are appointed by Tamil Nadu Public Service Commission. The basic servants like Lab Assistants, Sweepers, and Security are appointed by the Principal. The teaching and non-teaching staff members are governed by Tamil Nadu Government Servants' Conduct Rules, 1973.

Kunthavai Naacchiyaar Government Arts College for Women has a robust mechanism in place to assess the performance of both teaching and non-teaching staff through the Career Advancement Scheme (CAS) for teachers as stipulated by UGC and the Directorate of Collegiate Education. Under the CAS, teachers are evaluated based on a range of criteria including their contributions to curricular and cocurricular activities, involvement in administrative tasks, dedication to student progress evaluation, and mentoring efforts. Each teaching staff member submits a detailed proposal, which is then reviewed by an expert committee consisting of the Principal, Head of the Department, and two external experts from the same discipline. A confidential report is subsequently forwarded to the Directorate of Collegiate Education, Chennai. Similarly, non-teaching staff members are eligible for promotion to the next grade upon completion of specified statutory requirements such as training and passing out account tests.

Based on the system, the entry-level Assistant Professors (Level 10) are elevated to Assistant Professors (Level 11) after four/five/six years based on their entry-level qualifications. Assistant Professors (Level 11) are promoted to Assistant Professors (Level 12) after 5 years of service. After three years, Assistant Professors (Level 12) are promoted as Associate Professors (Level 13A). During the assessment period (2019-2024), about 30 Assistant Professors were promoted as Associate Professors.

*** Welfare Measures**

A monthly deduction from the salary of staff towards the **General Provident Fund (GPF)**,

Contributory Pension Scheme (CPS), Special Provident Fund (SPF), and New Health Insurance Scheme is made for the welfare of the teaching and non-teaching staff. The government announces **Festival Advance/ex-gratia payment** to all the staff members for their respective festivals, viz., Deepavali, Ramzan and Christmas for hassle-free celebration.

Being the Government Servant, other benefits like Casual Leave, Maternity Leave, Leave on Private Affairs, and Restricted Holidays, are available for teaching and non-teaching staff.

On-Duty Leave is provided for attending Workshops/Conferences/Refresher Courses/Orientation Courses/Faculty Development programmes.

*** Avenues for Career Development**

Staff members regularly undergo Refresher Courses offered by UGC-HRDC and Faculty Development Programmes through SWAYAM-MOOC, for their career advancement. The ministerial staff members are promoted on a seniority basis after the fulfillment of required qualifications stipulated the State Government.

INSTITUTIONAL DEVELOPMENT PLAN
Component VIII: Financial Enablers and Funding Models

FINANCE MANAGEMENT

The institution receives the funds from UGC and the Tamil Nadu State Government for effective functioning.

PD-1 (Personal Deposit Account-I): The expenses incurred under this account include College day celebration, social services, fine arts, library, audio-visual classes, YRC, Red Ribbon club and Convocation expenses.

PD-II (Personal Deposit Account-II): This account maintains the amount to be given to the University which includes University Registration and University Recognition fees, Fine Arts fees, and Youth Development fees.

Non-Plan: The non-plan amount is allotted to the college from the Directorate of Collegiate Education every year. The amount is utilized under two categories; a) Consumables and b) Non-consumables. The fund is allocated to all the 14 departments of the college. It also includes Periodical Maintenance, Machinery and Equipment

Autonomous Grant: The institution is receiving an autonomous grant from the Government of Tamil Nadu every year. The amount is utilized for infrastructural development and renovation.

PM USHA: The institution has submitted a proposal for getting funds from the PM USHA scheme.

NSS Fund: The NSS fund is received from the Bharathidasan University. The amount is used for conducting NSS camps and other regular activities.

PWD Fund: The Tamil Nadu Government allocates regular funds to PWD for carrying out Civil (Maintenance & Repair) and Electrical works (Purchase & Maintenance) in the institution.

OSA Fund: The institution collects this amount from outgoing students and uses it for various purposes, including organizing Alumni Association meetings, repairing old furniture, and enhancing the green landscaping of the college campus.

PTA Fund: The Parent Teacher Association amount is collected from the students. The amount is utilized for giving to temporary non-teaching staff salaries and other minor expenses.

CLP Fund: A Computer Literacy Programme was initiated by the Government of Tamil Nadu in all Government Colleges to enrich all Undergraduate Non-Computer Science students from the year 2000-2001. A common state-wide examination is conducted every year by the Directorate of Collegiate Education. Qualifying students are given a certificate,

TANSHE fund: Tamil Nadu State Council for Higher Education is offering funds for students and faculty members for research projects.

UGC Mini/Major Project: The faculty members are provided with research funds for undertaking mini and major projects.

A mechanism has been established to ensure that funds and resources are spent for their intended purposes. External audits provide a comprehensive assessment of financial accuracy and disclosure, aiding the institution in optimizing performance and productivity related to allocation.

As a State Government Institution, all financial transactions undergo a structured three-tier audit:

1.External Audit by the Directorate of Collegiate Education (DCE), Government of Tamil Nadu:

A team from DCE, Chennai conducts audits annually. They inspect departmental stock registers and college accounts. Any objections raised during financial audits are meticulously analyzed, and a report with satisfactory explanations is submitted to DCE, Chennai.

2.External Audit by the Office of the Accountant General (AG) of Tamil Nadu: The AG office verifies the utilization of funds received from Central and State Government agencies, such as UGC (Autonomy Grant), RUSA, etc., ensuring compliance with auditing standards issued by the Comptroller and Auditor General (CAG) of India.

3.Audit by Chartered Accountants: Examination funds are audited annually by Chartered Accountants to maintain transparency and accountability. Additionally, resources collected by the Old Students Association, a registered body, are monitored by professional Chartered Accountants.

At the close of each financial year, internal checks and **physical verifications of stocks** are conducted for all departments. A team of staff members from various departments, nominated by the Principal on a rotational basis, performs the verification tasks. Physical verifications of laboratory equipment, computers, library books, and other related items are conducted to ensure conformity with stock registers. Purchases made with allocated funds are cross-examined with stock registers, and any discrepancies are noted in the report.

Optimal Resource Utilization:

- The infrastructure of the institution is utilized for both shift I and shift II students. The shift system enables the institution to admit more number of students to use various equipment and research facilities available to the optimum level.
- The College Library functions between 9.00 am to 4.00 pm in order to benefit Shift I & II Students.

- Faculty members and students make use of the Wi-Fi facility provided in the college for academic and research activities.
- The college premise is used for conducting State Government Examinations like **TNPSC** and **TRB**. The coaching classes for competitive examinations are also conducted by the **District Employment and Career Guidance Centres**.
- Acts as a valuation centre of Bharathidasan University, Tiruchirappalli
- The classrooms serve as strong room for keeping **Electronic Voting Machines** (EVM) during Assembly and Lok Sabha elections and the institution also functions as a counting centre.

7.Core Team for Preparation of IDP

7	External Member	B. AnandBalaji, Network Engineer Informatics Centre Bharathidasan University Tiruchirappalli
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8	Nominee Local Society	Dr. C. Seetharaman Prof of Computer Science and Principal (Rtd.) Daniel Thomas Nagar, Thanjavur
9	Nominee Alumni	Mrs. G. Sivakozhundu, Deputy Inspector State Government Audit Department Old Collectorate, Thanjavur
10	Stake holder	Mrs. G. Shanmugapriya M/O G. Bavnisha I BBA (2023–24) North Gate, Thanjavur