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Overview of the Audit

The External Academic and Administrative Audit (AAA) of Mercy College, Palakkad was conducted on 25th March 2026, as per the directions of the Principal and IQAC. The audit followed a structured and comprehensive approach, encompassing:

- Institutional presentations by IQAC Coordinator
- Department-wise academic reviews
- Evaluation of governance, quality assurance, and examination processes
- Interactions with Department heads and faculty members

The audit commenced with a presentation by the IQAC Coordinator, providing an overview of the institution's vision, growth trajectory, academic expansion, and strategic direction. This was followed by presentations by all departments across disciplines as per the scheduled grouping, ensuring a holistic academic and administrative evaluation.

Institutional Profile

Mercy College is a government-aided Arts and Science women's college affiliated to the University of Calicut, founded and managed by the **Jai Christo C.M.C. Educational Agency, Palakkad**. Established in **1964**, the institution has a long-standing tradition of providing higher education to women, particularly in the Malabar region of Kerala.

The campus provides a conducive academic environment with essential infrastructure, including academic blocks, laboratories, library facilities, sports infrastructure and hostel accommodation. Mercy College is an institution offering undergraduate, postgraduate and research programmes in **Arts, Science, and Commerce** streams. The college has a wide range of departments, including:

- English
- Economics & Sociology
- History & Political Science
- Commerce
- Mathematics & Statistics
- Physics
- Chemistry
- Botany
- Zoology
- Computer Science / Computer Applications
- Social Work
- Physical Education
- Languages

The institution follows the curriculum prescribed by the University of Calicut and strives to integrate academic excellence with value-based education.

- Established: 1964

- Accreditation: NAAC A Grade (CGPA: 3.15) – 4th Cycle in 2021
- NIRF Ranking (2025): 201–300 rank band (College Category)
- KIRF Ranking (2025): 30 Rank (College Category)
- Programmes Offered:
 - 13 Undergraduate Programmes (10 aided, 3 self-financing)
 - 9 Postgraduate Programmes (5 aided, 4 self-financing)
 - 3 PhD Programmes
- Student Strength: 1894 students
- Faculty Strength: ~99
- Number of PhD holders among the faculty: 51
- Number of recognized Research Departments: 4
- Number of Research scholars: 25
- Number of Research guides: 21 (20 internal faculty, 1 external faculty)

Vision, Mission & Core Values

The institution is guided by a strong philosophical and ethical foundation.

Vision

The vision is academic excellence, development of skills, and character formation based on the love of God and service of man, as modeled in Jesus Christ. The college also aims at training women for the service of God and humanity. The college stands for the upliftment and empowerment of women as envisioned by St. Chavara Kuriakose Elias and V. Rev. Fr. Boccaro.

Mission

- To become a center of learning par excellence.
- To become a center of learning par excellence.
- To promote quality education aimed at global competence.
- To ensure an integrated development of individuals.
- To empower women through education.

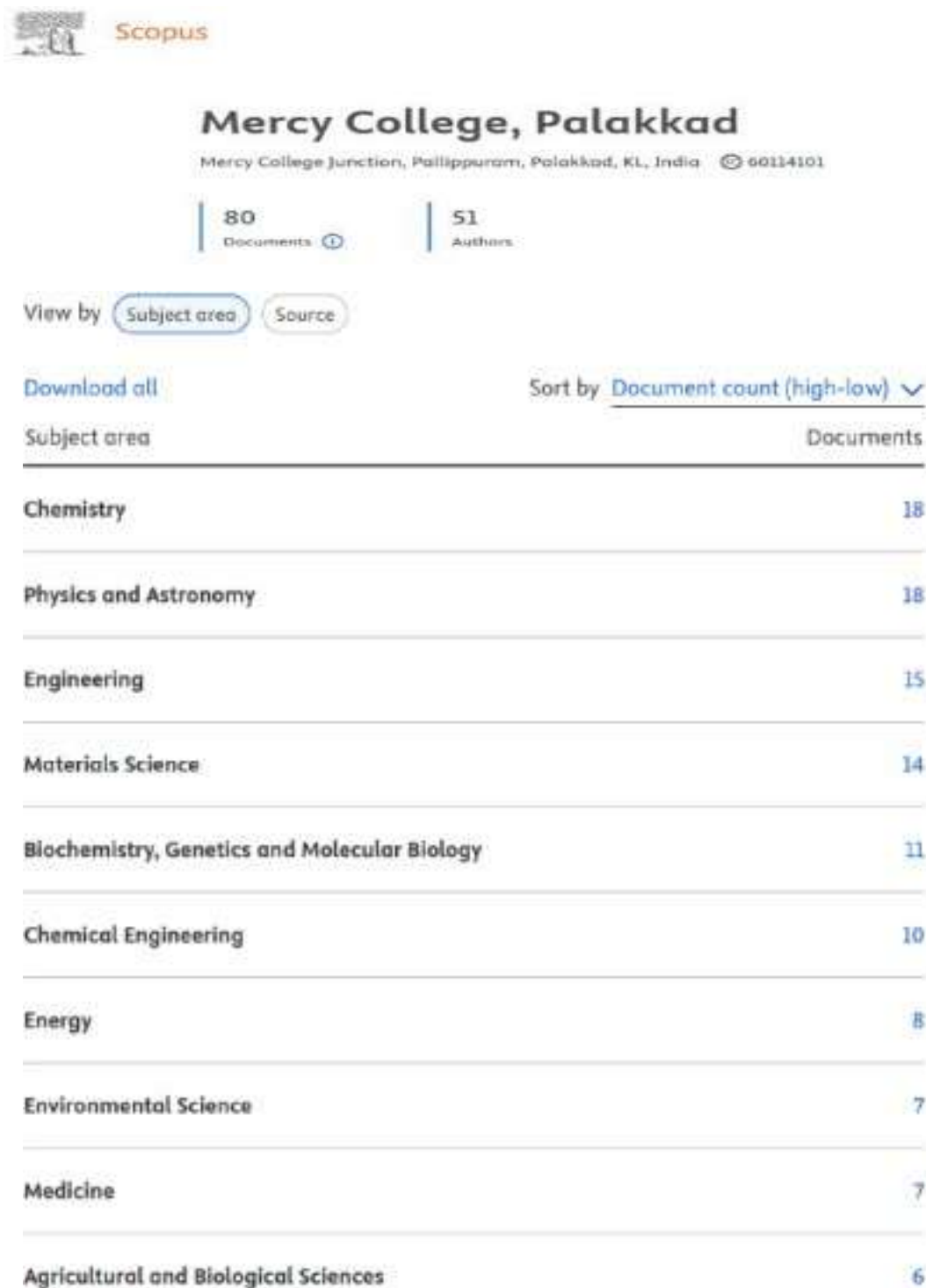
With over six decades of academic service, Mercy College has established itself as a reputed institution in Palakkad, dedicated to Women's empowerment, Value-based and holistic education, Academic excellence and social responsibility.

Academics & Learning-Teaching

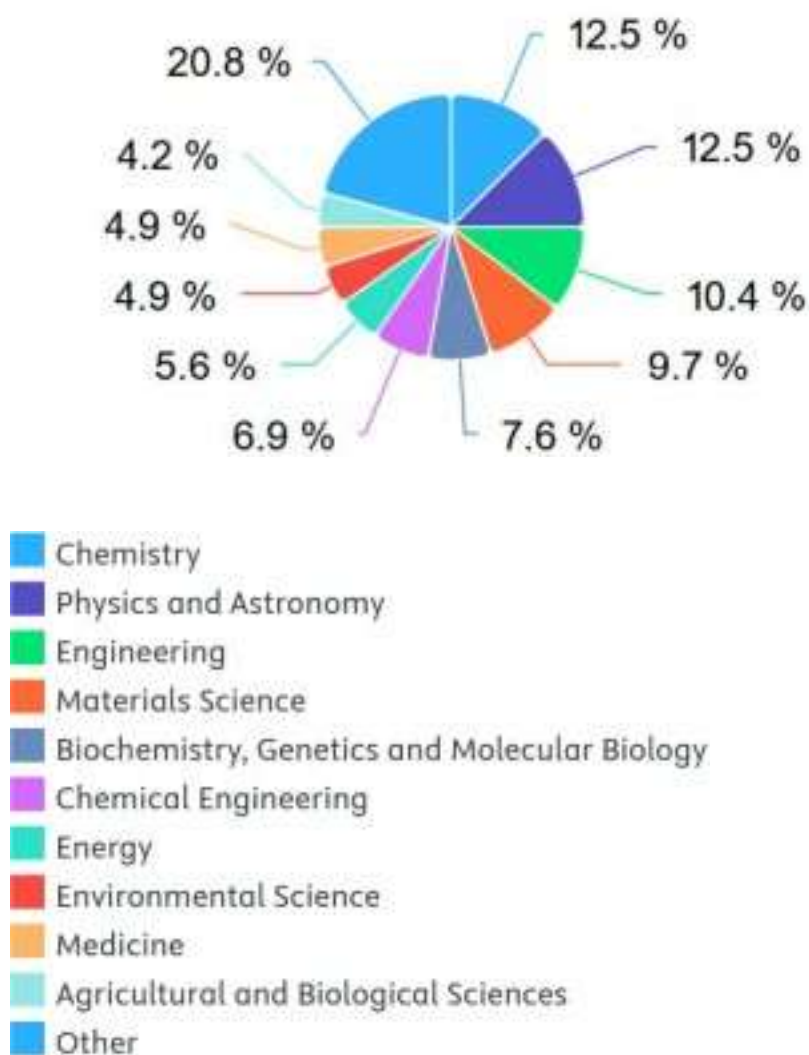
Mercy College has adopted a progressive and structured academic ecosystem driven by academic rigour and quality frameworks. ERP is employed for immersive academic activities. Several learning pedagogies like experiential learning and participating learning are practiced specific to the respective disciplines. Practice of offering Certificate Courses, add-on courses and MOOC courses helps the students for upskilling and enhanced learning process.

Research Ecosystem

There are three research departments. A total of 80 Scopus indexed articles has been published by the faculty of Mercy College, Palakkad. The h-index of the institution has been found to be 12, which needs to be improved to reflect an improved research rigour of the institution.



Subject trends



Governance & IQAC Initiatives

The governance framework is strengthened through active quality assurance mechanisms led by the IQAC. Key initiatives include:

- Continuous quality monitoring and academic audits
- Digitalization through Linways ERP system
- Career development initiatives
- Skill-based training modules

Department-wise AAA Observations

Department of Mathematics & Statistics

Observations

- Good academic performance.
- Active and Relevant Certificate Courses (LaTeX, Python etc.).
- Bridge Course implementation is good.
- Skill-focussed workshops and competitions for Students.
- Commendable initiatives for employability.
- Impressive Extracurricular and community focused activities (Learning Ladder).
- Student Achievements and Progression are good, but need improvement in terms of numbers.
- Significant PG Vacancy: M.Sc. Mathematics program shows a critical gap in enrollment, with only 8 students currently enrolled across both years (2 in M1 and 6 in M2).
- Declining UG Intake.
- Placement numbers are meagre.
- Research initiatives and outcomes are negligible.

Suggestions

- Rebrand the programmes and Courses.
- Build interdisciplinary initiatives with other departments.
- Introduce industry-aligned tracks (Data Science, AI, Financial Math).
- Strengthen research initiatives and output.
- Encourage student research publications.

Department of Physics

Observations

- Competent Faculty
- Technology based learning avenues are impressive (ExpEYES, ICT etc.)
- Initiatives of domain specific clubs are commendable (Hackathon, Skywatch, PowerQuiz, Webinars etc.)
- Innovative initiatives for employability (My Home-MyService, career guidance etc.)
- The pass percentage is good, but needs improvement (UG).
- Placements are impressive.
- Commendable Students achievements. Domain-specific achievements shall be focussed beyond sports and arts.
- Active research culture (Faculty with PhD, Publications, paper presentations, research guides).
The department has great research potential with faculties with PhD and guideship (Two PhDs produced and currently only 1 research scholar).

- Enrolment Decline (UG): there is a visible decline in the number of filled seats for the UG program (from 39 in D3 to 22 in D1).
- Employability and Skill Training: While the department organized skill training like "LED Bulb Making," there is room for a more diverse range of industrial-linked skills beyond basic workshops.

Suggestions

- Incorporate more applied physics certificates (e.g., Renewable Energy, Electronics Repair, or Data Analysis) to make the degree more attractive to career-oriented students.
- Strengthen remedial coaching specifically for mathematically intensive Physics papers to improve the overall pass percentage toward the 85-90% range.
- Assess the impact of JAM/NET/GATE coaching initiatives.
- Strengthen ties with local industries or industrial estates (like Kanjikode) for student internships or industrial visits.
- Encourage faculty members to apply for minor/major research grants from agencies like UGC, DST, or KSCSTE.
- Involve final-year students (D3) in small-scale research projects that could lead to publications in student journals or presentations at state-level seminars.
- Strengthen research funding and high-impact publications.
- Encourage and insist Student Publications from PG students.
- Strengthen research funding and high-impact publications.

Department of Zoology

Observations

- The intake remains consistently stable.
- Academic enrichment via relevant Addon and Certificate Courses (Bioinformatics, Laboratory Techniques, Waste-management via Composting techniques).
- Active Student Certifications (NPTEL, Swayam)
- Internships at reputed laboratories and institutions.
- Tech-enabled Learning and Teaching Process.
- Good use of technology, online platforms and simulation techniques (dissections, biolabs)
- Zoology Museum Digitalization is commendable.
- Impressive Participative Learning methods (Institution visits, Field Visits & Bird-watch).
- Focus on the Indian Knowledge system specific to the domain.
- Excellent Pass percentage.
- Very good Performance in Competitive examinations.
- Moderate Placements.
- Local Bird Survey and Survey of Blood indices – good initiative
- Research Outcomes are moderate.

Suggestions

- Adopt strategies to convert collaborations to more Placements and Research Outcomes.
- Link cocurricular activities (Community Activities, Workshops, Day observations etc.) to learning process.
- Increase focus on interdisciplinary research (AI in biology, genomics).
- Strengthen research output.
- Insist Student Publications (PG Projects)
- Expand consultancy services into structured revenue-generating verticals.

Department of Computer Science

Observations

- Different experiential and tech-enabled learning methods.
- Relevant Certificate Courses are offered.
- Impressive UG Pass percentage (100%).
- Progression to Higher Studies is very high.
- University-level 2nd Rank is commendable.
- Research Publications for the year is good.
- In spite of humble efforts for employability, placements are rather less.
- Impressive community activities.

Suggestions

- Assess the impact and effectiveness of multiple learning-teaching methods.
- Enhance Project-based learning.
- Placements need to be improved.
- Enhance industry engagement.
- Utilize well-placed alumni for student upskilling.
- Research Publications shall be made in high impact journals.
- Impact of several cocurricular and extracurricular activities shall be assessed.
- Co-curricular activities shall be connected to learning process.
- Train the students on the responsible use of AI.

Department of Chemistry

Observations

- Strong tech-enabled learning (Swayam, ChemDraw, Origin, Mendeley, YouTube etc.).
- Diverse learning avenues like workshops, Seminars, Certificate Courses etc.
- Multiple research collaborations with impressive research outcomes.
- Domain-specific community activities.
- Impressive initiatives for employability.

- UG & PG pass percentage is good.
- Impressive academic achievements for students (JRF, NET, JAM etc.).
- Faculty are providing courses on Swayam portal.
- Good number of research outcomes in terms of publications and research presentations.
- Details of Placements and Progression not presented.

Suggestions

- Assess the impact of diverse learning methods.
- Focus on student outcomes rather than merely organizing activities.
- Increase focus on interdisciplinary research.
- Strengthen industry partnerships (chemical, pharma, energy sectors).

Department of Commerce

Observations

- Good number of Students in the department. Demand Ratio seems to be good.
- Good number of students are doing NPTEL and Coursera Courses.
- Remedial teaching is organized.
- Impressive ED Club activities – Smart Idea Competition.
- Impressive Pass Percentage and Progression of students.
- 16 research publications and 9 research presentations – excellent.
- Some students have qualified CMA.

Suggestions

- Make the learning more immersive.
- Involve successful alumni for skill enhancement.
- Assess the impact of MoUs.
- Ensure that publications are done in high impact journals.

Department of English

Observations

- Reasonably high occupancy in academic programmes.
- Divyangjan-friendly learning methods.
- Diverse initiatives under Pegasus for employability and immersive learning.
- Domain-specific competitions in view of enhanced learning.
- Impressive student outcomes in terms of pass percentage and progression to higher studies.
 - Excellent research outcomes in publications, research supervision etc.
- Distinguished Faculty achievements.
- Commendable Students academic achievements (Rank, UGC NET, NPTEL etc.)

Suggestions

- Assess the impact of diverse learning-teaching methods.
- Assess the domain competence and skill of students – Speaking, Listening, Reading & Writing.
- Faculty offering MOOC courses online – Swayam Platform.

Department of Computer Applications

Observations

- Student occupancy is good.
- Diverse immersive learning methods.
- Very active domain-specific clubs like AI Club.
- Impressive number of students completing NPTEL courses.
- 100% Pass percentage.
- Student outcomes (progression, placements etc.) are excellent.
- Good number of research publications.
- Mercy IT Solutions is a good initiative.

Suggestions

- Assess the impact of collaborations like MoU.
- Relate domain-specific cocurricular activities for learning and internal assessment.
- Focus on the employability of the students in terms of domain-specific skills and competencies.

Department of Botany

Observations

- Recognized research department with PhD programmes.
- Active student engagement.
- Learning and Teaching methods seems to be engaging.
- Very active domain-specific clubs.
- Industry engagement is good.
- Community-focused activities are domain-related.
- Commendable entrepreneurship initiatives – Mersery
- Student outcomes are good including pass percentage and academic achievements.
- Student intake is moderate and fluctuating.
- Placement opportunities are limited.
- Active research culture with significant research outcomes in terms of publications.
- Availing of research funds and grants.
- Tree walk is a good initiative.

Suggestions

- Assess the impact of diverse learning methods.
- Rebrand programme towards Biotechnology / Environmental Analytics.
- Introduce industry-relevant add-ons (bioinformatics, GIS, plant biotech).
- Strengthen MoUs with pharma, agri-tech, environmental agencies.
- Improve student intake through curriculum modernization.

Departments of Malayalam, Hindi and Sanskrit

Observations

- Good academic performance
- Teaching & Learning process is enriched by group learning, individual learning and game-based (akshara-sloka etc.) learning
- Remedial, Bridge & Enrichment programs look creditable
- Effective feedback system helps in the timely improvement of inputs
- Impressive academic and community focussed activities
- Domain-specific programs like those on communication skills are laudable
- Commendable research collaborations and faculty publications

Suggestions

- A total of 26 programs are organised. These programs should be channelised and made domain specific, outcome-based and impact driven
- Most departments organise programs on mental well-being. These could be systematically arranged and collaboration among departments in this can make these programs more tangible and scalable.
- Commendable faculty research is seen which can be enriched with local and international collaborations.
- Student research and publication should be encouraged to be in alignment with the departments' research project so that it can help in the branding of the Department
- Add-on courses in digital humanities and responsible usage of AI could can improve placement potential of students
- The departments should strategically investigate placement opportunities and equip students for them

Department of MSW

Observations

- The Department facilitates internship
- Active MOUs are signed with other institutions
- Effective practical training given to students through fieldwork, 5-Day camp etc.
- Theatre workshop to develop language skills and to get rid of inhibitions is noteworthy
- Impressive number of programs (31 programs)

Suggestions

- Encourage student research publications
- Many departments seem to have conducted mental health related programs which could be stream-lined under MSW Department
- Rather than increasing the number of programs, strategise them to improve the department branding. The specific outcomes of each program too should align with the domain-specific competencies of the department
- Establish a consultancy service into structured revenue - generating verticals

Departments of Physical Education

Observations

- Top-tier facilities for intercollegiate sports, university meets, and regular physical education classes
- Hosts University level sports events which give students opportunities and motivation
- Excellent and regular coaching across wide spectrum of sports have reaped an impressive array of trophies and accolades
- Department's Best Practice - "Arete" offers innovative, consistent, punctual and well-structured training
- The Department's thrust on "Joy of Healthy Living" is appreciable
- The Department encourages students to grasp the ideal of "Joy of Healthy Living" through its well-equipped Fitness Centre and yoga for everyone programme.
- Yoga for everyone is another commendable practice
- Very good overall performance by the Department

Suggestions

- The Department can offer some more domain specific extension activities for the general public
- The exemplary achievements of the department should be highlighted through a more professional branding
- National Level Meetings/Conferences of Physical Education faculty can be organised for greater visibility and to share achievement strategies, thus placing the Department as a model Physical education department of the nation

Department of Bio Technology

Observations

- Student enrollment is good
- Teaching learning ecosystem is enriched by meticulous Bridge, Remedial and Enrichment programs
- Internship is provided
- Student projects are encouraged and facilitated
- Training for language proficiency to facilitate student exposure, outreach and international employability is commendable
- Career counseling is run effectively
- Active MOUs help the students to get greater exposure (MOU with Microbiological Society)

- 32 students are presently enrolled in NPTEL courses
- Earn while you Learn program is noteworthy
- The department's publications in Scopus indexed journals show the commitment to research
- Membership in bodies like MMBSI show professionalism

Suggestions

- An Incubation Centre with tangible and scalable outcome can be established
- Involve final year students in research projects that can lead to publication
- While selecting research projects, an increased focus on Indian Knowledge system specific to the domain can be beneficial
- Increase focus on interdisciplinary research (Physics and biotechnology etc.)
- Expand consultancy services into structured revenue - generating verticals

Departments of Economics & Sociology

Observations

- The intake remains consistently stable
- Usage of LMS is noteworthy
- 26 activities are organised by the department
- Community engagement is facilitated through weekly palliative care
- Programs on mental well being and initiatives like "She Drive" are noteworthy
- The multidisciplinary projects related to the surrounding agricultural sector is especially commendable

Suggestions

- Relevant domain specific add-on courses will enrich the program
- A focused placement initiative is needed especially since humanities are not seen as career focused
- Impact of the curricular and co-curricular programs shall be assessed (For the student as well as for the public)
- Encourage student publication
- Enhance strategies for industry engagement
- Implement projects focusing on UN Sustainability Goals and Indian Knowledge System to facilitate research funding

Department of Chemistry

Observations

- The research output of the department is remarkable with 9 staff and 2 student research paper publications
- The department has made productive research collaborations
- Extended curricular engagement is commendable
- Certificate course with an interdisciplinary leaning (Medical coding) is appreciated

Suggestions

- Faculty and students can enrol in domain specific international academic communities to gain greater visibility
- An Incubation Cell should be established
- Strategise for better research funding (By integrating Indian Knowledge System and UN Sustainability Goals)

- Placement facilities could be improved to better expedite student employment
- Considering the remarkable research output, faculty and students should aspire for more research patents.
- A Consultancy Cell with revenue generating verticals and good branding can be established with the current competencies of the Department

Department of Computer Science

Observations

- Student occupancy is good
- Teaching is done effectively with Bridge, Remedial and Enrichment Programs and outcome based pedagogy
- Student progression is charted and accounted for

Suggestions

- A consultancy Cell could be established which could cater both for the industry as well as general public and structure services into revenue - generating verticals
- Students too should be involved in the consultancy cell
- An Incubation Cell for student enterprises is suggested
- Industry linkages should be sought for and add-on and skill enhancement programs could be aligned with specific industry requirements
- Co-curricular/Extension activities should be organised to align with domain specific skills
- Placement initiatives could be improved by developing domain specific competencies
- Research publications should be encouraged for students

Department of History & Political Science

Observations

- Integration of experiential learning (historical site visits, exhibitions, Heritage walks, projects)
- Learning Management System is actively utilized.
- Very active domain-specific Club – Swasthya, Prana etc.
- OBE approach is not employed in curriculum implementation.
- Community focussed activities are engaging.
- Pass percentage is moderate and student outcomes shall be enhanced.
- Two research publications.

Suggestions

- Enhance technology utilization in teaching and learning process.
- Develop career pathways (heritage tourism, archives, civil services).
- Strengthen research output and funded projects.
- Build industry linkage with tourism boards, museums, archives.
- Enhance placement and internship ecosystem.

SWOC Analysis

Strengths

- The institution demonstrates strong academic scale and diversity, with a good number of UG, PG, and PhD programmes, making it one of the best multidisciplinary colleges in the region.
- The college has a robust infrastructure and vibrant campus ecosystem, including green initiatives, sports infrastructure, hostels etc.
- A few departments such as Botany, Chemistry, English and Zoology exhibit quality research, serving as internal benchmarks.
- Well-structured quality assurance practices through IQAC and ERP integration.
- Active student engagement ecosystem (arts, sports, extension activities) contributing to holistic development.

Weaknesses

- Institutional focus is heavily skewed towards general and non-domain activities, while domain specific academic depth, innovation, and specialization are not uniformly emphasized across departments.
- Placement performance is inconsistent and below potential, with limited placements.
- Research output is uneven and concentrated in a few departments, with limited interdisciplinary projects and inadequate high-impact funded research.

Opportunities

- The NEP-based FYUGP structure provides an opportunity to redesign programmes with strong integration of skill-based, interdisciplinary, and industry-relevant components.
- Potential to develop interdisciplinary research clusters (e.g., AI + domain sciences, sustainability, data analytics) to enhance funded research and global visibility.
- Expansion of industry collaboration, startup incubation, and consultancy services can significantly improve graduate outcomes and institutional revenue.
- A strong alumni base can be leveraged for partnerships, internships, and placements.
- Opportunity to transform extension activities into impact-driven, measurable community engagement models.
- Proximity to eminent institutions and the industry corridor of Kerala can be leveraged in advantage of students and the institution.

Challenges

- Declining or fluctuating student enrolment in certain programmes, indicating retention and positioning challenges.
- Increasing competition from industry-driven, skill-based education providers and global institutions.
- Sustaining research momentum across all departments, not just a few high-performing ones.
- Bridging the gap between academic learning and employability expectations.
- Adapting quickly to rapid technological changes (AI, automation, digital transformation) across disciplines.

Recommendations

Academics (Teaching–Learning & Curriculum)

- Strengthen experiential learning models:
 - Mandatory project-based learning from Semester 3 onwards
 - Integration of simulations, field-based learning, and case studies
- Align curriculum with industry and domain requirements:
 - Introduce domain-specific skill tracks and certifications
- Reform internal assessment strategies:
 - Move from traditional exams to activity-based, skill-oriented assessments
- Mandate NPTEL/SWAYAM courses for all students
- Implement Outcome-Based Education (OBE) meticulously and extensively.
 - Organize faculty training for OBE.
- The role of IQAC in faculty upskilling may be further strengthened through:
 - Regular capacity-building programmes on OBE implementation, innovative pedagogy, and assessment design
 - Training in emerging technologies (AI tools, simulation-based learning, digital pedagogy)
 - Workshops on research writing, funded project proposals, and interdisciplinary collaboration
- Faculty can play a critical role in:
 - Strengthening industry linkages
 - Mentoring students for career pathways
 - Leveraging alumni networks for internships, guest sessions, and placement opportunities
- Academic practices may further evolve by integrating:
 - Domain-specific experiential learning models
 - Industry-aligned project work and internships
 - Continuous feedback loops from employers and alumni to enhance curriculum relevance

Placement & Industry Integration

- Develop structured placement ecosystem:

- Domain-specific placement cells within departments
- Strengthen industry collaboration:
 - MoUs with companies, startups, and professional bodies
- Introduce placement training modules:
 - Communication, aptitude, domain-specific skills
- Faculty engagement may be expanded beyond classroom teaching to include active involvement in placement and alumni connect initiatives.
- Improve placement analytics tracking:
 - Average salary, sector-wise placement, progression trends
- Encourage startup culture and incubation support

Research & Innovation

- Implement tiered research mentoring system:
 - Based on faculty research capability (beginner → intermediate → advanced)
- Promote interdisciplinary funded projects across departments
- Increase focus on high-impact publications (Q1/Q2 journals)
- Strengthen consultancy and applied research output
- Introduce research performance metrics (RPI) for faculty

Extension & Community Engagement

- Shift from activity-based to impact-based extension model
- Conduct systematic impact assessment studies for all outreach initiatives
- Align extension activities with departmental domain expertise
- Document community outcomes and measurable social impact

Student Development & Mentoring

- Strengthen one-to-one mentoring system:
 - Regular individual mentoring sessions
 - Career mapping for each student
- Develop structured career pathways:
 - Job / Higher Studies / Entrepreneurship
- Expand NET/JRF coaching and competitive exam support
- Track student progression comprehensively

Governance & Institutional Integration

- Develop a comprehensive Institutional Development Plan (IDP)
- Incorporate participative management for enhanced ownership and accountability