

Internal Quality Assurance Cell (IQAC)

Organised

One-Day Workshop:

Beyond Autonomy: Delivering Measurable Academic Impact

Naipunnya
To reach the unreachable

Date: 06 March 2026

Faculty in-charge: Ms. Teresa Parackal



Pongam, Koratty East, Thrissur District, Kerala State, India. Pin-680308.

Phone +91 9605001987, 04802730340, 2730341, 2733573

www.naipunnya.ac.in, mail@naipunnya.ac.in

Report on One-Day Workshop:
Beyond Autonomy: Delivering Measurable Academic Impact

Time: 9.30 AM to 4.00 PM

Venue: Conference Hall, Main Block, NIMIT

Resource Persons:

- Dr. Joseph I Injodey – Former Principal, RCSS, Kalamassery
- Dr. Sabeen Govind PV – Associate Professor, RCSS, Kalamassery
- Dr. Bindiya M Varghese – Dean, Professor, RCSS, Kalamassery

1. Participants

Management Team Members, Heads of Departments and Criteria Heads of NIMIT.

2. Context and Objectives

The workshop was organised as part of the institution's journey towards consolidating and scaling up its autonomous status over the next decade. The primary focus was to translate autonomy into an institutional culture built on shared leadership, systematic planning, quality assurance, and measurable outcomes.

Key objectives included:

- Understanding autonomy as an organic, process-driven culture rather than a mere regulatory status.
- Evolving strategies for governance, institutional policies and academic structures aligned to the institutional vision and mission.
- Designing broad directions for Institutional Development Planning, research culture and social immersion learning.
- Identifying quality benchmarks, key indicators and enabling systems (physical and digital) necessary for effective implementation.

3. Workshop Proceedings

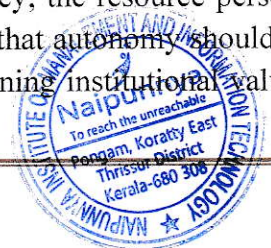
3.1 Inaugural Session

The programme began with a brief welcome by Dr. Joy Joseph Puthussery – Dean of Studies and IQAC Coordinator, followed by introduction to the theme by Dr. Joseph I Injodey, the resource person who highlighted the need to “scale up organically”. Inaugural remarks stressed that autonomy should enable innovation, flexibility and responsiveness to stakeholder needs while retaining institutional values and legacy.

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3.2 Session I – Autonomy, Leadership and Culture (Lead: Dr. Joseph I Injodey)

Autonomy was framed as a culture built collectively over time.

Key points:

- Autonomy as Organic Growth: A continuum requiring systematic planning and stakeholder ownership to sustain legacy.
- Distributed Leadership: Leadership beyond “one single hand”; proximity to mentors accelerates growth.
- Bridging the Gap: Continuous dialogue between policy/practice, vision/implementation, and administration/academics.
- Stress on building structures, processes, and mind-sets for autonomy's success.

3.3 Session II – Governance, Vision, Mission and Institutional Policies

- Focus: Strengthening governance aligned with dynamic vision.
- Governance, Vision and Mission: Revisit/revise to reflect change; structure curriculum and calendar accordingly.
- Institutional Policies and Transparency: Periodic review based on feedback; transparency builds trust.
- Social Immersion Learning: Integrate across streams for community engagement.

3.4 Session III – Effective Teams, Functional Leadership and Academic Enablers

- Functional Leadership: Strategic planning, delegation, innovation at all levels (Governing Body to departments).
- Faculty Feedback and Enablers: 360-degree feedback, blended learning, learner-centric processes.
- Networking: Collaborations with industry/academia for stronger outcomes.

3.5 Session IV – Institutional Development Plan and Research Culture (UGC Framework)

- IDP Roadmap: Covers academics, research, infrastructure; defines goals, resources, indicators.
- Research Culture: Targeted faculty recruitment (e.g., Faculty Plus), capacity building, seed money, Ph.D. centres.

3.6 Session V – Quality Assurance, Measurable Outcomes and Financial Autonomy

- Quality Assurance: IQAC tracks outcomes; raise benchmarks continuously.
- Financial Autonomy: Diversify revenue (consultancy, projects); focus on upskilling, OBE, ethics.

3.7 Session VI – Academic Autonomy, Curriculum Restructuring and Examination Reforms

- Governance Bodies: Central roles in autonomy.

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- Curriculum Structure: 50% core, 30% applied skills, 20% emerging/industry; feedback-driven, SWOC analysis.
- Examinations: Transparent, rubrics-based, holistic.

Curriculum Development Process:

- Initial Stage: Address industry-academia gap, stakeholder feedback; ≤20% change post one batch graduation. New programmes need Governing Body approval.
- Intermediate Stage: Board of Studies consensus.
- Final Stage: Academic Council recommendation; parent university submission.

- **Guidelines on Typical Board of Studies Agenda:**

- Review previous minutes.
- Reporting: Admission, Examination, Academics, Placement, Research, Stakeholder feedback, Trainings.
- Revision of Program#1. And other matters permitted by Chair.

- **Examination System Structure: COE: Oversees all.**

- Examination Cell: Conducts exams, evaluation, script management, results, university communication.
- ACOEs (Dept.-wise): Calendar prep with HOD, QB facilitation, ERP settings.
- Examination Committee: Biannual reviews (Principal, Heads, ACOEs, Exam Cell).

3.8 Session VII – Thematic Inputs by Dr. Sabeen Govind PV (Research, Admission, Placement)

- Research: Institutionalise via recruitment, incentives, infrastructure.
 - Recruit specialized research faculty and PhDs via targeted hires (Faculty Plus).
 - Link incentives (grants, sabbaticals, publication incentives) to performance.
 - Invest in labs, high-speed internet and tools like SPSS. This creates self-reliant ecosystems, cuts external funding reliance, and targets 20% annual Scopus/Web of Science-indexed publication growth for better NIRF rankings.
- Admission: Promoting Diversity and Excellence
 - Diversify criteria beyond merit scores with internal scholarships for SC/ST, rural women, and first-gen learners (funded by alumni).
 - Use holistic evaluations (interviews, portfolios).
 - Boost enrollment 15-20%, enhance diversity for innovation, align with UGC autonomy and improve reputation/retention.
- Placement: Industry empanelling, employability training.
 - Empanel with firms for exclusive hiring.

- Offer skill labs (soft skills, coding, aptitude) and certifications (e.g., Google Career Certificates).
- Aim for 90% placement via autonomous metrics (salary hikes, alumni feedback), elevating employer appeal and NAAC accreditation.

3.9 Session IX – Thematic Inputs by Dr. Bindiya M Varghese (Syllabus, Academic Calendar, Activities, Examination, Internship, Projects)

- **Physical and Digital Enablers:**

- Physical Enablers: Upgrade classrooms with smart boards and multimedia; modernize labs for hands-on research; expand libraries with digital access and quiet zones per IDP.
- Digital Enablers: Develop responsive website for admissions/events; ensure campus-wide Wi-Fi; implement e-office for admin efficiency; deploy ERP for data-driven management; leverage social media for outreach; build digital library with e-resources.

- **HEI Success Factors:**

- Quality of outgoing students.
- Credibility of processes.
- Team cohesiveness.
- Technology adaptation.
- Multi-disciplinary approach.
- HR and Leadership Elements:
- Competency-based recruitment (aligns KSAs with goals).
- Professional development, tenure/promotion, well-being programs.
- Fair salary, inclusive induction, recognition/rewards.
- Leadership/collaborative opportunities.

4. Outcomes of the Workshop

- Autonomy as shared culture via leadership/planning.
- Refine vision/mission/policies; institutionalise social immersion.
- Formulate UGC-aligned IDP.
- Strengthen research (incentives, Ph.D. centres).
- Quality systems, financial sustainability, 50:30:20 curriculum, transparent exams, enablers (ERP/paperless).

5. Action Points

- IQAC/leadership to:



- Activate groups for vision review, IDP, research policy, curriculum/OBE, digital transformation.
- Design 360° feedback, blended learning, 50:30:20 mapping, social immersion roadmap.
- Targeted recruitment (Faculty Plus); examination reforms.

6. Conclusion

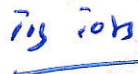
The workshop achieved its objectives, equipping participants with insights to build autonomy as a culture of shared leadership, planning, quality assurance, and outcomes. Enthusiastic engagement and feedback highlighted its value for professional development and academic excellence. Gratitude to contributors; momentum for future programs.

Prepared by:



Ms. Teresa Parackal
Vice Principal-Academics

Verified by:



Dr. Joy Joseph Puthussery
Dean/IQAC Co-ordinator

Approved by:



Rev. Fr. Dr. Paulachan K.J.
Principal

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BROCHURE

ONE-DAY WORKSHOP ON
BEYOND AUTONOMY:
DELIVERING MEASURABLE
ACADEMIC IMPACT

Date : 06-03-2026
Time : 9:30 AM – 4:00 PM
Venue: Conference Hall, NIMIT

Resource Persons:



Dr. Joseph I Injodey
Former Principal, RCSS, Kalamassery.



Dr. Sabeen Govind P V
Associate Professor, RCSS, Kalamassery.



Dr. Bindiya M Varghese
Dean, Professor, RCSS, Kalamassery.

Session 1:
Governance and Leadership
Time: 9:30 AM – 11:00 AM

Session 2:
Campus Research Support /
Admission / Placement
Time: 11:30 AM – 1:00 PM

Session 3:
Syllabus / Academic
Calendar / Various Activities /
Examination / Internship and
Project
Time: 2:15 PM – 4:00 PM

Organised By: Internal Quality Assurance Cell (IQAC)

 **NAIPUNNYA INSTITUTE OF MANAGEMENT
AND INFORMATION TECHNOLOGY (NIMIT)**
(AUTONOMOUS) 

(Affiliated to the University of Calicut. Accredited by NAAC with A++, ISO 9001-2015 Certified)
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PROGRAMME SCHEDULE

Workshop: *Beyond Autonomy: Delivering Measurable Academic Impact*

Date: 06/03/2026, friday

Time: 09:30 AM – 4:00 PM

9:30 AM – 11:00 AM

Session 1: Governance and Leadership

11:00 AM – 11:30 AM

Tea Break

11:30 AM – 1:00 PM

Session 2: Campus Research Support / Admission / Placement

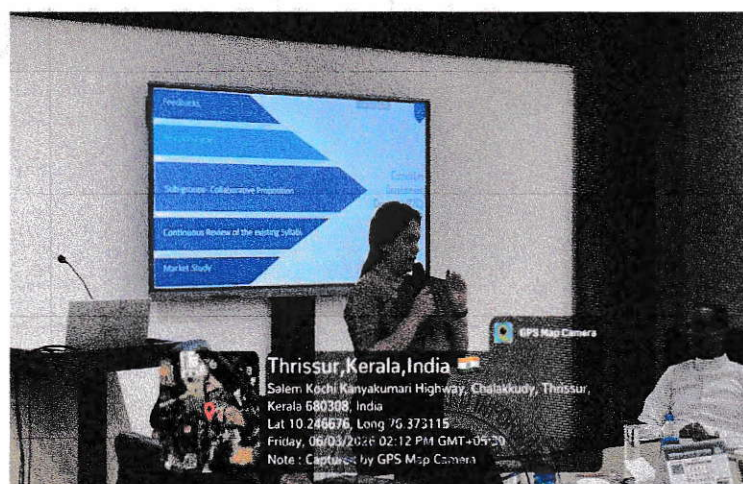
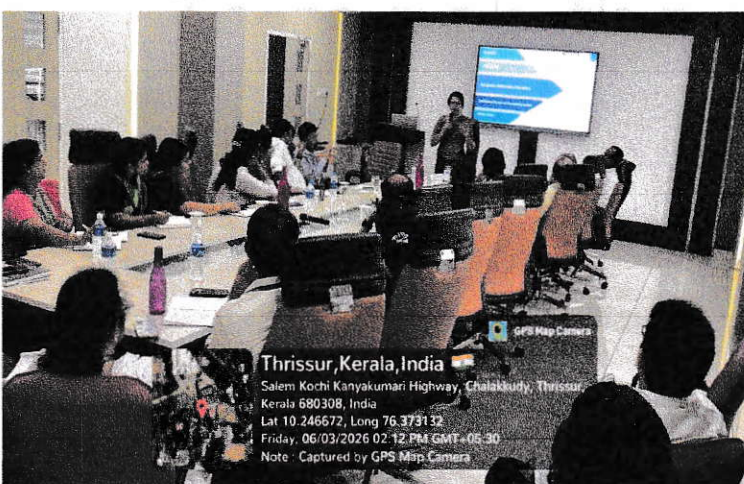
1:00 PM – 2:00 PM

Lunch Break

2:15 PM – 4:00 PM

Session 3: Syllabus / Academic Calendar / Various Activities /
Examination / Internship and Project

PHOTOGRAPHS/SCREENSHOTS



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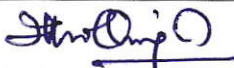
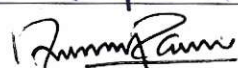
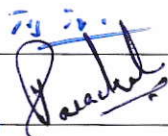
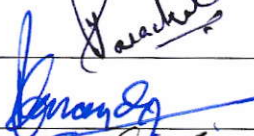
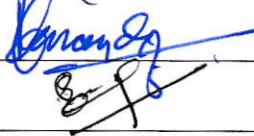
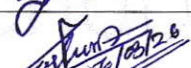
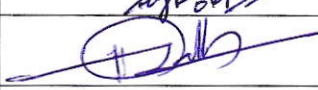
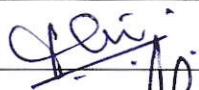
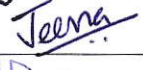
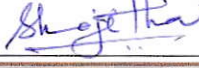
PARTICIPANT'S LIST

IQAC ORGANIZED WORKSHOP

"Beyond Autonomy: Delivering Measurable Academic Impact"-

Date: 03.06.2026

Time: 9.30 AM to 4.00 PM

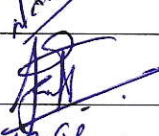
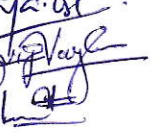
NAME	SIGNATURE
Rev. Fr. Dr. Paulachan K.J.	
Rev. Fr. Dr. Diston Kunjachan	
Dr. Joy Joseph Puthussery	
Ms. Teresa Parackal	
Mr. Robert Fernandez	
Ms. Emily Ittiachan	
Dr. Mathew Jose K	
Mr. Jayakrishnan S	
Dr. Antony George	
Dr. Purnima S Kumar	
Ms. Joyshree Mondal	
Ms. Megha A	
Fr. Dr. Antony Jose	
Ms. Sarithadevi	
Ms. Mini Joshy	
Mr. Jimmy Joseph	
Dr. Jeena Antony	
Ms. Shajitha T B	

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Dr. Anitha Mary Alex	
Mr. Livin Wilson	
Ms. Kavitha Vincent	

Ms. Dhanya GS
Dr. Nijo Varghese
Ms. Nisha Scaria
Event Coordinator



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