



Holy Cross College (Autonomous), Tiruchirappalli – 620 002

IQAC – Annual Report 2021-2022

The activities for the academic year 2021-2022 began with the online faculty orientation programme conducted on 2nd and 3rd June 2021 by IQAC, through Google Meet platform, from 10 a.m. to 12 noon for all the teaching staff of Holy Cross College. The training focused on Blended and Inclusive Teaching. The resource person Dr Evelyn Brindha, Professor and Director, Karunya Centre for Online and Distance Education enlightened the gathering on the different facets of Blended and Inclusive Learning.

At the outset she elaborated on the six aspects of Educational transformation, i.e. flexibility & Quality, Needs & Interest, Student Flexibility, Real World and When Ready. These Educational transformations have a great impact on the current pandemic scenario. The resource person then stressed on the importance of Academic Book of Credits, in which students start accumulating credits in their account during their school days, which in turn will help them to avail certain benefits during their collegiate education .

The main focus of the orientation was Blending Learning, that is facilitated by the effective combination of different modes of delivery, models of teaching and styles of learning & applying them in an interactively meaningful learning environment. The resource person also discussed the features of Blended Learning, such as Enhancement and increased student learning engagement, Enhancing and strengthening teacher and student interaction, Developing responsibility for learning, Time management and flexibility, Enhanced institutional reputation, More flexible learning and teaching environment and Better opportunities for experiential learning.

Dr Evelyn Brindha, oriented the faculty on the different ways of implementing Blended Learning. To mention a few, Pedagogy for online face to face mode, Generating Ideas, Brainstorming, Concept mapping /Mind Mapping, Creative Presentation, Exposure to the Real world, Case study and Cooperative Learning Strategies. The resource person suggested different Blended Learning methods which have proved to be effective through online methods of teaching such as Face to Face driver method, Rotation model, Self blend model, Blended MOOC model and flexible mode. She also discussed various innovative trends in formative assessment. The session proved to be an enlightening one. Faculty actively participated in discussion and clarified their doubts. The total number of participants was 250.



One day online faculty orientation on Role of Society in Tackling 3rd wave of the Pandemic was organized by the Internal Quality Assurance Cell on 3rd July 2021 through Google meet platform, from 6 p.m. – 7 p.m.

The Resource person was Dr. MsirarianoAnro Bruno Mascarenhas, Neuro Surgeon and Health Economist, Chennai, who addressed the gathering on the spread and effect of Covid 19. He had divided his address into different sections. He began his talk by sharing few ideas of psychology. With apt illustrations and examples he explained Kubler Ross Grief Cycle and Dunning Kruger Effect. He quoted John Godfrey Saxe's poem about the elephant to emphasize the point that the effects of the pandemic differ from person to person just like the observation of the blind men about the elephant. He then went on to define health and the six dimensions of health such as Physical, Mental, Social, Spiritual, Emotional and Vocational. He also made clear that the concept of positive and negative cannot be applied to all diseases.

The resource person then gave a detailed description of communicable and non - communicable diseases. He further classified infection into focal, subclinical, clinical, typical and atypical infection.

Through detailed explanation and discussion he tried to make everyone understand how covid 19 infection is different from all the other infections and how as a member of society it is the duty of every one to take safety measures to stop the spread. The tenets of infections-communicability, infectivity and pathogenesis were well explained through graphical representation. He made his address more authentic by explaining the scientific concepts of the pandemic through effective illustrations.

He concluded his talk by emphasizing the fact that wearing mask , maintaining social distancing and following healthy measures will definitely stop the spread of covid 19. His address was followed by discussion and many faculty members clarified their doubts regarding the spread of the virus and the effect of vaccination. It was a fruitful and need of the hour session which was very beneficial to 240 faculty who attended it.

One day online Faculty Orientation - The webinar exclusively for the staff of Holy Cross College, Tiruchirappalli-2 on Learning Outcome based Curriculum framework (LOCF) organized by IQAC was held on 7th August 2021 through google meet platform from 10 a.m. to 12 noon and 2 p.m. to 4 p.m. Dr. M.C. John Milton, Head of the PG and Research Department of Advanced Zoology and Biotechnology, Loyola College (Autonomous),



Chennai was the resource person. He spoke on the importance of Outcome for Student (End Result – Placement / Higher Education / Entrepreneurship) in education. He rightly pointed out that the Outcome Based Education (OBE) aims for dynamic and learner centric futuristic development of students. Due to industry revolutions, faster technological developments in software and allied artificial intelligence integrations, pandemic like covid-19, placement scenarios and entrepreneurship/business opportunities are changing rapidly. Mere completion of process without inculcating dynamism and higher order thinking skills of job market/business opportunities is not appreciable in OBE.

He illustrated a Case Study of Oriented Learning with the PG and Research department of Advanced Zoology and Biotechnology, Loyola College (Autonomous), Chennai course work. OBE for employability is demystified with case studies, simple, but effective, to learn and implement by teachers and students, to be followed during the entire course. Integrated, Root to Fruit Approach for development and Fruit to Root Approach for nurturing the continuous development is demonstrated for OBE implementation. OBE Time Line of terminologies before admission, after admission and after graduation needs to be imbibed in system for employability of students. OBE Tree concept is developed to benefit students with knowledge, Skills, Competency, Aptitude, Behaviour for overall attainment of students learning in Higher Order Thinking Skills.

Thus in this lecture, conceptualization of OBE, PEO, PSO, PO, CO, CO-PO, CO-PSO Mapping, Assessment, Evaluation and attainment case studies to enhance employability of students were demonstrated with case studies. Concept of Discrimination Index was also demonstrated for assurance of students learning from marks/grades with the aim of employability. This will help course learners to frame their mapping and attainment methods for their course and program.

The webinar was planned for two different sessions, One for the Faculty of Arts stream and the other for the Faculty of Science stream. Faculty actively participated in discussion and clarified their doubts. The total number of participants was 250.

Learning Outcomes-Based Approach to curriculum (LOCF) - planning

On 29th July 2021, the steering committee of LOCF headed by the Principal Rev Sr. Dr. Christina Bridget met in the conference room to discuss the importance of following LOCF, from this academic year 2021 – 2022 onwards.



Dr Iona, Associate Professor of Zoology and the IQAC Co-ordinator presented her views about the basics of Outcome Based Education (OBE) and the intricate procedures of implementing OBE methods in the assessment pattern.

Dr Jenitra, Associate Professor of Commerce and the Dean of Arts shared her views about mapping the PEOs, POs, PSOs and Cos.

Dr Catherine , Assistant Professor of Chemistry and the Dean of Science presented her views on the importance of PEOs and she also shared a simple model of Learning Outcome Based Curriculum Framework.

Dr Swarnakumari, Associate Professor of Rehabilitation Science and the Dean of Research explained the 12 different Graduate Attributes an educational institute should possess in order to implement OBE and LOCF successfully.

Dr Ruby Merlin, Assistant Professor of English and the Dean of Student Affairs, shared her views on the differences between the traditional input based method of teaching and OBE.

Dr. Shanthi, Assistant Professor of Botany and the Dean of Extension, gave a detailed explanation of framing PEOs, PSOs, POs and COs and also explained the Direct and Indirect Method of Assessment.

Dr Merlin Mejrullo Merlin, Assistant Professor of Mathematics and Vice Principal, gave an elaborate history of the evolution of LOCF and also stressed on its importance.

Dr Mary Jayanthi, Assistant Professor of English and Vice Principal, discussed the various methods of implementing the LOCF and in specific discussed the importance of Teacher Evaluation Method for effective teaching and assessment.

Dr Maria Eugenie Pia, the Academic advisor summed up the important points and the discussion came to end by deciding on the various dates for the orientation programmes on LOCF to be conducted for the faculty members.

The steering committee met on 30th July 2021 to discuss the revamping of the aims and objectives of the college. There was a brain storming session which turned out to be a very useful one. The members suggested the restructuring of the existing objectives based on the 12 graduate attributes mentioned in OBE framework.

The steering committee met again on 2nd August 2021. The members reworked on the existing objectives based on the 12 graduate attributes mentioned in OBE framework. The committee members led by the Secretary, Dr. Sr. Anne Xavier and the Principal, Dr. Sr.



Christina Bridget, drafted the final objectives. The LOCF work plan was scheduled to conclude the day's meeting.

The workshop by IQAC exclusively for the staff of Visual Communication, Social work, Library and Information Science and Fashion and Costume Designing of Holy Cross College, Tiruchirappalli-2 on Learning Outcomes based Curriculum framework (LOCF) was held on 12th&13th August 2021. Dr Evelyn Brindha, Professor and Director, Karunya Centre for Online and Distance Education was the resource person. The principal focus, of Dr. Evelyn's talk was on how to cultivate an inspiration to learn, understand, and adapt new skills and learning inputs. The focus of LOCF is aimed at improving the students' abilities and helping them to become competent leaders who can contribute to nation building. Education is related not only with knowing how to organize and apply skills, but also with how it further accelerates the process of thinking in a pragmatic manner about nation building through effective utilization of skills, resources, manpower, and one's abilities.

Dr. Evelyn gave the importance of Vision, Mission, PEO, PO, PSO and CO. In this lecture, conceptualization of OBE, PEO, PSO, PO, CO, CO-PO, CO-PSO Mapping, Assessment, Evaluation and attainment case studies to enhance employability of students were demonstrated. Key components of LOCF were clearly illustrated. One essential aspect of LOCF is to develop a graduate who can meet the present and the future requirements of industry and economy. LOCF emphasizes on developing competent persons who can work as the contemporary and future leaders of the industry and business. The sole purpose of this exercise is to provide opportunities for holistic development of the students. She concluded by rightly pointing out that the LOCF can help in bringing uniformity in curricula on the one hand and empower the students on the other hand to choose the career options making it more relevant and globally acceptable which would create a new benchmark in the world. The total number of participants was 20.

Holy Cross College always seeks to build and upgrade faculty skills periodically to move to the new normal. The Principal initiated the Tamil Nadu Open University online certificate training for 60 faculty members on Innovative Teaching and Skills for Online Classrooms. The launch of the course was conducted by Learning Matters on 10th March 2021 at 3 p.m. on Google Meet platform. At the end of the course, a final assessment was conducted with 70 Multiple Choice Questions for 120 marks on Google Form. The results of the course were announced in July 2021, and all the staff members qualified the exam. At the closure of the



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course, all the staff greatly benefitted from the course by learning new and easy techniques to be followed for online teaching amidst the new normal.

An orientation for teaching staff was held on 31st January 2022. The resource person was Mr. John Balaiah, Counselling Psychologist, St. Joseph's College, Trichy, who spoke on Mentor Mentee Matrics.

Staff Orientation Program on "Financial Planning and Wealth Management"

An orientation program was conducted for the faculty of Science on 30th March, 2022 under the topic "Financial Planning and Wealth Management" at Our Lady's Hall on 2.30pm organized by the Staff club, Holy Cross College (Autonomous), Tiruchirappalli. The program was started with prayer service by the department of Biotechnology. Dr. Arul Subila, Assistant Professor of Psychology welcomed the gathering. Mr. Glenn Roger Carr, Founder & Director, Finmark Trainers India, Pvt. Ltd. was the Resource person. The Resource person explained the financial planning strategy in 3 different aspects such as how to lose, make and gain money. He gave important tips to safeguard the investment and also insisted to avoid certain fake and fraudulence messages such as KYC updating, G-Pay code etc. with some real incident, case studies. He also insisted on the importance of avoiding unregulated investments, chit funds and monthly gold scheme, low limit transfer for third party transfer etc. Sir has also insisted to invest money in the authorized sectors of banking to get the money back and invest on electronic gold.

Sir has clearly explained different strategies to gain money with age factor and suggested to start investing money at the young age to get more benefits in any one's lifetime. Sir has also discussed about the term insurance which is the cheapest form of insurance. He also mentioned Group Health Insurance which is the powerful way to help the elderly people. He also insisted "Systematic Investment Planning" is the best way to invest money and shared Goal values such as senior citizen savings for elderly people, SukanyaSamriddhiYojana scheme for girl children. He also beautifully explained some largest successful companies in the world such as Amazon, apple, Microsoft etc. Finally, Sir has clarified the doubts raised by the staff members. Vote of thanks was proposed by Dr. B. Ramya, Assistant Professor, Department of Biochemistry. The program came to an end at 3.45pm. The program was very useful for the staff members in this scenario of money as wealth management.

Orientation for Student Council Members



On 23rd September 2021, a meeting was held for the Student Council Members of 2021 – 2022 which focused on conflict management, in the presence of Dr. Ruby Merlin, Dean of Student Affairs.

The meeting commenced with the prayer by Ms. Adlin Mirudhula. S, SCM of Department of Chemistry followed by the welcome address by Ms. Wincie Wilmah. A, SCM of Department of English. The trainers then gathered the student council members for an ice breaking session, that not only energised the event but also depicted the role of leadership and smart thinking.

Dr. Mary Jayanthi, Vice Principal, Holy Cross College (Autonomous), Trichy, the resource person grouped the leaders into teams and started her talk by requesting the leaders to write down all sorts of obstacles they face, and later club them into problems commonly faced. A member from each team came forth and shared their views and obstacles.

Dr. Mary Jayanthi then spoke on conflict management. For better understanding of the conflict management styles, a list of twenty proverbs were presented to each leader and they were asked to rank them based on their level of agreement. This activity reflected one's own style and how each of them was unique in her own way.

To conclude, leaders were asked to share their views on the meeting, where each one appreciated Dr. Mary Jayanthi on her oratorical skills and some even quoted her speech. Ms. Swetha. S, Student Council President proposed the vote of thanks.

The RBT training programme was conducted by the IQAC team for the new staff who have no prior knowledge of RBT, for two days on 2nd & 3rd September 2021. The first session was held on 2nd September, 2021, in Our Lady's Hall. The programme started exactly at 2.30 p.m. with a prayer song. Dr. Horne Iona Averal, Associate Professor of Zoology, coordinated the meeting that was held on Google Meet platform and welcomed the gathering and the chief guest was Dr. Evelyn Brindha, Professor and Director, Karunya Centre for Online and Distance education, Karunya University, Coimbatore. She started the session by introducing the topic "Pedagogy to Androgogy". Insisting on the importance of student centred teaching, she gave the new perspective and importance of outcome based education. She explained the different knowledge domains along with the domains of learning like Cognition, Psychomotor and Affective. Every information on these concepts were from educational



theorists. She also touched upon CO and PO attainments through quality improvement. In the end the faculty were given time to clarify their doubts. The session came to an end by 4.30 p.m.

The next session was scheduled for 3rd September, 2021. But due to unavoidable reasons, it was rescheduled and held on 6th September, 2021. All the members were present in Our Lady's Hall and Dr.Horne Iona Averal, Associate Professor of Zoology, coordinated the meeting through Google Meet platform. The programme started at 2.30 with a prayer song. Dr. Evelyn started the session with a recap. The participants were asked to sum up the previous session. This session focused on Cognition and meta cognition. A very detailed explanation of micro planning of the class was given. She also suggested on what level students can be evaluated and how, using the knowledge domain and cognitive domain. The meeting ended with the question session. Ms. Annie Vimala, Asst. Prof. of English gave the vote of thanks and the session ended at 4.00 p.m.

IQAC conducted a three-day workshop on the topic "Item writing" on 8th, 9th and 11th October 2021 for the faculty members with 15 and less years of teaching experience. Dr. C.D. Lethi, Associate Professor (Retd.), PG and Research Department of Zoology, Holy Cross College (Autonomous), was the resource person.

She explained that the best item development techniques combine elements of both these intellectual activities. On the one hand, there is a fair amount of experimental methods, which we might recognize as scientific, incorporated within the whole set of procedures for developing a good item, or the sets of such things we call 'tests'. She also stressed the don'ts and what has to be done while taking questions.

She outlined the steps to be considered while developing items which are as follows:

- a. Define clearly what you want to measure
- b. Develop an item pool
- c. Avoiding exceptionally long questions that are confusing or misleading
- d. Be mindful of the level of reading difficulty of the targeted test-takers
- e. Avoid taking Double-barred items which may end up confusing the test taker



- f. The questions should be reliable. Avoid trivial questions
- g. While going for higher-order testing the technical terms involvement is not required etc.,

She also explained the format of questions that can be taken at different levels. For example, remembering level can cover the entire content etc. Then group activity was given to the departments and each group was asked to come up with questions of different levels based on the concept. With queries and clarifications, the session came to an end.

The IQAC organized a 3 day Online workshop on “Item Writing” with Dr C D Lethi, Former IQAC Coordinator, Associate Professor (Rtd), Department of Zoology, Holy Cross College (Autonomous), Tiruchirappalli, as resource person for the senior faculty of Holy Cross College. The workshop was conducted on 12th, 13th and 18th October 2021 from 3.00 pm to 5.00 pm via Google meet.

The workshop started with a prayer service by the faculty of Physics Department followed by a brief welcome address by Dr. Catherine Sara, Head, Department of Botany.

On the first day Dr Lethi focused on the six levels of Revised Blooms Taxonomy (RBT). She insisted that questions have to be at K1 & K2 levels for facts & concepts. Furthermore she added that questions on K3, K4 & K5 levels should be based on observations and analysis of facts & concepts. As part of assignment the faculty were asked to prepare questions based on a topic with ideas, new facts and concepts.

On the second day Dr Lethi presented ways of item writing at different levels with specific examples. This was followed by an open presentation and discussion of assignment (day-1) by individual departments. This paved a platform for the faculty to refine their understanding on item writing. The faculty were assigned to frame 5 questions at the 5 levels of RBT for presentation on the third day which would be evaluated by peer departments.

On the third day after a brief explanation on the levels of questions by Dr Lethi, the faculty presented their questions department wise and the same was evaluated in the following combinations:

- Biochemistry, Botany & Zoology



- Chemistry & Physics
- Mathematics & Computer science
- Tamil & English
- Social work & Visual Communication
- Business Administration, Commerce, History & Economics
- Rehabilitation Science & Psychology

Dr Lethi also added her point of view along with peer evaluations and mentioned that the senior faculty have to be the trainers. The evaluation went on a fruitful way through which the objective “Training the Trainers” of the workshop on Item Writing, was fulfilled. The workshop came to an end with the vote of thanks by Ms Babiyana Assistant Professor in Physics.

Learning Outcomes based Curriculum Framework - Planning

The meeting on Learning Outcomes-based Curriculum Framework for Undergraduate Education began on 16th September 2021 at 2:30 p.m. The meeting was conducted by the Principal, Holy Cross College (Autonomous), Tiruchirappalli -2. LOCF steering committee members were the participants.

The following points were discussed by the steering committee members for the improvement of quality of higher education that is considered critical for enabling effective participation of young people in knowledge production, participation in the knowledge economy, improving national competitiveness in a globalized world and for equipping young people with skills relevant for global and national standards and for enhancing the opportunities or social mobility. Sustained initiatives are required for institutionalizing an outcome-oriented higher education system and for enhancing employability of graduates through curriculum reform based on a learning outcomes-based curriculum framework, improving/upgrading academic resources and learning environment, raising the quality of teaching.

The members also participated in framing Learning outcomes that specify what graduates on completing a particular programme of study are expected to know, understand and be able to



do at the end of their programme of study. The expected learning outcomes are used as reference points that helped to formulate Programme Educational Outcomes (PEO), Programme Outcomes (PO), Course Objectives and Course Outcomes(CO) which in turn will help in curriculum planning and development, and in the design, delivery and review of academic programmes. They provide general guidance for articulating the essential learnings associated with programmes of study and courses with in a programme.

The meeting was extended for a few more days, in order to strengthen the LOCF. The Learning Outcomes-Based Approach to curriculum planning and transaction requires that the teaching-learning processes are oriented towards enabling students to attain the defined learning outcomes relating to the courses within a programme. The outcome- based approach, particularly in the context of undergraduate studies, requires a significant shift from teacher-centric to learner-centric pedagogies, and from passive to active/participatory pedagogies. Planning for teaching therein becomes critical.

Every programme of study lends itself to well-structured and sequenced acquisition of knowledge and skills. Practical skills, including an appreciation of the link between theory and experiment, will constitute an important aspect of the teaching- learning process.

Teaching methods, guided by such a framework, may include: lectures supported by group tutorial work; practicum and field-based learning; the use of prescribed textbooks and e-learning resources and other self-study materials; open-ended project work, some of which may be team-based; activities designed to promote the development of generic/transferable and subject-specific skills; and internship and visits to field sites, and industrial or other research facilities etc. The members concluded the above said points to implement LOCF in the current academic year 2021 - 2022.

A variety of assessment methods were discussed in the meeting that are appropriate to a given disciplinary/subject area and a programme of study will be used to assess progress towards the course/programme outcomes. Priority will be accorded to formative assessment. Progress towards achievement of learning outcomes will be assessed using the following: time-constrained examinations; closed-book and open-book tests; problem based assignments; practical assignment laboratory reports; observation of practical skills; individual project reports (case-study reports); team project reports; oral presentations,



including seminar presentation; viva voce interviews; computerised adaptive testing; peer and self-assessment etc. and any other pedagogic approaches as per the context.

Course outcomes will be aligned to programme outcomes. Course outcomes are specific to a course of study within a given programme of study. The achievement of students by course outcomes leads to the attainment of the programme outcomes. At the course level, each course may well have links to the programme outcomes. A course mapping that indicates the linkage between course outcomes and each programme outcome was drawn.

Learning Outcomes based Curriculum Framework (LOCF)

The ultimate aim of LOCF lies in enhancing the quality of higher education and encouraging the students to gain the best skills & knowledge during their student journey. Learning outcomes are determined in sync with what students are expected to understand at the end of their study program.

The final expected student learning outcomes are considered as a reference to design the teaching-learning curriculum and graduate attributes. Once the final expected outcomes are defined clearly, teachers need to formulate a curriculum that would help them attain their goals. The curriculum intends to –

- Improve flexibility of learning
- Teaching-learning innovation
- Continuous teaching-learning improvements
- Assessment of students at various levels
- Periodic review of student performance
- Evaluating program learning outcomes (POs)
- Evaluating course learning outcomes (COs)
- Maintain highest standards of education
- Create an environment of global competitiveness