

7.2.1 Describe at least two institutional best practices (as per NAAC) format

BEST PRACTICE I

Title of the Practice: Investing in the career growth of administrative staff.

Objective of the Practice: The College, founded by the Brothers of St. Patrick, has service as its mission and is committed to serve the community it is entrusted with, through the medium of education.

Having established schools and colleges, reaching out to its stakeholders is the underlying principle of the Patrician brothers. The College strives to identify the potentials of stakeholders and invest in them by providing opportunities for their growth. This investment process facilitates the stakeholders to partner with the institution in realization of their interests and aspirations and develop greater affinity, loyalty and self esteem.

The Context: The Patrician brothers believe in equality of opportunity and fight against deprivation and denial of opportunities. This vision is perceived stronger when stakeholders are the victims of the disadvantaged situation. Individuals have dropped out from the regular stream of education due to economic compulsion and have engaged in odd jobs in college for livelihood. For lack of opportunities they continue to get stagnated and they attribute their present situation to destiny. The challenge for the management was to identify such individuals and design an opportunity that would mitigate them from this compulsive situation and groom them for desirable prospects.

Practice:

Employee X, ID – A008, is a child of a single parent from a poor economic background hailing from a small town in Tamilnadu. X could not afford to pursue higher education and was compelled to take up employment early in life to support his family.

He approached the Patrician brothers and was offered a job as assistant to the cook at the Patrician Brothers' house. He worked in the residence for 3 years after which the Brothers transferred him to the college as an assistant at the computer lab. In this position X meticulously attended all the jobs assigned to him. However he could not hide the inner disappointment and longed to be on equal terms with students of his age.

In due course, his potentials were recognized by the Director of the College and a proposal was designed to help X to pursue his collegiate education. Accordingly, his core interests were identified and the individual was admitted to B.Sc. Electronic Media programme in the year 2017.

The challenge before X was to balance between the course requirements and his responsibilities to support the family. The management was sensitive to his needs and helped X to continue his

work in the lab wherein he would continue to receive his wages and support the family. The management also supported his studies through fee waiver to reduce the burden of any financial commitment.

He has been privileged to enjoy the status as both staff as well as student. X has had the rare opportunity of an international exposure to Singapore and Malaysia. He has an advantage of having hands on experience to discharge assignments in sound engineering, videography and photography in the capacity as a part time staff.

Today, X is highly motivated, happy and an appreciative person. At the same time, he is financially stable with part-time job giving him a sense of pride and accomplishment with a hope for a brighter future.

Evidence of Success:

The individual X has shown great enthusiasm as a student. The opportunity for education provided to him has borne significant results as he shows much involvement in his academic assignments which have resulted in him topping the class during his semester examinations. This added enthusiasm has also enabled him to demonstrate leadership traits in his peer group and he has been nominated as a badge holder on the extended student council. He is now a role model demonstrating how an impossible situation can be challenged and converted into possibilities. He is well accepted among his peers and his interaction with them is influencing and inspirational. Following his footsteps, many have aspired to use the opportunity that is provided by the management.

He is now an effective and educated human resource equipped with capabilities to care for himself, his family, and serve the society at large.

Problems Encountered and Resources Required:

While the management has involved in this proactive initiative, it faced certain setbacks. Converting the full time job into part time has been a challenge to design the roles and responsibilities and help the individual to balance the world of work and studies. The management had to shoulder the financial burden of educating the individual for three years. Psychological reinforcement had to be constantly provided so that the individual remained motivated and focused toward the achievement of his educational goal. In order to allow him to pursue education, parental permission was also a requisite. Parents had to be convinced about the importance of higher education in the individual's life and that his contribution to family income would not be disrupted. Like individual X, many more administrative staff would like to use this facility but may not be able to avail this opportunity because of financial constraints on the part of the management.

BEST PRACTICE II

Title of the Practice: Patrician College response to Disaster Situations

Objectives of the Practice:

In keeping with the vision 'to contribute to society', the college reaches out in times of disaster and calamities. This response to disaster situations helps to cultivate a sense of empathy and develop social responsibility towards community.

The Context:

The Chennai deluge in 2015, the Vardah storm in 2016, the Gaja Cyclone and the Kerala floods in 2018 had witnessed loss of life and damage to natural resources. As responsible citizens, a need was felt to reach out to the disaster victims.

The Practice:

Members of our faculty and students were severely affected during the Chennai Floods 2015. The College raised resources to provide relief materials and rebuild homes for some of our support staff. The members of the Alumni joined hands to sponsor breakfast for affected students for a month.

During Kerala Floods in August 2018, the college donated funds and relief materials to Anugraha Sadan, a non-governmental organization for the palsied children in Chalakudy. The college mobilized relief materials and distributed the same through its sister institution in Angamally to the local public in the affected areas.

In November 2018, Gaja Cyclone devastated several coastal districts of Tamil Nadu. Relief material worth Rs. 15 lakhs was donated to 1000 families in Thiruvarur, Nagapattinam and Pattukottai. A relief team of around 200 students and 40 faculty were deployed to distribute the relief materials at different places.

The College always responds to crisis situations and involves students in the rescue, relief and rehabilitation services. This engagement creates a sense of responsibility among the students to be focused not only in the core areas of learning but also to empathize with situations that need their interventions.

EVIDENCE OF SUCCESS:

The emerging volunteerism among students and the willingness to lend a helping hand for this cause led to the formalizing of the Outreach Programme as Patrician Students to Educate and Empower the Disadvantaged in Society (SEEDS) where every department undertakes specific outreach activities. Each year focuses on a theme.

- 2015 – 16 – Together we grow
- 2017 – 18 – Making a Difference
- 2018 – 19 – Grow and Glow

All the programs of the clubs, departments and outreach are based on this common theme for the year.

When students are involved in the process of planning, implementation, execution of Community-related work, there is a change in their outlook towards society. The success of this program is in helping students understand their participation in natural calamities and the compelling evidence of improved access of the underprivileged.

These programs give scope on improving the understanding of life situations with all uncertainties and the need to gear up to face odd situations.

The impact of involving students in natural calamity relief work has sharpened their leadership qualities, improved their perceptions of the outreach learning environment, a sense of fulfilment, self motivation and attitudes towards life and society in general.

Problems encountered and Resources required:

Time constraints due to students engagement in many curricular, co-curricular and extracurricular activities makes it difficult to involve all students for disaster relief work. Besides, students from the economically backward community take up part-time work and hence it is a challenge for the students to get involved in the community initiatives.

During relief distribution, there was inadequacy in meeting the people's needs and the volunteers were helpless as there were more beneficiaries than the relief materials available. Though the places for relief were identified through various agencies, accessibility was denied during the time due to various reasons.

Students had limitations to mobilize resources as many organizations were undertaking relief work and duplication of work was a major challenge. The safety of students and meeting their basic requirements, particularly when relief was undertaken outstation, had several constraints which affected the discharge of relief work.