



ARUL ANANDAR COLLEGE

(An Autonomous Institution Affiliated to Madurai Kamaraj University)
Re-accredited (3rd cycle) by NAAC with 'A' Grade - CGPA 3.66
on a 4-point scale
Karumathur - 625 514, Madurai District, Tamilnadu

TOWARDS HOLISTIC FORMATION OF RURAL STUDENTS: A PROCESS OF EMPOWERMENT

**MASTER PLAN
(2013 – 2018)**



ARUL ANANDAR COLLEGE (Autonomous)

Karumathur

Madurai



CONTENTS

S NO	PARTICULARS	PAGE NO
01	Vision Statement for Arul Anandar College	03
02	An Introduction to the Long Tradition	04
03	The Jesuit Pedagogy	05-06
04	Miles Stones in our Journey	07
05	Challenges Faced	08
06	Niceties of Nineties	08
07	Empowering Efforts	09
08	Efforts in streamlining Finance	10
09	Constrains of the College	11
10	Institutional Plan	12
11	Recommendations	19
12	Observations of the Higher Education Commission	21



VISION

- Integrated Development of Rural Students and Empowering them for Social Transformation

MISSION

- To provide facilities for academic excellence, training in soft and professional skills and job placement
- To enable students to become agents of social transformation by imparting skills in research and social analysis
- To build AAC into a Policy Advocacy Centre

STRATEGY

- Empowering rural students through innovative and socially contextualized education
- Fostering a sense of human rights founded on dignity, equity and justice
- Initiating **ICT** integrated socially relevant research
- Promoting people-friendly policies and programmes through networking
- Establishing an organic link between 'Lab and Land'
- Facilitating gender equity both on and off the campus
- Promoting stakeholder participation in academic and extension activities



AN INTRODUCTION TO THE LONG TRADITION

Arul Anandar College, Karumathur belongs to an International Catholic Christian Male Religious Congregation in the Church called, the Society of Jesus (Latin: Societas Iesu, **SJ** (SJ or SI). The members of the congregation are called Jesuits. They are engaged in evangelization and apostolic ministry in 117 nations on the six continents. They work in education (founding schools, colleges, universities and seminaries), intellectual research, and cultural pursuits. They also give retreats, minister in hospitals and parishes and promote social justice and ecumenical dialogue.

Though contributing their mite in every walk of life today, embracing a wide variety of apostolates, ministries, and civil occupations, it is in the field of higher education the Jesuits are best known. Since the inception of the order, a large number of Jesuits have chosen to be teachers. All over the world throughout the centuries, the Jesuit alumni and alumnae have made a mark in the field they chose to serve the vast humanity, especially the marginalised. In them are easily discernible the Jesuit and the Ignatian ideals. Our mission is to touch those who will be able to touch others. We feel happy that in and through our alumni and alumnae, our mission is realised. There are over 50 Jesuit colleges and universities in India alone.

Jesuit education takes the whole person into account and fosters not only intellectual development but also moral and spiritual growth. The Jesuit tradition values the richness and variety of human experiences and is therefore dedicated to helping all students to discover the deeper meaning and purpose in their lives while also finding their individuality in the larger society. With a strong commitment to service and social justice, Jesuits tirelessly seek to prepare "men and women for others".



THE JESUIT PEDAGOGY

Learn broadly. Lead with purpose. Leave transformed: is, in short, the footprints of Jesuit Pedagogy. Studying at a Jesuit college means seeking knowledge in the service of humanity; preparing to live in a shared, global community; and building on the desire to always do more and become more. This Jesuit tradition is the foundation of St Ignatius of Loyola's experience, seeking the last and the least and serving our best. Jesuit colleges and universities view the pursuit of knowledge, the embracing of faith, and the promotion of justice as intrinsically related. A Jesuit College, in general, embodies the ideals through five hallmark characteristics:

Faith in God and the religious experience: Faith is not an obstacle to learning—it can often enlighten one's intellectual search and provide meaningful context to one's studies and civic engagement. A Jesuit college encourages a broad understanding of faith as part of transformative education and strives to promote religious and cultural pluralism.

Commitment to excellence: Nearly all of the faculty members hold the highest degree in their fields, and all make abundant and full use of their resources to motivate their students to reach for ever-greater personal achievement.

Service that promotes justice: Jesuits follow the principles of *cura personalis*—care of the whole person—as well as *homonis pro aliis*—people caring for others. Education and experience can enrich one's life, but they are not for one's benefit alone. A Jesuit College prepares one to be a citizen who can use knowledge and skills to ensure freedom of inquiry, the pursuit of truth, and compassion for others.



Values-based leadership: At a Jesuit College, the curriculum emphasizes responsible leadership, with a consistent focus on personal integrity, ethical behaviour, and a balance between justice and fairness. Through research, reflection, and service to others, a Jesuit college curriculum equips you for a lifetime of leadership and civic engagement.

Global awareness: The Core Curriculum is designed to help one to expand one's knowledge of the interdependent global community. The campuses are surrounded by diverse cultural experiences, compelling all entering them to imbibe easily the values of a true citizen of the world. The Jesuit educational philosophy is more than 400 years old and has moulded thinkers and leaders of every type in all walks of life.



Miles Stones in Our Journey

Arul Anandar College was founded in 1970 by the late Archbishop of Madurai the Most Rev. Dr Justin Diraviam. In 1987, the Autonomous status was granted to Arul Anandar College. In 1999 two self-financed courses were started. In 2001, the College was awarded the most prestigious five-star status by NAAC. From the very foundation of the college, rural higher education has been the central thrust of the college. The Madurai Jesuit Province has been quite supportive of various initiatives that came from the college. Jesuits are not unaware of the hurdles and hardships they are to encounter while attempting to impart quality education in this region. Not that they are bereft of bright sunshine on their way.

Jesuits and their collaborators over the years, working with a sense of dedication commitment have rejoiced while reaping the fruits of their labour. It is heartening to observe the same vision continues to guide today's administration.



Challenges faced

Even a casual visitor to this Arul Anandar College campus could easily perceive the three major challenges associated with AAC: manpower, money and water. It is impossible to visualize Arul Anandar College without these challenges. The approach of the administrators is very simple: when the going gets tough, the tough will not go!

Niceties of the Nineties

Based on the foundational work laid by the early arrivals into this campus, the Jesuits in the Nineties embarked on infusing new life, new dynamics and new direction to its educational processes. The introduction of self-financed courses and the five-star status brought the rural college into the mainstream. The unique character of AAC and its relevance for the locality became its greatest strength. There was firm resolve on the part of the Jesuit management not to deprive the rural students of the new educational opportunities that were in the offing. The introduction of MCA and B.Com were the fruits of this firm resolve.



Empowering Efforts

The Madurai Jesuit Province initiated various efforts to empower the college. The Province continued to provide dynamic people to consolidate the productive initiatives. The arrival of Jesuit scholastics for their college studies brought a new life and dimension to the Jesuits. Financial support enabled the management to expand the infrastructural facilities. New buildings brought about a face-lift to the campus and enthused everybody. This newfound enthusiasm was accentuated when girls entered the campus with their thirst for knowledge and quest for freedom. The new hostel for men and the hostel for women were the two most important developments that showed to the world the seriousness of the Jesuits in rural higher education. These two initiatives speak volumes for our option and commitment to rural rejuvenation.



Efforts in streamlining Finance

Since the late nineties, efforts were made to streamline the finances of AAC. The guiding principles of the administration were:

- Augmentation of the various sources of income;
- Optimum utilization of the available resources;
- Professional approach to fund management;
- Putting an end to unplanned, ad hoc expenditure;
- Striving seriously to stop leakages;
- Joint Management of Financial decision;
- Building up of corpus Fund

All these attempts resulted in some savings for the college and a portion of the money saved was invested into infrastructural development. The college was able to provide some salary increment to the management staff. This approach to financial management received another momentum when the Province introduced the Campus Treasurer system of the Province.

The Following were some of the initiatives introduced in AAC:

- Campus Treasurer System
- All Bank Accounts operated jointly
- Budget based Expenditure
- Bank challan system for College Fees Collection
- All Management and self-financed staff brought under EPF scheme
- Centralized purchase committee for the campus
- Constant consultation and continuous planning in financial management
- Enhanced scholarship for financially poor students especially for women students.



Constraints of the College

Lack of alternative sources of income like rentals, hoarding and income from the land;

Increasing expenses in terms of staff salary, infrastructural expansion;

The inability of the rural students to pay for the increasing staff salary;

Decreasing government funds in terms of salary and grant;

Need to expose the students to the emerging technology (internet, lab facilities etc.)



INSTITUTIONAL PLAN FOR FIVE YEARS (2013 – 2018)

As a prelim to the celebration of the Twenty-Fifth Year of Autonomy the Jesuit Management of Arul Anandar College, Karumathur intended to gear up our service to the people of the locality with renewed vigour and commitment. It appointed a seven-member committee to study and recommend the need and suggestions to move towards greater horizons in the field of higher education. The following are the members of the Master Plan Committee (MPC):

Coordinator:	Fr. Anbarasu Mariaraj SJ
Members	Fr. Godwin Rufus SJ
	Dr. K. S. Joseph Wilson
	Dr. S. Arul Prasad
	Dr. M. John Joseph
	Dr I. Devanan
	Dr. Sr. C. Mary Lowrencia

The Master Plan Committee submitted the summary of the report on July 31, 2013, on the Feast Day of St Ignatius of Loyola. The Management discussed and deliberated on the summary of the Master Plan and came out with the following plan for the next FIVE YEARS.



1. CURRICULUM

There is overall happiness over the existence of various courses offered by the college. Newer responsibilities are added to the college management by introducing courses in English Literature (SF), Mathematics (SF), and Food Science Technology (UGC Sponsored) in the UG section and courses in Physics (SF) and Mathematics (SF) in the PG section.

Accepting the recommendations of the Master Plan Committee the following UG & M.Phil. Courses are scheduled to be introduced in the academic year 2015-2016:

- BSc Visual Communication;
- M Phil Mathematics;
- M Phil Physics

The Jesuit management seeks to inculcate innovations in all its aided

and Self Finance courses by resorting to a thorough revision of the curriculum of every course keeping in mind the twin focus:

empowerment and employability.

The Bridge Course, a semester-long one credit compulsory English course for all first year UG students though appreciated, needs to be strengthened with a new syllabi and methodology of teaching with expertise in the ELT field. Fr Godwin Rufus and Dr Sr Lowrencia are assigned to work out a fresh modus operandi of the Bridge Course from the Academic year 2014-15. It is contemplated to offer a similar Bridge Course to our PG students.



2. TEACHING AND LEARNING

The Madurai Jesuit Curia has set up a ~~Province Planning Team~~ to take care of the planning for the next ten years and a lot of thrusts has been set on Secondary and Higher education sector. A Team consisting of Frs. Christie (Convenor), Joseph Xavier, Mariadoss and Godwin Rufus has been appointed to take care of the formation of the teachers. This team with the help of the Higher Education Coordinator has come out with a new plan that will be implemented in all Jesuit Colleges of Tamil Nadu.

1. A Ten-Day Orientation Programme for all Future Leaders of the College (10 Years of Experience and all the Jesuit young priests in teaching should attend)

Place: Loyola College, Chennai

Date: 14th to 23rd of October 2013

2. A Ten-Day Orientation Programme for all the Newly Recruited Staff Members (Less than five years of experience)

Place: Loyola College, Chennai

Date: 10th 24th of January 2014

3. Jesuit Teaching Pedagogy (for 7 interested teachers)

Place: ANUGRAHA, Notchiyudaiyappatty, Dindigul

Date: October 25th to November 2nd 2014



Along with these compulsory training programmes, the newly recruited staff will have Orientation Programme on Teaching Skills and Technology twice every year.

The Annual Orientation Programme will continue.

The already existing Feed Back Scheme will be strengthened Online.

3. RESEARCH

Jesuits have increasingly realised the importance attached to research activities in the field of Higher Education. They are aware that they can contribute effectively towards the betterment of the society they live in when people concerned to learn for viewing the world with a critical eye. It is a moment of pride for the college and the management that 90% of our staff members are doctors or pursuing their research. The management motivates them through moral, financial support for their research publications, and the Library services.

The new Research Centre for Physics needs an immediate upgrade of its labs. Management is planning to apply for research grants from national funding agencies. The Journal section of the library is to be strengthened with research journals.

4. EXTENSION

Besides the few villages where AAC is implementing development activities through its extension wings ARISE and RADAR, at least **five more villages** are chosen to become its beneficiaries in the fields of achieving 100% literacy and 100 % health. The Jesuit management



happily sets apart the services of two of its priests (Fr. Basil and Fr. Joseph Mahalingam) and two (of its Priest-) students (Joseph of II BCom and Susai Pragasam II BSc Physics), Some sizeable financial amount is also earmarked towards this noble venture. A survey precedes this effort.

5. STRUCTURED CONSULTANCY

Being situated in a rural area with a larger percentage of our students belonging to first-generation learners, AAC is finding it extremely hard to seek employment for its students in companies located in urban areas. The one obvious way to establish links with these companies is to participate in the consultancy services with the help of the experienced more knowledgeable staff members. This necessitates our making a thorough revision of the syllabi with apt adaptation, not forgetting the vision and the mission of the college.

6. INFRASTRUCTURE

An amount to the tune of Rupees 5 crores has been invested for the development of Infrastructure in the past five years and the management is ready to do a little more for the cause of Higher education and to the service of the rural poor. The following Infrastructural facilities are to be provided in the coming five years.

- a. One more floor over the library;
- b. An addition of at least 30 rooms in the boys' hostel;
- c. A new hostel building constructed in the girls' hostel premises;
- d. A new computer Lab with advanced configuration is to be established.



- e. New software for Library and College Website is to be purchased.
- f. Replenishing of the workers quarters;
- g. A few more houses for the management teaching and non-teaching staff;
- h. A farmhouse for the use of students in the RDS extension at Kannanur Farms.
- i. Tar road to the Jesuit Jubilee Stadium and boys' hostel; and,
- j. Advance Technology & Renovation of the Language Lab
- k. For safety and security of the students and encroachment complete compound walling of the whole campus;

7. STUDENT PROGRESSION

The following will be done on a war-footing to help the student community who are poor and who do not get any concession from the government schemes,

- a. A separate corpus fund to be erected as a CARE FUND for the deserving students;
- b. The staff will be encouraged to contribute a little of their earnings for the service of the student community;
- c. A one rupee-a day scheme will be introduced where a student saves a rupee a day towards the contribution of a student activity;
- d. The sports star concession will be started for the educational needs of the sports persons.



- e. The “Vitamin Pot” will be instituted in the hostel for all the hostel sports persons where very nutritious special food with cereals and egg will be provided free of cost every day;
- f. The midday meal scheme will be merged with the hostel to give the poor students a fine unlimited sumptuous lunch.
- g. The already existing MENTOR CARE will be revised and an extra Care for the deserving students will be devised along with the Counseling centre of our college and the Claretian Counseling Centre.
- h. We will apply to UGC wherever UGC grants are available. For the other projects, the management has to mobilize funds.

8. INNOVATIVE PRACTICES

The following practices are to be implemented in the coming years:

- Waste Management
- Green Audit
- Academic Audit
- Energy Audit
- Water Resource Management



RECOMMENDATIONS

Recommendations to AAC

- ❖ Strengthen the Existing Courses;
- ❖ Ensure sustainability of Self Financed Course;
- ❖ Start MBA in Rural Management with the collaboration of LIBA & XLRI;
- ❖ Ensure team spirit;
- ❖ Work out Campus planning and implement stability check-up of The existing structures with the help of a professional Architect;
- ❖ Make the Department of Rural Development Science a model department linking other institutions and agencies;
- ❖ Strengthen the existing Extension Programmes (RADAR, ARISE, NSS, NCC, YRC, etc) and make AAC a partner in the development of the neighbourhood
- ❖ Attend to the needs of the Labs, staff rooms, classrooms and Hostel power room facilities immediately;
- ❖ Initiate efforts to obtain land from St Mary's with the view to starting commercial ventures and MBA programmes;
- ❖ Explore the possibility of finding short term loan for poor students through banks as a stop-gap arrangement until the government releases scholarship
- ❖ Maintain the Rural focus of the college and take extra care to resist all temptations to imitate other colleges;
- ❖ Keep the proposed Master plan in a prominent place; and,
- ❖ Appoint a committee consisting of Jesuit and lay staff to oversee implementation process



Recommendations to the Province

- ❖ Continue to offer timely and praiseworthy offer to keep always AAC a self-sufficient institution;
- ❖ As per the master plan, the college would require for the next two Years Rs.1,50,00,000/-; and about Rs 50,00,000/- annually for the next three years. Thus, it works out to a total of Rs 4,50,00,000/- in the next five years to make AAC self-sufficient.
- ❖ AAC will redouble its efforts to build up a corpus of two and a half crores from various sources;
- ❖ The Province may please find out the possibility of offering extending three acres of land to AAC from Melamadai

Recommendations to the Higher Education Commission

- ❖ AAC appreciates the efforts of the HE Commission for its important role in addressing the needs of AAC; and
- ❖ AAC requests the HE Commission to work out the possibilities of procuring financial help from outside sources including other Jesuit colleges; to share its physical and Human resources with AAC



OBSERVATIONS OF THE HIGHER EDUCATION COMMISSION

Policy on Resource Sharing:

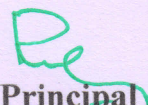
Fr Rector presented an Interim Report of the Resource Sharing Team for AAC. The following comments and views were expressed by the members:

1. On the whole, the report was accepted and there was a firm resolve to implement the proposal.
2. Members felt that in the context of the Chennai Region, the Province may have difficulty in finding resources to help AAC.
3. The majority of the members were for an introduction of additional tax through which the required money could be raised. It was recommended that Revisor could recommend the share of each college.
4. The AAC management should be clear about the essential needs of the institution and the non-essential needs.
5. Province and other institutions could help with the essential needs.
6. Money should be raised and routed through the Province.



7. We should be told how the money collected from us by way of tax, is spent or allocated.
8. The projected income from twinning with Pondicherry University should find reflected in the financial planning for future-the income projected is so is somewhat on the lower side.
9. Close down unviable courses
10. The rural focus of courses and college should be strengthened
11. As XLRI and LIBA are not rural management institutions, expertise and other help should be sought from XIM, Bhubaneswar or Loyola Academy, Hyderabad.
12. The Convener, however, clarified that the proposed Institute will be located in Madurai suburbs and not in Karumathur.




Principal
PRINCIPAL
Arul Anandar College
Karumathur-625 514
Madurai Dt.