Proposal for Deemed to be University Status Under General Category to

Dhanalakshmi Srinivasan College of Arts and Science for Women in the name

of Dhanalakshmi Srinivasan Institute of Research and Technology Under clause

4 of UGC (Institutions Deemed to be University) 2023

Perambalur – 621 212

Tamil Nadu – India.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

DETAILED PROJECT REPORT (DPR)

TABLE OF CONTENTS

EXECUTIVE SUMMARY
DHANALAKSHMI SRINIVASAN
COLLEGE OF ARTS AND SCIENCES FOR WOMEN (AUTONOMOUS)
(DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY DTBU)

INTRODUCTION

Established in 1996 under the auspices of the Dhanalakshmi Srinivasan Charitable and Educational Trust, Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur, stands as a pioneer in women's higher education. With the motto *"Knowledge is Power"*, the college has remained affiliated with Bharathidasan University, Tiruchirappalli since inception and was recognized under sections 2(f) and 12(B) of the UGC Act in 2003. Situated on a sprawling 25-acre campus adorned with modern infrastructure, lush green lawns, and a serene learning environment, the college provides inclusive and holistic education. Under the visionary leadership of Shri A. Srinivasan, Founder and Chairman of the Dhanalakshmi Srinivasan Group of Institutions, the college has grown significantly, remaining committed to offering quality education to all, irrespective of socio-economic status, gender, caste, or religion.

ACCREDITATIONS AND RECOGNITIONS

Dhanalakshmi Srinivasan College of Arts and Science for Women has consistently demonstrated a commitment to quality education and institutional excellence.

o **NAAC Accreditation:** The College has been accredited by NAAC since 2007. In its **first cycle (2007),** it secured **Grade A with a score of 85.9**. The **second cycle (2012)** resulted in a **Grade A with a CGPA of 3.44.** In the **third cycle (2024),** the College achieved the prestigious **A++ grade with a CGPA of 3.65**, reflecting its sustained quality enhancement initiatives.

o **UGC Recognition and ISO Certification:** Recognized under **2(f) & 12(B)** since 2003, the College was also certified under **ISO 9001:2000** in 2003, later upgraded to **ISO 9001:2008** in 2009, highlighting its robust quality management systems.

o **Autonomous Status:** The institution was granted **autonomous status for 10 years** (2017–18 onwards) by Bharathidasan University, with UGC approval, empowering it to innovate curricula and academic practices.

o **National Rankings and Accolades:** The College's excellence has been nationally recognized through **NIRF rankings** in the college category: **74th in 2023, 44th in 2024, and 40th in 2025**.

o It has been featured among the **Top 10 Women's Arts and Science Colleges in Tamil Nadu** by *The Knowledge Review Magazine* in 2018 and 2025

These achievements collectively reflect the College's commitment to academic excellence, quality assurance, and leadership in women's higher education.

ACADEMIC EXCELLENCE

The institution offers a comprehensive range of academic programs designed to address contemporary societal needs and evolving economic demands. At present, it provides **12 undergraduate, 13 postgraduate, and 7 doctoral programs**. The curriculum framework is meticulously aligned with the **National Education Policy (NEP) 2020**, incorporating key features such as **interdisciplinary learning, four-year undergraduate programs, flexible entry and exit options, and on-demand examinations**. This forward-looking approach ensures academic adaptability, relevance to industry and society, and preparedness for future challenges.

RESEARCH AND INNOVATION

Research is a cornerstone of the institution's development strategy, driving both academic excellence and innovation. Over the last five years, the college has published 272 research articles, including 101 in UGC-listed journals, 45 in Scopus-indexed journals, and 126 in Web of Science journals. In addition, 61 edited volumes containing 2,288 book chapters and 13 conference proceedings have been published, alongside 35 patents that were successfully filed and published. A major milestone in this journey has been the recognition and support received from the Department of Science and Technology (DST), Government of India, which

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

sanctioned a grant of **₹1.5 crore under the CURIE (Consolidation of University Research for Innovation and Excellence in Women Universities) program** to strengthen the institution's research infrastructure, particularly in science and technology disciplines. These achievements are guided by a comprehensive Research Policy and supported by a proactive Research Advisory Committee that fosters active participation in scholarly activities. To strengthen this culture of inquiry, the institution continues to invest in research infrastructure, including advanced laboratories, IT systems, access to reputed journals, and other academic resources, thereby nurturing an environment conducive to high-quality research and innovation.

PHYSICAL AND DIGITAL INFRASTRUCTURE

The college provides a modern, eco-friendly, and technology-enabled campus aligned with NEP 2020 goals of sustainability and digital transformation. Key facilities include advanced laboratories for science and emerging technologies, a well-resourced central library with physical and digital access, ICT-enabled smart classrooms, and secure residential hostels for women students. Sports and recreation infrastructure has produced state- and national-level champions, while green initiatives such as rainwater harvesting, solar energy, and waste management reinforce the institution's commitment to sustainability and student well-being.

INDUSTRY COLLABORATION AND EMPLOYABILITY

Our institution has established strong industry linkages and Centres of Excellence to enhance employability and bridge the gap between academia and industry. These initiatives provide students with industry-relevant skills, hands-on exposure, and career-ready competencies.

The following Centres of Excellence and academic partnerships have been created:

- **Centre of Excellence for Salesforce Business Administration** – Training in Customer Relationship Management (CRM) and business operations.
- **MongoDB for Academia** – Practical learning in NoSQL database technologies.
- **Microsoft Learn for Educators** – Access to Power BI and Azure AI tools for data analytics and artificial intelligence.
- **Palo Alto Networks Cybersecurity Academy** – Specialized training in cybersecurity.

- **Centre of Excellence for Women Empowerment – AI** – Promoting leadership and AI-focused skill development for women students.

In addition, the college has been recognized as a **Centre of Excellence for Women Empowerment under the Honeywell Student Empowerment Program by ICT Academy**, which equips women students with advanced IT skills and real-world corporate exposure.

Located in a thriving educational and industrial ecosystem with **20+ companies and over 200 tech professionals on campus**, our students gain extensive industry engagement opportunities. This strong ecosystem has resulted in **remarkable placement outcomes**, with graduates securing average salary packages of **₹4 lakh per annum**, enabling them to pursue high-impact careers.

STUDENT ACHIEVEMENTS AND EXTRACURRICULAR DISTINCTION

Beyond academics, the college has established a strong presence in extracurricular and co-curricular domains. Students have earned recognition at national, international, and Asian platforms, with notable achievements such as representing India in the International Tennis Ball Cricket Championship (2022–2023) and the Asian-Level Tennis Ball Cricket Championship (2024–2025). At the state level, the college secured 10 accolades across diverse sports including Taekwondo, Hockey, Football, Volleyball, Kabaddi, Carrom, and Senior State Cricket Championships.

The institution takes pride in its **highly active NCC unit**, which has been nurturing disciplined, motivated, and socially responsible students for over **15 years**. Through rigorous training, leadership programs, and community engagement, the cadets develop strong leadership qualities, teamwork, and resilience. They have consistently represented the college in **prestigious national events**, including the **Indian Armed Forces Flag Day celebrations**, highlighting DSCASW's commitment to fostering **leadership, discipline, and a spirit of national service**. In addition, the unit actively participates in **community service and social awareness initiatives**, shaping students into well-rounded individuals dedicated to societal welfare and nation-building.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

COMMITMENT TO SOCIETAL IMPACT AND NEP 2020 ALIGNMENT

Dhanalakshmi Srinivasan College of Arts and Science for Women has long held a vision of societal transformation through education. Its strategic alignment with **NEP 2020** ensures that academic delivery is innovative, interdisciplinary, and future-ready. With sustainability, equity, and excellence as core principles, the institution actively promotes innovation, ethical leadership, and social responsibility. As it transitions into a Deemed-to-be-University, the **Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU)** is poised to drive educational reform and national development through impactful research, transformative education, and a culture of continuous growth.

TRANSITION TO DEEMED-TO-BE-UNIVERSITY

The college is on a transformational path to become the **Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU)**, a Deemed-to-be-University. This evolution is grounded in a legacy of academic excellence, innovation, and strong governance. The envisioned DTBU aims to introduce advanced educational models rooted in interdisciplinary, multidisciplinary and transdisciplinary learning, innovation, and sustainability. With a solid academic and administrative foundation, DTBU aspires to scale new heights in higher education by offering flexible and futuristic learning options while maintaining its legacy of social commitment and inclusivity.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SECTION 1: PREAMBLE

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Section-1

PREAMBLE

OF

DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY DEEMED TO BE UNIVERSITY

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

PREAMBLE
OF
DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY DEEMED TO BE UNIVERSITY

1.1 PRELUDE

The transformation of Dhanalakshmi Srinivasan College of Arts and Science for Women (DSCASW) into the **Dhanalakshmi Srinivasan Institute of Research and Technology – Deemed to be University (DTBU)** represents a landmark milestone in the institution's enduring mission to empower women through quality education. This evolution is a natural progression of its sustained growth, academic excellence, and societal impact since inception. Operating under the auspices of the **Dhanalakshmi Srinivasan Charitable and Educational Trust, Perambalur, Tamil Nadu**, the institution has flourished under the visionary leadership of its Founder and Chairman, **Shri A. Srinivasan**. His steadfast commitment and forward-looking vision have cultivated a dynamic academic environment that harmoniously blends traditional values with contemporary learning and research excellence.

EDUCATIONAL EXCELLENCE

Dhanalakshmi Srinivasan College of Arts and Science for Women (DSCASW), established in **1996** as a self-financing institution, has consistently upheld academic excellence. The college has been **affiliated with Bharathidasan University, Tiruchirappalli**, since its inception and is **approved by AICTE**. It has also been **recognized by the University Grants Commission (UGC) under Sections 2(f) and 12(B)** and **attained autonomous status in 2017**, reflecting its capability to design and implement innovative curricula aligned with global standards.

. The college integrates **Outcome-Based Education and NEP 2020 reforms** across a wide range of programs, supported by modern laboratories, smart classrooms, and digital library resources. With a strong emphasis on **research, innovation, and industry collaboration**, DSCASW has produced significant publications, patents, and skilled graduates. Committed to **women empowerment, leadership, and holistic development**, the institution prepares socially responsible and globally competent professionals

DSCASW offers a diverse and contemporary academic portfolio, comprising **12 Undergraduate, 13 Postgraduate, and 7 Doctoral (Ph.D.) programs** across disciplines relevant to today's socio-economic and scientific landscape. To further enhance employability, adaptability, and leadership competencies, the college conducts **approximately 30 value-added, skill-based, and certificate courses** annually, integrating practical learning with academic rigor.

With a vibrant student body of over **3,438 learners** and guided by **225 committed faculty members**, the institution stands at the forefront of empowering rural women through quality education. Emphasizing **innovation, critical inquiry, and ethical leadership**, the college cultivates graduates who are not only academically proficient but also socially conscious and globally prepared. Its holistic approach to education has positioned the institution as a **beacon of inclusive and transformative learning** in the region.

VISION, MISSION AND QUALITY POLICY

VISION:

To create and disseminate knowledge through quality education that transforms individuals and communities.

MISSION:

- To impart liberal, modern, and holistic education rooted in Indian values and traditions.
- To nurture human values, patriotism, national unity, and a democratic spirit in students.
- To deliver high-quality education at an affordable cost, particularly empowering women from rural and underprivileged backgrounds.

QUALITY POLICY:

The college is committed to sustaining excellence in teaching, learning, and research through a structured quality assurance framework. It aims to develop morally responsible, socially conscious, and professionally equipped women graduates by offering value-based and character-building education. The institution fosters virtues such as self-discipline, devotion, integrity, and service-oriented leadership to prepare students for personal growth and global citizenship.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

ACCREDITATIONS AND NATIONAL RANKINGS – A PATHWAY TO DTBU

DSCASW has been continuously accredited by the **National Assessment and Accreditation Council (NAAC)** since 2007, achieving the highest distinction of **A++ grade with a CGPA of 3.65 in 2024** in its third cycle, underscoring its sustained commitment to quality education. Complementing this achievement, the college also holds **ISO 9001 certification**, demonstrating adherence to globally recognized quality management practices.

The institution's strong academic and research performance is further reflected in the **National Institutional Ranking Framework (NIRF)**, where DSCASW currently holds the **40th rank in the 2025 evaluation**, evidencing its consistent upward trajectory in teaching, research, and student outcomes. These accreditations and rankings not only highlight the institution's excellence but also form a solid foundation for its transformation into the **Dhanalakshmi Srinivasan Institute of Research and Technology – Deemed-to-be University (DTBU)**. Moreover, DSCASW fully meets the **eligibility norms prescribed by the UGC** for conferment of Deemed-to-be University status:

- **NAAC Accreditation:** A++ with **3.65 CGPA (3rd Cycle)**, above the required 3.01 benchmark.
- **NIRF Ranking: 40th position (2025)**, comfortably within the top 50 institutions nationally.
- **Student Strength:** Educating **over 3,438 students**, ensuring sustainability and reach.
- **Research Ecosystem:** Supported by **7 recognized research departments**, offering doctoral programs and producing impactful publications.
- **Professional Body Approval:** The BCA, MCA, BBA, and MBA programmes are approved by the **All India Council for Technical Education (AICTE),** ensuring compliance with statutory and quality standards.
- **Quality Standards:** Upholds **ISO 9001 certification**, reflecting excellence in governance and academic processes.

By fulfilling these parameters, DSCASW demonstrates its clear eligibility for the conferment of **Deemed-to-be University** status.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

FOSTERING HOLISTIC EDUCATION, ENTREPRENEURSHIP, AND INNOVATION

DSCASW has consistently fostered an ecosystem that nurtures creativity, entrepreneurship, and holistic student development. Since its establishment, the institution has emphasized not just academic rigor, but also life skills, problem-solving, and innovation. The curriculum integrates practical exposure, interdisciplinary learning, and project-based methodologies that prepare students to adapt and excel in real-world scenarios. The college promotes entrepreneurial thinking through innovation cells, start-up mentorship, and business skill development programs, paving the way for students to become job creators rather than job seekers.

As the institution moves toward the status of Dhanalakshmi Srinivasan Institute of Research and Technology – DTBU, it aims to scale up these initiatives with structured Centers of Excellence, Innovation Hubs, and Incubation Centers to systematically foster student-driven innovations and entrepreneurial ventures.

STRENGTHENING RESEARCH, INNOVATIONS AND KNOWLEDGE DISSEMINATION

Research is one of the foundational pillars of DSCASW's growth strategy. The college has developed and implemented a comprehensive Research Policy aimed at cultivating a robust research culture among faculty and students. The policy, actively monitored by the Research Advisory Committee, is transparently accessible on the institutional website. Research infrastructure—including laboratories, advanced equipment, e-resources, and journal access—is consistently upgraded to support high-impact research and academic inquiry.

Over the past five years, the institution has:

- **Sanctioned ₹41.91 lakhs** as seed funding to support research among 40 faculty members.
- Facilitated the publication of **272 research articles, 61 books, 2288 book chapters and conference proceedings, and 35 filed and published patents**.
- **Earned ₹79.30 lakhs** in revenue through consultancy services and corporate training.
- Maintained an institutional citation total of **6620 ,h-index of 39, and i10 index of 77** indicating research quality and influence.

- Encouraged scholarly writing through cash incentives for publications in UGC-approved or peer-reviewed journals.
- Published the biannual multidisciplinary journal 'Enigma' (ISSN 2277-5722), promoting internal academic discourse.
- **Received ₹55 lakhs** in research project funding from both governmental and non-governmental agencies.
- The institution received a **₹1.5 crore DST-CURIE grant**, strengthening its research infrastructure in science and technology.

To maintain academic integrity, all students, faculty, and researchers are provided access to the X-Text Similarity Detector, ensuring the originality of theses, articles, and research proposals.

COMMUNITY ENGAGEMENT AND STRATEGIC COLLABORATIONS

DSCASW has always remained deeply committed to community development, social responsibility, and student empowerment. The institution actively engages with the local community through a wide range of extension and outreach activities that instill civic responsibility, leadership, and ethical values among students.

The college hosts 14 vibrant student clubs that collectively organize over 76 activities, promoting holistic development and social awareness. These include Unnat Bharat Abhiyan (UBA), NSS, NCC, Exnora, Youth Red Cross (YRC), Electoral Literacy Club (ELC), Rotaract, Health and Wellness Club, Innovation Club, Consumer Club, Women's Cell, Entrepreneurship Development Cell (EDC), Eco Club, and the Anti-Drug Cell. Each of these platforms engages students in meaningful initiatives such as rural development projects, environmental conservation drives, literacy campaigns, health awareness programs, women empowerment workshops, anti-drug awareness, and civic education.

Further, DSCASW has established 43 active Memoranda of Understanding (MoUs) with industries, research institutions and professional organizations. These collaborations strengthen academic relevance, innovation, and employability by enabling joint research projects, knowledge exchange, internships, publications, and training opportunities. Such partnerships ensure that students gain real-world exposure while faculty remain connected to emerging trends and industrial needs.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Through this strong combination of grassroots community engagement and strategic collaborations, DSCASW has cultivated an ecosystem that develops socially responsible, globally competent graduates. This unique approach strengthens its pathway toward becoming the Dhanalakshmi Srinivasan Institute of Research and Technology – Deemed-to-be University (DTBU), where the integration of social responsibility, innovation, and academic excellence will remain at the core of its mission.

1.2 NEED FOR DEEMED TO BE UNIVERSITY

Perambalur, located at the geographic center of Tamil Nadu about 267 km from Chennai, is a district with nearly **28 villages** and a total population of **5,97,256**, of which **2,47,505 are women** (Census 2011). The literacy rates stand at **83% for men and 66% for women**, highlighting a substantial gender gap in access to education. While many women are engaged in multi-skilled work (**23%**) and agriculture (**18.3%**), a significant number of young people—especially girls from rural areas—discontinue their studies after higher secondary education due to lack of awareness, limited access to quality institutions, and absence of universities nearby.

This challenge is compounded by the fact that **Perambalur and its neighbouring districts—Ariyalur, Kallakurichi, and Cuddalore—do not have a single university**, resulting in low higher education enrolment. Consequently, deserving students are often forced to migrate to metropolitan cities or other states to pursue higher education, creating financial burdens, social challenges, and a loss of local talent. This gap underscores the urgent need for expanding higher education infrastructure in the district.

The establishment of more universities in Perambalur is therefore a **strategic necessity** to:

- **Expand Access and Equity:** Provide inclusive and affordable higher education opportunities within the district, particularly for first-generation learners and women.

- **Promote Research and Innovation:** Create a regional hub for research aligned with national priorities, industry needs, and local socio-economic development.

- **Strengthen Employability:** Equip students with advanced skills and industry exposure to meet the demands of emerging sectors.

- **Retain and Nurture Local Talent:** Reduce migration by offering globally competitive academic and career pathways within the region.

- **Catalyze Socio-Economic Growth:** Develop a skilled workforce that supports local industries, entrepreneurship, and sustainable development.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

In this context, the proposed **Dhanalakshmi Srinivasan Institute of Research and Technology – Deemed to be University (DTBU)** emerges as a timely and transformative initiative. Building on the legacy of DSCASW, DTBU will not only address the district's pressing demand for world-class higher education but also act as a **catalyst for women empowerment, innovation, and regional development**. Most importantly, this transition will **fortify Perambalur's standing as an educational hub** while advancing the objectives of **NEP 2020**, by creating a holistic, inclusive, research-driven, and globally integrated higher education ecosystem in India.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SECTION 2: SPONSORING BODY

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Section-2

THE SPONSORING BODY, VISION, MISSION, CORE VALUES AND STRATEGIC OBJECTIVES

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

THE SPONSORING BODY, PROFILE OF PROMOTERS, VISION, MISSION, CORE VALUES AND STRATEGIC OBJECTIVES

2.1 SPONSORING BODY

The sponsoring body of Dhanalakshmi Srinivasan College of Arts and Science for Women (A) is the Dhanalakshmi Srinivasan Charitable and Educational Trust, founded in 1994 with the guiding motto, *"Knowledge is Power."* The **Dhanalakshmi Srinivasan Educational and Charitable Trust**, was established with the vision of empowering individuals through education, innovation, and social responsibility. Founded under the dynamic leadership of **Thiru. A. Srinivasan**, the Trust has been a pioneer in creating world-class educational institutions across diverse fields, including arts and science, engineering, medicine, pharmacy, nursing, polytechnic, and teacher education.

Over the years, the Trust has grown into a reputed conglomerate of institutions, widely recognized for its commitment to academic excellence, holistic development, and women empowerment, particularly in the rural and semi-urban regions of Tamil Nadu. By providing inclusive access to higher education, the Trust has significantly contributed to increasing literacy levels, nurturing professional competencies, and preparing students to meet global challenges.

THE MANAGEMENT COMMITTEE

S.NO	NAME	DESIGNATION
1	Shri A. Srinivasan	Founder cum Management Trustee
2	Shri S. Kathiravan	Trustee
3	Shrimathi K. Ananthalakshmi	Trustee
4	Shri P. Rajaboobathi	Trustee

PROFILE OF TRUSTEES

SHRI.A. SRINIVASAN – FOUNDER CUM MANAGEMENT TRUSTEE

Shri A. Srinivasan, son of Shri. Arunachalam Reddy and aged 82, resides in Perambalur. He is a visionary leader and a beacon of literacy in the region, having established numerous educational institutions in and around Perambalur. Since the inception of his journey in 1994, there has been no turning back. Today, under his dynamic leadership, the Trust administers a wide range of both technical and non-technical institutions, contributing significantly to building an educated and literate society.

Students at the institutions founded by him benefit from world-class facilities, comparable with leading institutions across the country. His life philosophy — *"Aim for success and perfection. Never give up your right to be wrong, because then you will lose the ability to learn and grow. Remember that fear always lurks behind perfectionism."* — continues to inspire generations. He lives by the motto **"Munnaeru… Munnaettru,"** meaning *"Grow and help others grow."*

Awards and recognitions of the founder from various organizations:

- Syndicate **Member**, Anna University of Technology, Tiruchirappalli – 2008.
- South **Indian Best Private University Award**, News 18 Channel, Tamil Nadu.
- Lifetime **Achievement Award**, Rotary International District 3000 – 2017.
- Pinnacle **of the Engineering College Award**, Times of India – 2017.
- Lifetime **Achievement Award**, Ministry of Information and Broadcasting, Government of India (Initiative by Observer Dawn, Dubai) – 2022.
- JAMALIAN **Award**, Jamal Mohamed College, Tiruchirappalli – 2024.
- Maruthuva **Viruthugal Award**, News 18 Channel, Tamil Nadu – 2024, for providing affordable healthcare facilities in the Perambalur and Trichy regions.

Shri A. Srinivasan's monumental efforts have not only transformed the educational landscape of Perambalur but have also elevated the region's socioeconomic standing -placing what was once a little-known town firmly on the national and global map.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SHRI S. KATHIRAVAN – TRUSTEE

Shri S. Kathiravan, son of Shri A. Srinivasan, aged 45 and residing in Trichy, currently serves as the **Trustee** of the Dhanalakshmi Srinivasan Charitable and Educational Trust. Since the inception of the Trust, he has been a key member of the Governing Council, offering strategic direction and unwavering support to its growth.

Known for his exceptional dynamism and unwavering commitment, **Shri Kathiravan** plays an active and influential role in the Trust's strategic initiatives, day-to-day operations, and overall governance. His leadership style is marked by a deep sense of responsibility and a genuine concern for the welfare of students and faculty alike. Recognized as a student-centric leader, he remains consistently engaged with academic processes and is deeply invested in fostering a nurturing, growth-oriented environment across the institution.

Shri Kathiravan's forward-thinking vision is centered on transforming the institution into a globally recognized center of excellence. He aspires to deliver education that not only meets international benchmarks in quality and innovation but also shapes socially responsible individuals who can contribute meaningfully to the world. His commitment to excellence, inclusivity, and global relevance positions the institution on a trajectory of sustained growth and societal impact.

SHRIMATHI K. ANANTHALAKSHMI – TRUSTEE

Shrimathi K. Ananthalakshmi, the esteemed wife of Shri S. Kathiravan and a resident of Trichy, is a dynamic and visionary leader whose contributions have left an indelible mark on the educational landscape. At the age of 39, she has already carved a distinct identity for herself by breaking multiple glass ceilings and assuming leadership positions across both technical and non-technical educational domains. Her journey is a testament to her courage, resilience, and commitment to excellence.

With a fearless attitude and an innovative outlook, Shrimathi Ananthalakshmi has played a pivotal role in steering the growth and diversification of the Trust. Her leadership is not only strategic but also deeply empathetic, driven by a genuine concern for student welfare and holistic development. Widely recognized for her student-first philosophy, she constantly works towards building a nurturing and inclusive academic environment that empowers young minds.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

As a vibrant and dedicated member of the Board of Management, she actively champions initiatives aimed at transforming educational infrastructure. Her advocacy for the establishment of cutting-edge laboratories and adoption of forward-thinking, technology-enabled teaching methodologies reflects her deep commitment to fostering a generation of technically sound, globally competent professionals. Through her vision and unwavering dedication, she continues to shape the institution into a hub of innovation, excellence, and opportunity for all learners.

SHRI P. RAJABOOPATHY –TRUSTEE

Shri P. Rajaboopathy, son of Thiru Pasupathy Reddy and aged 55, is a resident of Perambalur. An expert in management and strategic planning, he is known for his dedication, integrity, and tireless efforts to advance the goals of the Trust.

As an active member of the Board of Management, he plays a vital role in financial planning, budgeting, and exploring new avenues in professional education. His hands-on leadership ensures consistent progress, with a focus on innovative expansion and institutional excellence. Shri Rajaboopathy's proactive approach continues to drive the Trust toward achieving its long-term vision.

DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY

2.2 VISION

- A globally recognized institution of excellence, setting standards in education, research, and innovation.

MISSION

- To provide innovative, inclusive, and flexible academic programs that prepare eminent scholars for competitive global landscapes.
- To advance cutting-edge research and innovation, addressing societal and global challenges through multidisciplinary approaches.
- To transform rural potential into global opportunities through accessible education, skill development, and cultural heritage initiatives.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

OBJECTIVES

- To provide higher education in diverse fields (Medicine, Engineering, Law, Management, etc.) through on-campus, off-campus, satellite centres, and distance modes at UG, PG, and research levels.
- To promote interdisciplinary, multidisciplinary, and transdisciplinary teaching and research alongside domain specialization.
- To establish state-of-the-art infrastructure for globally recognized education and research.
- To develop students' cognitive, affective, and psychomotor abilities.
- To design programs that identify and foster individual student potential by engaging teachers and parents.
- To encourage creativity, innovation, and entrepreneurship for social transformation.
- To enhance intellectual capabilities across all domains.
- To evolve into a research- and teaching-intensive university over time.
- To create Centres of Excellence in Science & Technology and Socio-Economic Development for knowledge creation and application.
- To set up incubation and technology development centres with leading global industries.
- To adopt the provisions of NEP 2020 by offering a flexible, credit-based, future-ready curriculum, including value-based and community service education.
- To establish collaborations and partnerships with national and international academic and research institutions.
- To start programs in new and emerging areas using innovative approaches.
- To strengthen the research ecosystem through a dedicated Research and Development Cell (RDC).

2.3 CORE VALUES

The core values of Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU) reflect its institutional ethos and strategic priorities. These values serve as guiding principles in achieving the vision and mission:

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Excellence – Commitment to the highest standards in teaching, research, and institutional practices, fostering a culture of continuous improvement and innovation.

Innovation and Entrepreneurship – Encouraging creative thinking, problem-solving, and entrepreneurial mindsets that drive societal progress and global competitiveness.

Sustainability – Promoting eco-conscious practices, sustainable development goals (SDGs), and responsible use of resources to build a resilient future.

Global Competence – Preparing students to thrive in a rapidly changing world by fostering cross-cultural understanding, digital fluency, and global perspectives.

Collaboration – Building strong partnerships with industry, academia, and research organizations to enhance learning, employability, and knowledge creation.

2.4 STRATEGIC OBJECTIVES

Aligned with the principles and reforms of the **National Education Policy (NEP) 2020**, the strategic objectives of DTBU are designed to position the institution as a globally competitive and socially responsible university.

STRATEGIC FOCUS AREAS

- **Multidisciplinary/ transdisciplinary Curriculum Development**
  Introduce and regularly update curricula to reflect contemporary trends, fostering interdisciplinary learning and future-readiness.
- **Excellence in Education and Research**
  Establish advanced research facilities, promote innovation, and support cutting-edge pedagogy to nurture a culture of academic excellence.
- **Industry-Academia Collaboration and Experiential Learning**
  Strengthen partnerships with industry to facilitate hands-on learning through internships, live projects, and collaborative research.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Global Competency and Employability**

  Implement globally aligned academic programs that emphasize language proficiency, cultural intelligence, and professional skills for international career readiness.

- **Green Campus and Sustainability Initiatives**

  Champion sustainable practices in infrastructure, operations, and education to cultivate an environmentally conscious academic community.

- **Community Engagement and Holistic Development**

  Promote civic responsibility and personal growth through community outreach, co-curricular and extracurricular engagement, sports, and eco-conscious clubs.

- **Internationalization**

  Forge global academic and research partnerships, encouraging exchange programs and dual-degree initiatives to expand international visibility and impact.

- **Entrepreneurship and Innovation Ecosystem**

  Foster entrepreneurial mindsets through incubation centers, start-up mentoring, and innovation support systems to enable student-led ventures.

- **Implementation of NEP 2020 Provisions**
  o Launch restructured 4-year undergraduate programs with flexible entry/exit options.
  o Integrate Academic Bank of Credits and Choice-Based Credit System (CBCS).
  o Promote faculty development initiatives to enhance teaching effectiveness.
  o Prioritize inclusive, equitable, and holistic education across all domains.

Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University) envisions becoming a world-class institution committed to excellence in education, innovation, inclusivity, and social transformation. With strategic objectives aligned to NEP 2020, the university is poised to empower future-ready leaders, foster entrepreneurial thinking, and contribute meaningfully to national and global development.

SECTION 3:

INFRASTRUCTURE,PROGRAMS AND FACULTY RESOURCES

Section-3

INFRASTRUCTURE, PROGRAMS AND FACULTY RESOURCES

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Section-3
3.PHYSICAL INFRASTRUCTURE, PROGRAMS AND FACULTY RESOURCES

3.1 PHYSICAL INFRASTRUCTURE

Established in 1996, Dhanalakshmi Srinivasan College of Arts and Science for Women (DSCASW) was conferred Autonomous status for a period of ten years effective from the academic year 2017–18 by Bharathidasan University, Tiruchirappalli, with the approval of the University Grants Commission (UGC), New Delhi.

The college is situated on a sprawling, eco-friendly 25-acre campus with thoughtfully planned infrastructure that supports the academic, co-curricular, and residential needs of students and faculty. The institution comprises five main academic blocks (Blocks A to E) and a well-facilitated hostel for women students and faculty members.

KEY INFRASTRUCTURE HIGHLIGHTS INCLUDE

- **Classrooms & Laboratories:**
  The campus houses 115 spacious, smart classrooms and 35 well-equipped laboratories, providing an ideal learning environment.

- **Library & Learning Resources:**
  The central library is fully automated using NIRMALS software and holds a rich collection of 44408 books and 342 journals/magazines. It offers OPAC, internet access, photocopying services, reference and reading spaces, and special facilities for Divyangjan. The institution also has memberships in DELNET, and INFLIBNET, granting access to a wide range of e-resources for students and faculty.

- **ICT & Digital Facilities:**
  With a well-defined IT policy, the college maintains 754 computers, LAN and Wi-Fi connectivity with 2.2 Gbps bandwidth, ERP systems, and a plagiarism detection tool (X-Text Similarity Detector). There are 13 access points across the campus ensuring strong internet connectivity.

Section-3

- **Accessibility & Safety:**

  The campus is disabled-friendly, with lifts, ramps, special restrooms, battery-powered vehicles, wheelchairs, and NVDA (Non-Visual Desktop Access) software. CCTV surveillance operates 24x7, and fire safety measures including extinguishers are installed across key locations.

- **Banking & Financial Services:**

  An extension counter of Indian Overseas Bank, along with ATM facilities from IOB and HDFC Bank, are available on campus for stakeholder convenience.

- **Sports & Recreation:**

  The college provides extensive facilities for both outdoor and indoor sports, including arenas for Kabaddi, Basketball, Volleyball, Throwball, Ball Badminton, and an exclusive space for indoor games such as Table Tennis, Badminton, Carrom, and Chess. A modern gymnasium and a yoga hall to support students' physical well-being.

- **Healthcare:**

  An in-house multi-specialty medical hospital is available on campus to address the health and wellness needs of students and faculty.

- **Academic Spaces:**

  The college has five academic blocks with infrastructure catering both curricular and co-curricular activities. Facilities include smart classrooms, air-conditioned seminar halls, and a centrally air-conditioned auditorium with a seating capacity of 3,500.

Infrastructure Available	
Built-up Space	3,00,000 sq. ft.
Net Laboratory Investments	55 crores
Computers	754
Digital Library	Yes
% of ICT Enabled Classrooms	100

Additional seminar halls can accommodate up to 750 and 250 respectively.

LABORATORY RESOURCES						
S. NO	DEPARTMENT	UG LAB	COE	PG LAB	RESEARCH	TOTAL
1	AI & ML	1				1
2	Biochemistry	1	1	1		3
3	Biotechnology	1	1	1	1	4
4	Commerce CA	1		1	1	3
5	Computer Science	1	1	1	1	4
6	Computer Applications	2	2	1		5
7	Chemistry	1		1	1	3
8	Fashion Technology & Costume Design	2				2
9	Forensic Science	1				1
10	Mathematics	1				1
11	Management	0	0	1	1	2
12	Microbiology	1	1	1	1	4
13	Physics	1	0	1	0	2
	Total	**14**	**6**	**9**	**6**	**35**

LIBRARY RESOURCES		
S.NO	ITEMS	REMARKS
1	Total Title of Books	23,829
2	Total Volume of Books	44,408
3	Magazine	42
4	Journals	300
5	Newspapers	12
6	Projects	7,500
7	Back Volumes (Journals)	5,000+
8	**E Database**	
	DELNET	Available
	INFLIBNET	Available
	NDLI	Available

	KNIMBUS	Available
9	Digital Library System	30
10	Seating capacity	250
11	Board Room (50 seating capacity)	2
12	Working hour	During Working days:8.00 am to 9.00 pm During Holidays:10.00 am to 4.00 pm
13	Internet Bandwidth	2.2 Gbps
14	Plagiarism Checker	Plagiarism Checker X-Text Similarity Detector
15	Fully Automation	Yes
16	Whether reading room available in Central Library? Y/N	Yes, 250 Seating Capacity
17	Area in Square Feet of Central Library	12.497 Sq ft.
18	Total Number of Computers	30
DEPARTMENTAL LIBRARY DETAILS		
1	Number of departments having departmental libraries	13
2	Area in Square Meter of Departmental Library	1115
3	Total Number of Books in the Department	2600
HOSTEL DETAILS		
S. NO	**PARTICULARS**	**COUNT**
1	Total No of the hostel(s)	2
2	Total Number of Rooms in Women's Hostel	180
3	Number of residents in Women's Hostel	285
4	Recreational rooms	2

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

CENTERS OF EXCELLENCE

CENTERS OF EXCELLENCE: INDUSTRY-ALIGNED EXPERIENTIAL LEARNING

In today's rapidly evolving industrial landscape, there is a growing need to shift educational paradigms toward more dynamic and immersive approaches. Traditional learning models alone are insufficient to meet these changing demands. Recognizing this, **Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous)** has developed a comprehensive **Centre of Excellence (CoE) strategy** to bridge academic and industry, enriching students' educational experience through direct exposure to real-world industrial practices.

Our CoEs are designed in collaboration with leading industry partners, ensuring that the curriculum, experiential learning, and innovation frameworks reflect current and emerging industrial requirements.

CENTERS OF EXCELLENCE: OBJECTIVES

The Centers of Excellence, established in partnership with domain-specific industries, are driven by the following key objectives:

- ✓ To move beyond conventional classroom learning and provide students with hands-on industrial exposure.
- ✓ To implement collaborative and peer-based learning models proven effective in building practical skills.
- ✓ To inculcate a culture of **Quality Circles**, encouraging continuous improvement in student learning.
- ✓ To facilitate joint research and consultancy projects in specific technologies with industrial collaborators.

These Centers of Excellence serve as vital connectors between academia and industry, promoting collaborative learning and innovation for both students and faculty.

OPERATIONAL MODE OF CENTERS OF EXCELLENCE

Each Center of Excellence operates with the following strategic goals:

Serve as a conduit between the sponsoring industry and the academic community.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- ✓ Offer **pre-placement opportunities** to students before the completion of their academic programs.
- ✓ Identify curricular gaps based on industry requirements and provide targeted interventions to bridge them.
- ✓ Provide industry-aligned training through **hands-on methodologies**.
- ✓ Facilitate **collaborative research** in partnership with industry leaders.
- ✓ Enable faculty and students to undertake **consultancy projects**.
- ✓ Encourage **patent filing** and innovation in relevant technology domains.

COLLABORATIVE LEARNING METHODOLOGY

CoE classes follow a structured, interactive model that combines theory with hands-on learning:

- ✓ **Theoretical Foundations**: Sessions begin with a conceptual introduction and discussion of key themes.

- ✓ **Innovative Engagement**: Creative learning techniques such as analogies, role plays, and interactive activities are employed to enhance comprehension.

- ✓ **Practical Demonstration**: Live demonstrations in coding, hardware manipulation, or operational procedures reinforce applied learning.

- **Application of Knowledge**: Students are encouraged to work on platforms like **HackerEarth** for real-time skill application and problem-solving.

- **Assessment and Feedback**: Knowledge is assessed through quizzes and other evaluation tools, fostering retention and reflection.

This integrated approach equips students with logical reasoning, problem-solving ability, peer collaboration, and project-based competencies.

COMPETENCY-DRIVEN TRAINING THROUGH CATEGORIZATION
ENHANCING STUDENT INDUSTRY-READINESS

As part of its commitment to preparing students for the workforce, the college has established **5 Centers of Excellence**, each offering a focused industry-aligned training ecosystem. These centers are built in partnership with leading organizations and platforms.

1. HONEYWELL – ICT ACADEMY COLLABORATION

ICT Academy is a Government of India initiative in partnership with State Governments and

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

industries, operating under a **Public-Private Partnership (PPP)** model. It aims to bridge the skill gap in tier 2 and tier 3 cities, especially in rural India.

Recognized by **NITI Aayog** as a model organization aligned with the **Skill India Vision**, ICT Academy focuses on:

- Faculty Development
- Student Skill Enhancement
- Entrepreneurship Development
- Youth Empowerment
- Industry-Academia Interface
- Digital Empowerment
- Research & Publications

Our college has collaborated with ICT Academy through the **Centre for Women Empowerment**, enabling holistic development for both faculty and students.

2. CENTRE FOR WOMEN EMPOWERMENT

Women's empowerment is essential for sustainable national development. This center is dedicated to promoting gender equity and fostering skills among women students. The key initiatives include:

- Organizing **Faculty Development Programs**
- Offering **Advanced Technology Training** to pre-final year women students
- **Assessment and Certification** in technological skills
- Providing **Employment Facilitation** for certified students
- Conducting **Annual Competitions** and a **Women Empowerment Summit**

This initiative directly addresses social barriers and expands economic opportunities for women.

3. MICROSOFT POWER BI

About Microsoft Power BI:

Power BI is a powerful business analytics tool that enables users to visualize data, create dashboards, and make informed decisions.

Key Features:

- Develop interactive dashboards and visual reports
- Analyse data using **DAX** and **Power Query**

- Share insights through cloud-based services and mobile platforms

Components:

- **Power BI Desktop** – For authoring and publishing reports
- **Power BI Service** – For online collaboration
- **Power BI Mobile** – For real-time, mobile access

Benefits:

- Enhanced data visualization
- Informed decision-making
- Improved operational productivity
- Secure and scalable analytics platform

Achievements:

Our institution was recognized with the **"Excellence in Center for Microsoft Power BI" Award** at the **52nd Edition of ICT Academy BRIDGE Conference** held in Madurai on **30th September 2023**.

4. MongoDB

About MongoDB:

MongoDB is a modern, scalable NoSQL database used to manage large datasets with flexibility and high performance.
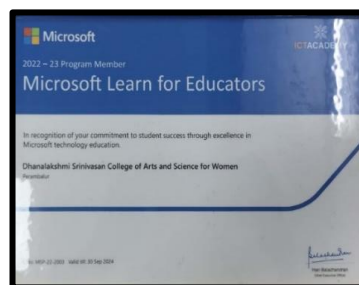
Course Highlights:

- MongoDB Fundamentals
- Data Modeling and Schema Design
- Querying and Indexing
- Data Replication and Scalability
- Integration with Web Applications
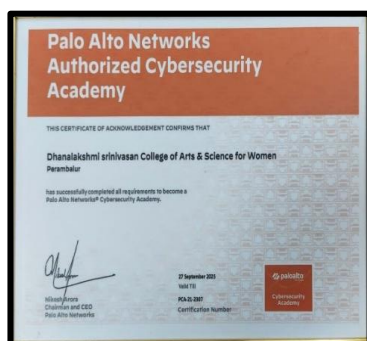
Achievements:

From **June 5 to June 20, 2024**, 270 students completed the **MongoDB Self-Learning Course**, earning certifications from MongoDB. In recognition of this achievement, the institution received the **"Award of Excellence"** on **July 23, 2024**.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

**Honeywell –
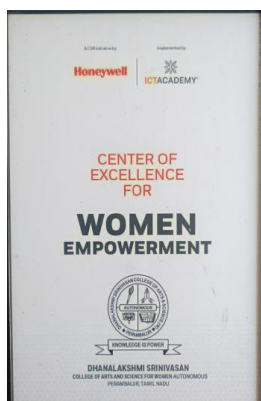Cyber Security**

**Microsoft – Power
BI, Azure AI**

**Palo Alto -
Cybersecurity**

**MongoDB –
Data Analytics**

**Honey well – Centre of Excellence
Artificial Intelligence**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

INCUBATION SERVICES

At *Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous)*, our **incubation services** are meticulously designed to cultivate innovation, entrepreneurship, and meaningful industry collaboration. The goal is to foster a vibrant ecosystem that nurtures startups and accelerates the transformation of research into commercially viable solutions.

Our **state-of-the-art incubation center** offers:

- Dedicated workspaces and advanced laboratories
- Cutting-edge technology infrastructure
- Comprehensive mentorship from industry veterans
- Access to national and international industry networks
- Legal, financial, and IP (Intellectual Property) advisory support

Aligned with national missions like **Start-up India** and **Make in India**, our incubation framework encourages **student-led ventures** and facilitates the **commercialization of faculty research**. By integrating entrepreneurial exposure within the academic curriculum, we empower both students and faculty to pursue impactful innovation. Strategic partnerships with government bodies, corporate leaders, and global incubators amplify our mission to contribute meaningfully to regional and national economic development.

STRATEGIC ALLIANCES & FRAMEWORK

Our strategic framework is anchored by key pillars that deliver distinct advantages to the institution and its stakeholders:

UNIFIED CAMPUS NETWORK

- Encourages synergy among academic, research, and industrial components
- Facilitates holistic learning through the integration of academics, research, and practical engagement

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

EMPOWERMENT VIA TECHNOLOGY PARKS

- The initiative is supported by the **Skill Development Centre for Women**, which offers resources for innovation and capacity building.
- Provides dedicated infrastructure to support the development of high-impact, technology-driven projects.

INDUSTRY IMMERSION PROGRAMS

- Provides hands-on exposure to real-world industrial practices
- Enhance student employability through direct interaction with industry professionals
- Foster creativity, innovation, and **patent generation** through practical experimentation and project-based learning

PROVEN PEDAGOGY OF THE CENTRE OF EXCELLENCE (COE)

- The CoE operates on a **well-established pedagogical framework** focused on learning outcomes and academic excellence
- Effective teaching methodologies and curriculum design play a critical role in cultivating **intellectual rigor** and **innovative thinking**

Outstanding Placement Record

- **Highest Salary Package Achieved:** ₹4 LPA
- **Consistently strong average salary** packages reflect our industry relevance and talent quality

These benchmarks highlight the institution's commitment to excellence and its ability to attract and groom top talent, reinforcing its prestige in the academic and professional ecosystem.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

AWARDS AND RECOGNITIONS

LIST OF AWARDS AND RECOGNITIONS WITH PHOTOGRAPHS

Most Engagement Institution Award – ICT Academy

Rising Contributor Award – ICT Academy

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

OUR EMINENT RECRUITERS

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

3.2 SUSTAINABLE AND ECO-FRIENDLY INFRASTRUCTURE

The institution is equipped with a comprehensive suite of **energy-efficient technologies and renewable energy solutions**, including **grid wheeling, solar power generation, biogas production**, and **sensor-based energy conservation systems**. Sustainable practices are further reinforced through the use of **environment-friendly electric vehicles, LED lighting**, and **energy-efficient appliances** across the campus. To ensure uninterrupted operations, **high-capacity generators** are in place to manage power outages and scheduled shutdowns effectively.

Additionally, the campus houses a **modern Sewage Treatment Plant (STP)** that supports water sustainability. A wide range of **inclusive and accessible facilities** have been thoughtfully integrated to provide **exceptional amenities for persons with disabilities**, ensuring their **well-being, dignity, and comfort** across all areas of campus life.

SOLAR PANEL

BIOGAS PLANT

SEMI AUTOMATED MINERAL WATER PLANT
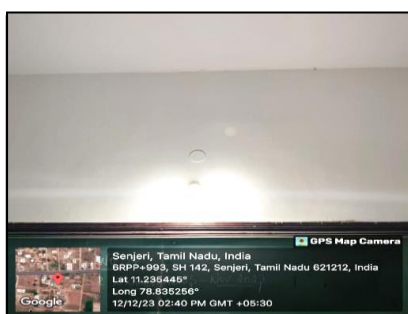
SENSOR BULBS

LED LIGHTS

STP

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur
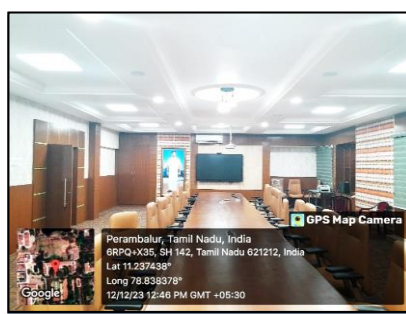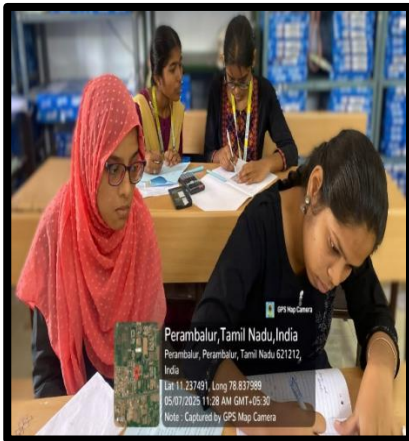
3.2.1 DIFFERENTLY ABLED FRIENDLY CAMPUS

WHEEL CHAIR ASSISTANCE

RAMP

SCRIBE- HUMAN

LIFT

REST ROOM

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

3.3 DHANALAKSHMI SRINIVASAN COLLEGE OF ARTS AND SCIENCE FOR WOMEN – SCHOOLS AND PROGRAMS

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous) operates through a dynamic and future-ready structure comprising **five dedicated schools**—the **School of Commerce**, **School of Science**, **School of Computer Science**, **School of Creative Arts**, and **School of Management**. Together, these schools offer a diverse and contemporary learning environment that is responsive to national priorities and global trends.

The College currently offers an impressive array of **12 undergraduate**, **13 postgraduate**, and **7 doctoral (Ph.D.) programs** that provide skill-based, add-on learning opportunities. Designed with an emphasis on **interdisciplinary integration** and **industry alignment**, our academic programs cater to the current socio-economic needs of the country while preparing students for real-world challenges.

We take pride in offering innovative courses that respond to emerging fields such as **Forensic Science**, **Artificial Intelligence and Machine Learning**, and **Fashion Technology**. These programs are curated to equip students with specialized knowledge and practical exposure, ensuring they remain competitive in today's fast-evolving job market.

Recognizing the growing importance of self-employment and innovation, the College strongly promotes **entrepreneurship and start-up culture** across disciplines. A key initiative in this direction is our forward-looking **MBA program in Innovation, Entrepreneurship, and Venture Development (IEV)**, designed to nurture business acumen and start-up competencies among aspiring entrepreneurs.

Further enhancing our academic profile are specialized offerings in **Psychology**, structured across multiple levels of study. These are complemented by thematic modules in **Innovation**, **Entrepreneurship**, **Environmental Sustainability**, and **Computational Biology**, giving students the tools to explore cutting-edge ideas with real-world impact.

This diverse academic ecosystem continues to evolve in step with the needs of society, industry, and learners—making Dhanalakshmi Srinivasan College of Arts and Science for Women a trusted destination for transformative education.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SANCTIONED STRENGTH OF THE INSTITUTION 2024 - 2025

S No	Programme Name	Year of Introduction	2024-2025	
			Sanctioned strength	Admitted Strength
Under Graduate Programme			Sanctioned strength	Admitted Strength
1	ENGLISH	2004	60	50
2	MATHS	1996	60	50
3	BIOTECHNOLOGY	2002	75	60
4	BIOCHEMISTRY	1997	40	35
5	MICROBIOLOGY	1997	80	88
6	COMPUTER SCIENCE	1997	120	115
7	COMPUTER APPLICATION	1999	60	60
8	COMMERCE(CA)	2013	110	110
9	COMMERCE	1996	50	53
10	MANAGEMENT	1998	60	55
11	DATA SCIENCE	2024	40	35
12	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	2023	40	35
13	FASHION TECHNOLOGY	2017	40	35
Post Graduate Programme			Sanctioned strength	Admitted Strength
1	TAMIL	2007	35	25
2	ENGLISH	2007	65	55
3	MATHS	2003	40	37
4	PHYSICS	2003	40	32
5	CHEMISTRY	2002	30	29

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

6	BIOTECHNOLOGY	2001	38	28
7	BIOCHEMISTRY	2004	40	26
8	MICROBIOLOGY	1999	28	28
9	COMPUTER SCIENCE	2000	40	38
10	COMPUTER APPLICATION	1999	120	110
11	COMMERCE(CA)	2017	40	40
12	COMMERCE	2002	40	38
13	MANAGEMENT	2007	120	120
Research Programme			**Sanctioned strength**	**Research Scholars**
1	TAMIL	2014	8	1
2	BIOTECHNOLOGY	2024	8	3
3	BIOCHEMISTRY	2024	8	2
4	MICROBIOLOGY	2014	8	2
5	COMPUTER SCIENCE	2023	8	1
6	COMMERCE	2014	8	3
7	MANAGEMENT	2024	8	-

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SANCTIONED STRENGTH OF THE INSTITUTION 2025 – 2026

S No	Programme Name	Year of Introduction	2025-2026	
	Under Graduate Programme		**Sanctioned strength**	**Admitted Strength**
1	ENGLISH	2004	60	40
2	MATHS	1996	30	28
3	BIOTECHNOLOGY	2002	75	62
4	BIOCHEMISTRY	1997	40	37
5	MICROBIOLOGY	1997	80	80
6	COMPUTER SCIENCE	1997	120	120
7	COMPUTER APPLICATION	1999	120	111
8	COMMERCE(CA)	2013	110	110
9	COMMERCE	1996	50	50
10	MANAGEMENT	1998	60	51
11	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	2023	40	33
12	FASHION TECHNOLOGY	2017	40	32
	Post Graduate Programme		**Post Graduate Programme**	**Sanctioned strength**
1	TAMIL	2007	20	20
2	ENGLISH	2007	30	30
3	MATHS	2003	30	30
4	PHYSICS	2003	20	16

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5	CHEMISTRY	2002	30	27
6	BIOTECHNOLOGY	2001	38	37
7	BIOCHEMISTRY	2004	20	20
8	MICROBIOLOGY	1999	58	55
9	COMPUTER SCIENCE	2000	40	39
10	COMPUTER APPLICATION	1999	120	110
11	COMMERCE(CA)	2017	40	35
12	COMMERCE	2002	40	33
13	MANAGEMENT	2007	120	120
Research Programme			**Sanctioned strength**	**Research Scholars**
1	TAMIL	2014	8	2
2	BIOTECHNOLOGY	2024	8	3
3	BIOCHEMISTRY	2024	8	2
4	MICROBIOLOGY	2014	8	3
5	COMPUTER SCIENCE	2023	8	1
6	COMMERCE	2014	8	3
7	MANAGEMENT	2024	8	3

COURSE-WISE FEE STRUCTURE 2025 – 2026

The fee structure of the institution for the academic year 2025–26 is presented below

UG FEE STRUCTURE 2025-2026

S.No.	Category	Intake	Fees Per Year
1	ENGLISH	120	51,000
2	BBA	120	55,000
3	BCA	120	86,000

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

4	B.COM	100	61,000
5	B.COM CA	120	65,000
6	BIOCHEMISTRY	40	80,000
7	BIOTECHNOLOGY	75	80,000
8	COMPUTER SCIENCE	120	85,000
9	FASHION TECHNOLOGY	40	90,000
10	MICROBIOLOGY	80	80,000
11	MATHEMATICS	120	61,000
12	AI&ML	40	92,000

PG FEE STRUCTURE 2025-2026

S.No	Category	Intake	Fees Per year
1	TAMIL	20	44000
2	ENGLISH	30	61000
3	MBA	120	92000
4	MCA	120	92000
5	M.COM	40	46000
6	M.COM CA	40	52000
7	BIOCHEMISTRY	20	68000
8	BIOTECHNOLOGY	38	72000
9	CHEMISTRY	30	66000
10	MICROBIOLOGY	58	67000
11	MATHEMATICS	30	61000
12	PHYSICS	30	66000
13	COMPUTER SCIENCE	40	76000

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

3.4 FACULTY RESOURCES

Dhanalakshmi Srinivasan College of Arts and Science for women maintains a faculty-to-student ratio of 17 with its team of 225 faculty members. Among them, 176 hold Ph. D. degrees, 4 are currently pursuing their Ph. D.s, and 49 have achieved NET/SET/M.PHIL qualifications. The faculty list along with their qualification and experience are given herewith.

Academic Year	No. of faculty members	Faculty average Experience	No.of Ph.D's	No. of NET/ SET / M.Phil/M.Tech/ MBA qualified	Number of Faculty pursuing Ph.D
2025-2026	225	7.5	176	49	4

3.4.1 FACULTY DETAILS 2024-2025

Name of the Schools	Student Intake	Total Faculty Members	Ph.D qualified	NET/ SLET qualified	Professor	Associate Professor	Assistant Professor	Professor of Practice
Commerce	590	31	25	6	12	10	9	2
Computer Science	920	34	15	19	5	10	19	2
Sciences	1242	85	73	12	5	25	55	2
Creative Arts & Languages	520	50	43	7	4	10	36	2
Management	420	17	12	5	3	1	13	2
Total	**3692**	**217**	**168**	**49**	29	**56**	**132**	**10**

Faculty Student Ratio: 3692 / 217 = 1: 17

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

3.4.1 FACULTY DETAILS 2025-2026

Name of the Schools	Student Intake	Total Faculty Members	Ph.D qualified	NET/ SLET qualified	Professor	Associate Professor	Assistant Professor	Professor of Practice
Commerce	640	31	25	6	12	10	9	2
Computer Science	1080	39	20	19	5	10	24	2
Sciences	1187	85	73	12	5	25	55	2
Creative Arts & Languages	450	50	43	7	4	10	36	2
Management	420	20	15	5	3	1	16	2
Total	3777	225	176	49	29	56	140	10

Faculty Student Ratio: 3777/ 225 = 1: 16.7

3.5 SCHOOL-WISE STUDENTS IN 2024-25 & 2025-26

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous) is structured around **five distinct academic schools** that reflect the institution's commitment to interdisciplinary and inclusive education:

- **School of Commerce**
- **School of Computer Science**
- **School of Science**
- **School of Creative Arts & Language**
- **School of Management**

As of the **2024–2025 academic year**, the campus is home to a vibrant and diverse student community comprising over **3348 learners**. This includes students at the **undergraduate, postgraduate** levels, enrolled across various programs offered by the five schools. A **detailed breakdown of student enrolment** by school is presented in the table below.

2024-2025				
Name of the School	**UG**		**PG**	
	Intake	**Admitted**	**Intake**	**Admitted**
Commerce	430	408	160	149
Computer Science	600	577	320	261
Sciences	810	725	432	381
Creative Arts & Languages	320	275	200	156
Management	180	176	240	240
Total	2340	2161	1352	1187
Grand Total	**Intake: 3692**		**Admitted: 3348**	

As of the **2025–2026 academic year**, the campus is home to a vibrant and diverse student community comprising over **3438 learners**. This includes students at the **undergraduate, postgraduate** levels, enrolled across various programs offered by the five schools. A **detailed breakdown of student enrolment** by school is presented in the table below.

2025-2026				
Name of the School	**UG**		**PG**	
	Intake	**Admitted**	**Intake**	**Admitted**
Commerce	480	458	160	146
Computer Science	760	721	320	297
Sciences	775	673	412	380
Creative Arts & Languages	300	232	150	130
Management	180	161	240	240
Total	2495	2245	1282	1193
Grand Total	**Intake: 3777**		**Admitted: 3438**	

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

3.6 STUDENTS CONTRIBUTION TO SOCIETY

The institution strongly believes that serving the people is serving the society. Thus, the institution has adopted five villages in the neighborhood community.

3.6.1 NSS UNITS

Dhanalakshmi Srinivasan College of Arts and Science for Women firmly upholds the principle that *"service to society is service to humanity."* In line with this vision, the institution has adopted **five neighbouring villages** as part of its community outreach framework. The **National Service Scheme (NSS) units** are led by dedicated and dynamic Programme Officers who are instrumental in conceptualizing and executing outreach programs in these adopted communities. In accordance with the university's policy, all undergraduate students are encouraged to join at least one organization or committee to enhance their awareness of social issues and develop civic responsibility.

A key feature of NSS engagement is the **annual ten-day residential camp** held in the adopted villages. During this period, NSS volunteers immerse themselves in community life, engaging in meaningful service while developing critical awareness of societal challenges. This experiential learning model fosters team work, empathy, and problem-solving through hands-on involvement.

Each academic year, NSS units meticulously plan and implement a series of outreach activities addressing a broad range of social concerns. These include **awareness campaigns** on plastic pollution, women's empowerment, child labour, helmet usage, organ donation, blood donation, health and hygiene, tree plantation, environmental conservation, central government schemes, and citizens' fundamental rights. These initiatives not only create awareness within the community but also profoundly influence student perspectives and values.

3.6.2 CLUBS AND CELLS

To strengthen student engagement in social outreach, the institution has constituted **13 functional clubs and committees**, each guided by a clearly defined objective. Led by a team of faculty coordinators and student members, these bodies collaboratively develop an annual action plan to organize extension activities throughout the year.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

The clubs and cells conduct programs on various socially relevant themes, including **fundamental rights, biodiversity conservation, consumer awareness, women's empowerment, entrepreneurship development, road safety**, and **public health awareness.** These platforms offer invaluable opportunities for students and faculty to contribute meaningfully to society while cultivating leadership, organizational, and interpersonal skills.

The progress and effectiveness of these activities are closely monitored by the **Internal Quality Assurance Cell (IQAC)** to ensure alignment with institutional goals and community needs.

3.6.3 IMPACT ON STUDENTS

Extension activities serve as transformative experiences, positioning students as **catalysts of positive social change**. Participation in outreach initiatives nurtures a sense of **social responsibility, selflessness, and civic consciousness**, fostering holistic development. Through these experiences, students gain a deeper awareness of important social issues and develop the skills and motivation to positively impact their communities.

3.6.4 IMPACT ON SOCIETY

The institution's extension programs have made a **measurable impact** on the surrounding communities. Initiatives have contributed to **improved literacy, enhanced health and sanitation, reduced substance abuse**, and greater **environmental consciousness**. These sustained interventions reflect the institution's commitment to societal well-being and its vision of fostering an inclusive, empowered, and environmentally conscious community

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

EXTENSION ACTIVITIES

EXTENSION ACTIVITIES

EXTENSION ACTIVITIES

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur
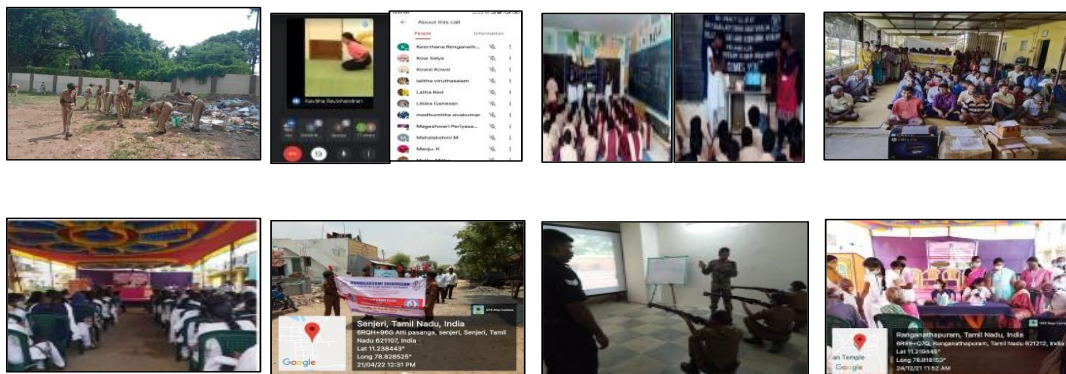
3.7 DHANALAKSHMI SRINIVASAN COLLEGE OF ARTS AND SCIENCE FOR WOMEN (AUTONOMOUS) ARE NAMED AS THE BEST COLLEGE OF ARTS AND SCIENCE FOR WOMEN IN TAMIL NADU BY THE KNOWLEDGE REVIEW MAGAZINE.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous): Molding an Individual to Shape the Future

The College endeavors to create and disseminate knowledge, as "Knowledge is Power", and impart liberal, modern, sound and quality education to women, especially from the poorest and rural strata of the society in frontier areas, by providing the highest quality education at an affordable cost.

Dhanalakshmi Srinivasan College of Arts and Science for Women, an autonomous institute, is governed by the *Dhanalakshmi Srinivasan Charitable and Educational Trust*, Perambalur, Tamil Nadu. The College was started on 14th November, 1996, and is meant exclusively for women. It was recognized by UGC under 2(f) and 12(B) in the year 2003. The College is accredited with "A" Grade by NAAC with CGPA of 3.44 out of 4.00 during 2013.

Prodigious Educational and Infrastructural Facilities

The College offers 16 UG, 13 PG, 6 M.Phil, 2 PG Diploma, 2 certificate courses and 2 Ph.D programmes. It is a nodal centre for IECD which offers 8 programmes and 12 certificate courses conducted by all the Departments to enhance the employability skills of the students. There are four Academic Blocks with adequate infrastructure to cater both to the curricular and co-curricular activities of the students. The College has an air-conditioned auditorium, seminar halls and smart class rooms accommodating nearly 250 students, respectively. Around 2500 members can be accommodated in the College central Auditorium. The library upholds nearly 42,626 books, 342 journals and magazines. The College has well equipped science laboratories with the major instruments required for teaching and research activities. The hostel complex has 4 palatial buildings available both for the students and faculty members with all facilities like mineral water plant, swimming pool, and modern kitchen with sophisticated machines, gymnasium, well-furnished rooms and spacious dining halls. Other campus facilities include Internet room, Computer Center, Health Center (with a Visiting Doctor), Vehicle Parking Sheds, etc. A vermicomposting yard which supplies organic manure to the herbal garden has been established by the College. The Herbal garden has almost all the common medicinal plants tendered and maintained.

The Chairman of the College

Shri.A. Srinivasan, the **Chairman** of the College, is a renowned philanthropist and great visionary. He is affectionately called as *'Ayya'* in the region. Ayya's hard work, determination, will power and foresightedness have made the 'Dream come True'. During his tough times, he took up all the hindrance as stepping stones to the ladder of success. His mantra is *Munneyru, Munnettru...* means, (*First lift yourself and Lift others*). The Literary Association of Pudukottai has conferred him with the '**LIFE TIME ACHIEVEMENT AWARD**'. **Anna University of Technology, Thiruchirapalli** has honored him, under the stewardship of his Excellency, Dr. Surjit Singh Bernala, Governor of Tamilnadu by appointing him as its **SYNDICATE MEMBER IN 2008**. **TIMES OF INDIA** listed him as one of the most upcoming entrepreneurs, crowning him with the much coveted **BLAZER AWARD. ROTARY INTERNATIONAL DISTRICT 3000** had honored with '**LIFE TIME ACHIEVEMENT AWARD'** at Chennai in January 2017. Recently, Times of India honored Ayya with the pinnacle of the **Engineering College Award** at Chennai, accorded by his Excellency Tamil Nadu Governor Banwarilal Purohit.

Promoting Research and Collaboration

The College has received major and minor research projects from funding agencies like DBT,

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Promoting Research and Collaboration

The College has received major and minor research projects from funding agencies like DBT, NABARD, UGC & TNSCST. The management constantly strives to promote research, consultancy and extension activities by providing incentives. It has organized number of Seminars, Symposiums, Conferences, and Workshops at National, and International levels. Papers are presented by staff in the National, International level Conferences and Seminars. An alumnae association meet is organized every year in order to strengthen its ties with the alumnae. The college's alumnae are constantly encouraging as well as helping in strengthening its academic base. Their feedback has largely helped the college to improve itself.

Financial Assistance

The college management provides funds to the poor and needy students for their education until the completion of their course. Free transportation is also available for all students around our district.

weaker sections. 50% concession is provided by the college

those players who are part of the University teams. Special nutritious diet is given to the players of all events representing the college at various levels. Special awards are given to the best outgoing sportswomen. Meritorious cash awards are given for both academic and non academic achievements every year.

Career Opportunities and Exposures

The College produces graduates who step out with the quality of competence as professionals earning fruitful careers in diverse sectors. It has an exclusive training and placement cell that focuses mainly on career guidance for students and finds compatible placements for them. The College has also signed a MoU to promote and enhance research activities with Kaohsiung Medical University, Taiwan. The institution plans and organizes appropriate activities to increase consciousness, national identities and symbols, Fundamental Duties and Rights of Indian citizens and other constitutional obligations through NSS, NCC, Consumer Club, Rotaract, YRC, Women's Cell, and EXNORA.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

DHANALAKSHMI SRINIVASAN COLLEGE OF ARTS AND SCIENCE FOR WOMEN (AUTONOMOUS): MOLDING AN INDIVIDUAL TO SHAPE THE FUTURE
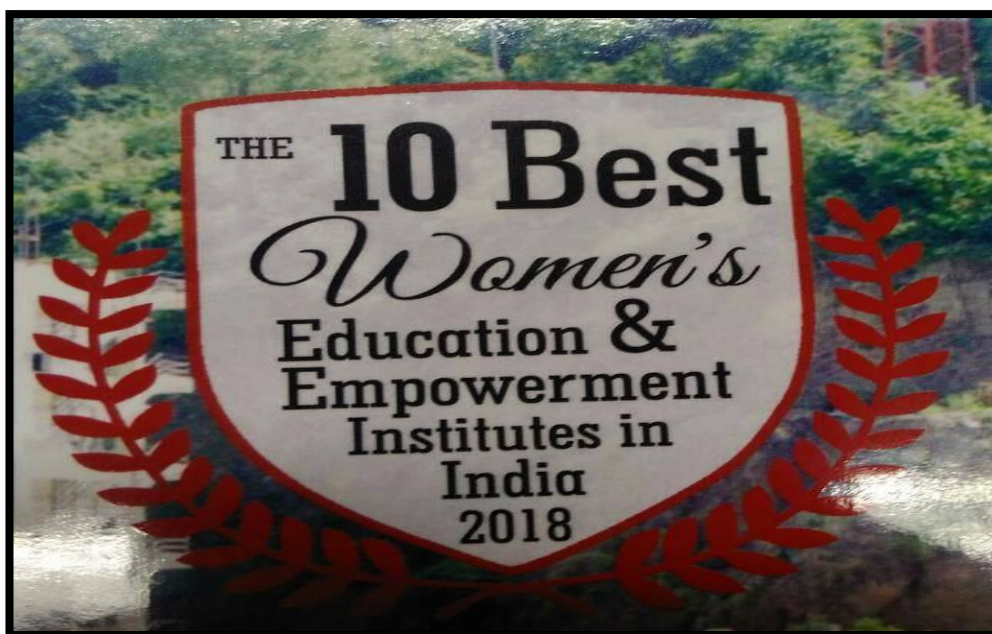
DHANALAKSHMI SRINIVASAN CAS FOR WOMEN – MAJOR ACCOLADES 2023 - 2024

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Seminar on 'Future in Digital Forensics and Cyber Security' held in Perambalur college

Perambalur: The Department of Forensic Science at Dhanalakshmi Srinivasan College of Arts and Science for Women recently organised a seminar on 'Future in Digital Forensics and Cyber Security' on campus.

Thanigaivel, platform data specialist at Zerofox in Bengaluru and chief guest, said, "Cybercrime is a global issue. International cooperation and strong collaboration between the public and private sectors will be key to achieving success in this changing environment. Students should know of the latest technologies to protect individuals, organisations and the society from cyber threats." Dhanalakshmi Srinivasan University Chancellor A Srinivasan presided over. Principal Prof Umadevi Pongia and Head of forensic science department S Rani Chandra were present.

'Mobile phones boon or bane': Women's college holds debate

EXPRESS NEWS SERVICE @ Perambalur

DHANALAKSHMI Srinivasan College of Arts and Science for Women organised a special debate "Mobile for the Young Generation: Boon or Curse?" in Perambalur recently. Chancellor A Srinivasan presided over the event. Principal Umadevi Pongiah was present.

After the two teams debated on the topic, the panel judge and Tiruchy government arts college Head of Department of Tamil Dr Senguttuvan said, "While every scientific advance brings benefits, it also has drawbacks. The vital role of mobile phones in today's world affairs enables quick actions and time-sensitive tasks. Mobile phones should not be used excessively, especially at night due to

Chancellor A Srinivasan presided over in the presence of Principal Umadevi Pongiah | EXPRESS

harmful radiation waves that affect eyesight, health, cognitive abilities and physical functions. Although mobile phones may provide temporary benefits, they may turn out to be a curse in the future."

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

A total of 650 students of Dhanalakshmi Srinivasan College of Arts and Science for Women in Perambalur recently secured placements in 13 firms. Dhanalakshmi Srinivasan University Chancellor A Srinivasan commended them | EXPRESS

Friday, April 14, 2023
TIRUCHIRAPALLI

THE HIN...

Campus Drive at Dhanalakshmi Srinivasan College

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur conducted the campus drive for final year Under graduate and Post-graduate students of all the departments. With the blessings of the Almighty and Chancellor of Dhanalakshmi Srinivasan University Shri. A. Srinivasan, the students who were doing their final semester participated in the campus drive and established their skills and acumen. The massive record was that around 650 candidates got spot selected and received the Offer Letters from around 13 different highly reputed companies such as Accenture, Sutherland Global Services, Precision IT Solutions and Justdial etc. The shortlisted candidates will be paid the salary package of Rs.20000 to Rs 25000 per month by the companies. Dr. Prof. Umadevi Pongiya, Prin-

cipal of the college played a pivotal role in encouraging and motivating the students to hold this record. It is noteworthy that the mammoth service of the Chancellor in creating plethora of opportunities to the students to get placed in top notch companies. The students are hiring by the companies while they are in their end semester and they no longer ramble over to secure a job. It is also remarkable that the college certainly assures in enhancing the learners as multifaceted personalities besides academics.

The college enables the learners to nourish themselves in the field of arts, science, entrepreneurship, management and leadership qualities. The shortlisted students were appreciated and greeted by Chairman, Principal, Deans, Heads of The Department, Faculties and the students.

Punnagai Dental Hospital & Implant Centre's "Digital Dental Hospital"

Punnagai Dental Hospital has successfully entering into 25th (Silver Jubilee) year. Started our implant practice in 2010 and placed more than 5000 implants and completed 100+ full mouth rehabilitation cases with implants. Equipped with CBCT (Cone Beam Computerised Tomography) 3D scan

stress free and blood less. With guided implant surgery, it is possible to give denture on the same day itself. Dental aligners are one of the game changing simplified, painless treatment option for the treatment of malpositioned (irregular) teeth. For that we have diag-

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

கயிறு இழுத்தல் போட்டி: வெண்கலம் வென்ற மாணவிகள்

பெரம்பலூர், அக்.8—

செங்கல்பட்டு மாவட்டம் கயிறு இழுத்தல் சங்கம் சார்பில் சென்னை கே.எம். பொறியியல் கல்லூரியில் மாநில அளவிலான கயிறு இழுத்தல் போட்டி நடந்தது. இதில் 20க்கும் மேற்பட்ட மாவட்டங்களை சேர்ந்த கல்லூரிகள் கலந்து கொண்டன.

இப்போட்டியில் தனலட்சுமி சீனிவாசன் மகளிர் கலை அறிவியல் கல்லூரி அணியினர் பல்வேறு பிரிவுகளில் 10 வெண்கலம் பதக்கம் வென்றனர், போட்டியில் வெற்றிப்பெற்ற மாணவிகளுக்கு வெண்கலம் பதக்கமும், சான்றிதழும் வழங்கப்பட்டது.

மாநில அளவிலான போட்டியில் சிறப்பிடம் வென்ற மாணவிகளை தனலட்சுமி சீனிவாசன் பல்கலைக்கழக வேந்தர் சீனிவாசன் வாழ்த்தினார்.

மாநில அளவிலான கயிறு இழுத்தல் போட்டியில் சிறப்பிடம் பெற்ற மாணவிகளை பாராட்டிய தனலட்சுமி சீனிவாசன் பல்கலைக்கழக வேந்தர் சீனிவாசன்.

தினத்தந்தி ✕

தனலட்சுமி சீனிவாசன் மகளிர் கல்லூரியில்
ஆளுமை மேம்பாட்டு கருத்தரங்கம்

பெரம்பலூர், அக்.9— பெரம்பலூரில் உள்ள தனலட்சுமி சீனிவாசன் மகளிர் கலை மற்றும் அறிவியல் கல்லூரியின் மனிதவள மேம்பாட்டுமையம் சார்பாக "மீட் அக்சென்சர்" மற்றும் "ஆளுமை மேம்பாட்டு கருத்தரங்கம்" நடைப்பெற்றது. இதற்கு தனலட்சுமி சீனிவாசன் பல்கலைக்கழகத்தின் வேந்தர் சீனிவாசன் தலைமை தாங்கினார். தனலட்சுமி சீனிவாசன் மகளிர் கல்லூரியின் முதல்வர் உமாதேவி பொங்கியா வாழ்த்துரை வழங்கினார். இதில், சிறப்பு விருந்தினராக பெங்களூரு அக்சென்சர் செயல்யுவனத்தின் நிறுவன இயக்குநர் பால் சுந்தர் சிங் கலந்து கொண்டு கல்லூரி இறுதியாண்டு மாணவிகளுக்கு அக்சென்சர் நிறுவனம் பற்றியும், நுண்ணறிவுகளையும் எடுத்து கூறினார்.

இதையடுத்து, மனிதவளத்துறை வல்லுனர் சித்தார்த் நேர்காணலின் திறனை மேம்படுத்தும் விதமாக மாணவிகளுக்கு ஆலோசனை வழங்கினார். அப்போது நிறுவன நுணுக்கங்களையும், தொழில்துறையில் நிறுவனத்தில் பலத ஏற்பட்ட பங்குகளையும் விளக்கினார்.

தகவல் தொழில்நுட்ப துறையில் புதிய சொல்லாக்கங்களையும் தொழில்நுட்ப கருவிகளுடைய பயன்பாடுக ளையும் குறித்து விரிவாக விளக்கினார். இத்துறையில் ஏராளமான வேலைவாய்ப்பு களை பெறுவதற்கான வழிமு றைகளை பற்றி விளக்கினார். மேலும் எவ்வாறான கல்வித்த குதிகள் வேலை என்பதையும் தெளிவாக எடுத்துரைத்தார். மாணவிகளின் சந்தேகங்கள் மற்றும் கேள்விகளுக்கு நிபு ணர்கள் பதிலளித்தனர்.

இதனை தொடர்ந்து ஆளுமை மேம்பாட்டு கருத்த ரங்கம் கல்லூரி கலையரங்கத்தில் நடைபெற்றது. இதில் மும்பை ஹிந்துஸ்தான் யூனி வர்சிட லிமிடெட் வளர்த்தலை ராக கலந்துக்கொண்டு பேசு காரம் என்டது நிதி சுதந்திரத்தில் உள்ளது என்றும் சுய நிதி தன்மையை அடைவதற்கு வேலை முக்கிய பங்கு வகுக் கிறது. புகழ்பெற்ற தொழில் வல்லுனர்கள் வேலைகளில் உள்ள பல்வேறு நடபார்கள் குறிப பாக உலக அளவிலான மொழி ஆங்கிலம் மற்றும் இந்தி தியாவில் பரவலான மொழி இந்தி ஆகியவற்றை முன் னிலை படுத்துகின்றன. ஒரு வொரு மாணவியும் மொழியில் தேர்ச்சி பெற்று புலமை பெறவேண்டும் என்றார்.

இந்த நிகழ்வின் மூலம் மாணவிகள் வேலைவாய்ப்பு நேர்காணலுக்கு தங்களை எடப படி தயார்படுத்திக் கொள்ள வேண்டும் என்ற அவசி யத்தை தெரிந்துக் கொண்ட னர். இதில் 1,100 இளங்கலை 3-ம் ஆண்டு மற்றும் முதுகலை 2-ம் ஆண்டு மாணவிகள் கலந்து கொண்டு பயன் பெற் றனர்.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

இந்து தமிழ் திசை

நாட்டின் உள்கட்டமைப்பு மற்றும் வளர்ச்சிக்கு

மக்கள் செலுத்தும் வரிகளே பெரிதும் பயன்படுகின்றன

▶ வருமான வரித் துறை துணை ஆணையர் தகவல்

● பெரம்பலூர்

பெரம்பலூர் தனலட்சுமி சீனிவாசன் மகளிர் கலை- அறிவியல் கல்லூரி (தன்னாட்சி) வணிகவியல் துறை, வணிக மேலாண்மைத் துறை மற்றும் ஐஜிசி மண்டல குழு சார்பில் "இந்தியாவின் நேரடி வரி வசூல் மற்றும் அதன் முக்கியத்துவம்" என்ற தலைப்பில் புறப்பயன்பாட்டு நிகழ்ச்சி நேற்று நடைபெற்றது.

தனலட்சுமி சீனிவாசன் பல கலைக்கழக வேந்தர் அ.சீனிவாசன் தலைமை வகித்தார். தனலட்சுமி சீனிவாசன் மகளிர் கல்லூரி முதல்வர் உமாதேவி பொங்கியா வாழ்த்து உரை வழங்கினார். தனலட்சுமி சீனிவாசன் கல்வி நிறுவனத்தின் திட்டமிடல் மற்றும் மேம்பாட்டு அதிகாரி எஸ்.நந்தகுமார் சிறப்புரையாற்றினார்.

இந்நிகழ்ச்சியில் திருச்சி வருமான வரித் துறை துணை ஆணையர் கே.ஆர்.கருப்புசாமி பாண்டியன் சிறப்பு விருந்தினராக பங்கேற்று பேசியபோது, "நாட்டின் உள்கட்டமைப்பும் மற்றும் வளர்ச்சிக்கு மக்கள் செலுத்தும் வரிகளே பெரிதும் பயன்படுகின்றன. இதை உணர்ந்து அனைவரும் வரி செலுத்த வேண்டும்" என்றார்.

பெரம்பலூர் வருமான வரித் துறை நிபுணர் கே.சந்திரசேகரன், வருமான வரித் துறையின் செயல் பாடுகள் குறித்தும், தற்போது வரும் மான வரித் துறையின் நிலை குறித் தும் விளக்கினார்.

வருமான வரித் துறை அதிகாரிகள் என்.மாதவன், புவனேஸ்வரி, அஜய்க்குமார், ஸ்ரீகோவிந் ஆகியோர் பேசினர்.

நிகழ்ச்சியை வணிகவியல்துறை தலைவர் பா.சங்கீதா, புல முதன் மையர் அ.ரெபேக்கர்ஸ் ஆகியோர் ஒருங்கிணைத்து நடத்தினர்.

▶ பெரம்பலூர் தனலட்சுமி சீனிவாசன் மகளிர் கலை- அறிவியல் கல்லூரியில் நேற்று நடைபெற்ற நிகழ்ச்சியில் பேசிய திருச்சி வருமான வரித் துறை துணை ஆணையர் கே.ஆர்.கருப்புசாமி பாண்டியன்.

தினத்தந்தி

"விக்சித் பாரத்@2047" திட்டத்தில்

பெரம்பலூர் தனலட்சுமி சீனிவாசன் மகளிர் கல்லூரி மாணவிகள் சாதனை

08/02/2024

பெரம்பலூர், பிப்.8-

இந்தியாவை வளர்ச்சி அடைந்த நாடாக உருவாக்க வேண்டும் என்ற நோக்கத்தோடு பிரதமர் மோடியால் "விக்சித் பாரத்@2047" என்ற திட்டம் தொடங்கப் பட்டது. பெரம்பலூர் தனலட்சுமி சீனிவாசன் மகளிர் கலை மற்றும் அறிவியல் கல்லூரியின் (தன்னாட்சி) ஐ.ஐ.சி. மற்றும் ஏ.ஐ.சி.டி.இ. இணைந்து "விக்சித் பாரத் @ 2047- இளைஞர்களின் எழுச்சி" என்னும் இத்திட்டத்தின் கீழ் மாணவிகள் இந்தியாவை வளர்ச்சி அடைந்த நாடாக மாற்றுவதற்கான கருத்துக் களை இணையத்தின் வழியாக பதிவு செய்ய ஊக்குவிக்கப்பட்டது. 600-க்கும் மேற்பட்ட மாணவிகள் இந்திய வளர்ச்சி பாதைக்கான ஆலோசனைகளை இணையத்தின் வழியாக பதிவு செய்தனர். அதன்படி விவசாயம் என்பது நாட்டின் முதுகெழும்பாகும். பல்வேறு பருவநிலை மாற்றங்கள் மற்றும் இயற்கை சீற்றங்களால் விவசாயிகளுக்கு சரியான நம்பகளன் கிடைக்கப்பெறுவதில்லை. வேளாண்மை தொழிலை அரசு பணியாக மத்திய அரசு அறிவிக்க வேண்டும். இதனால் இளைஞர்கள் விவசாயத்தை தொழிலாக தேர்ந்தெடுப்பதற்கான வாய்ப்புகள் உருவாகும். விவசாய பொருட்களை இணையவழியில் விற்பனைக்கு கொண்டுவருவதின் மூலம் ஒரு இடத்தில் அதிகப்படியாக விளையக்கூடிய பொருட்கள் உலகின் அனைத்து பகுதிகளுக்கும் தட்டுப்பாடின்றி சென்றடையும்.

கரும்பிலிருந்து எடுக்கப்படும் எத்தனால் பெட்ரோலுக்கு மாற்று எரிபொருளாக பயன்படுத்தலாம். இதனால் விவசாயமும் மேம்படும். பெட்ரோலுக்கான தட் டுப்பாடும் குறையும். நாட்டில் மதுவினை முற்றிலுமாக தடை செய்ய வேண்டும். புத்தக வழிக்கல்வியுடன் சேர்ந்து இணையவழி கல்வியும் மாணவர்க ளுக்கு வழங்கும்போது பாடத்திட்டத்தின் புரிதல் மேலும் மேம்படும் என்பன போன்ற சிறந்த கருத்துக்களை மாணவிகள் விக்சித் பாரத்@2047 திட்டத்தில் பதிந்து கொண்டனர். இதனை பாராட்டி மத்திய அரசு பாராட்டு சான்றிதழ்களை வழங்கியுள்ளது. இந்த சான்றிதழ்களை தனலட்சுமி சீனிவாசன் பல்க லைக்கழகத்தின் வேந்தர் சீனிவாசனிடம் இருந்து மாணவிகள் பெற்றுக் கொண்டனர்.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

DHANALAKSHMI SRINIVASAN COLLEGE OF ARTS AND SCIENCE FOR WOMEN – MAJOR ACCOLADES 2024 - 2025

SAREE DAY CELEBRATION

தீனத்தந்தீ

பெரம்பலூர் தனலட்சுமி சீனிவாசன் பல்கலைக்கழகத்தில்

உலக சேலை தின கொண்டாட்டம்

பெரம்பலூர், டிச.22–

தெற்காசியாவில் முக்கியமாக அணியும் பாரம்பரிய உடையான சேலையின் கலாசார முக்கியத்துவத்தை போற்றும் வகையில், பெரம்பலூர் தனலட்சுமி சீனிவாசன் பல்கலைக்கழக ஆடிட்டோரியத்தில் நேற்று உலக சேலை தினம் கொண்டாடப்பட்டது. இந்த நிகழ்ச்சிக்கு தனலட்சுமி சீனிவாசன் பல்கலைக்கழக வேந்தர் சீனிவாசன் தலைமை தாங்கினார். விழாவில் பெரம்பலூர் மாவட்ட கலெக்டர் கிரேஸ் பச்சாய் சிறப்பு விருந்தினராக கலந்து கொண்டு மாணவர்களிடையே உரையாற்றினார். அப்போது அவர் பேசுகையில் "இந்தியாவின் பாரம்பரியம், கைவினைத்திறன் மற்றும் அந்தந்த மாநிலத்தின் அடையாளம் ஆகிய வற்றின் அடையாளமாக சேலை முக்கிய பங்கு வகிக்கிறது என்பதை எடுத்து காட்டுகிறது. தமிழகத்தில் தான் இந்தியாவிலேயே அதிகமான புவிசார் குறியீடு கொண்ட மாநிலமாகும். தமிழகம் மொத்தம் 60 வகையான புவிசார் குறியீடை பெற்று சிறந்து விளங்குகிறது என்றார். மேலும் மாணவிகள் நடத்திய பேஷன் ஷோக்களில் இந்தியாவின் பல வேறு பகுதிகளில் இருந்து புடவைகளை அணிந்து நமது கலாசாரத்தை வெளிபடுத்தினர். மாணவிகளின் சேலை கண்காட்சிகள் நெசவு, சாயமிடுதல் மற்றும் வெவ்வேறு புடவைகளுக்கு பின்னால் உள்ள கைவினைத்திறனை வெளிப்படுத்தின. சடங்குகள், பண்டிகைகள் மற்றும் அன்றாட வாழ்வில் புடவையின் முக்கியத்துவம், கடந்த காலத்தையும் நிகழ்காலத்தையும் எவ்வாறு இணைக்கிறது என்பதை இந்த சேலை கண்காட்சி எடுத்துரைத்தது. இதில் தனலட்சுமி சீனிவாசன் பல்கலைக்கழக கூடுதல் பதிவாளர் இளங்கோவன், தனலட்சுமி சீனிவாசன் மகளிர் கலை மற்றும் அறிவியல் கல்லூரி முதல்வர் உமாதேவி பொங்கியா, பல்கலைக்கழக புலமுதல்வர்கள், பேராசிரியர்கள், ஆசிரியர்கள் உள்பட பலர் கலந்து கொண்டனர்.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

CHRISTMAS DAY CELEBRATION

பெரம்பலூர் தனலட்சுமி சீனிவாசன் பல்கலைக்கழக வளாகத்தில் கிறிஸ்துமஸ் விழா!

பெரம்பலூர் டிசம்பர்25 இயேசு கிறிஸ்து பிறந்த நாளை உலகம் முழுவதும் கிறிஸ்துமஸ் விழாவாக கொண்டாடப்படுகிறது. அதனை முன்னிட்டு பெரம்பலூர் தனலட்சுமி சீனிவாசன் பல்கலைக்கழக வளாகத்தில் 'ஜிங்கிள் மற்றும் மிங்கிள் 2024 கிறிஸ்துமஸ் விழா கொண்டாடப்பட்டது. தனலட்சுமி சீனிவாசன் பல்கலை கழகத்தின் மாண்புமை வேந்தர் உயர்திரு அ. சீனிவாசன் ஐயா அவர்களின் தலைமை வகித்தார். . வேந்தர் ஐயா அவர்களை மாணவிகள் உற்சாகமாக கரவொலி எழுப்பியும், கிறிஸ்துமஸ் கீதங்கள் பாடியும் வரவேற்றனர். ஐயா அவர்கள் இயேசுபிறப்பு குடிலைத் இறந்து வைத்தும்; மெழுகு வர்த்தியை ஏற்றிவைத்தும் குடிலை ஒளி வெள்ளத்தில் ஒளிரச் செய்தார். 200 மாணவிகள் தேவதைகள் மற்றும் கிறிஸ்துமஸ் தாத்தா வேடம் அணிந்தும், மாணவிகளின் கை வண்ணத்தில் மிக நுண்க்கமாக உருவாக்கப்பட்ட பனிமாளிகை, பனிக்குடல், பனிபந்து, ஆகிய நிகழ்வுகளை பார்வையிட்டு பாராட்டுகளை தெரி

வித்தார். இதனை தொடர்ந்து 150 கேக்குகள் வெட்டி, வானத்தை நோக்கி வண்ணப்பலூன்கள் பறக்கவிடப்பட்டன. மாணவிகள் புனித பைபிள் வசனங்களை வாசிக்க, பிரார்த்தனை பாடல்கள் பாடப்பட்டது. இதனை தொடர்ந்து மாணவிகளின் கலை நிகழ்ச்சிகள் நடைபெற்றது. இவ்விழாவில் கல்லூரியில் பயிலும் மாணவிகள் அனைவரும் வெள்ளை மற்றும் ஊதா நிற உடையில் சமத்துவத்தை வெளிப்படுத்தினர். இக்காட்சியானது வானத்தின் தேவதைகள் அனைவரும் மண்ணில் பிறந்து நம் கல்லூரி யிலேயே வலம் வருவதாக எண்ணத் தோன்றுகிறது என்றும் பாராட்டினார். மாணவிகள் கல்வியோடு மட்டுமல்லாமல் கலாச்சாரம் சார்ந்த பாடல்களுக்கு நடனமாடி அனைவரையும் மகிழ்ச்சி வெள்ளத்தில் ஆழ்த்தினர். இந்நிகழ்வில் கல்லூரி மாணவிகள் கிறிஸ்துமஸ் தாத்தா வேடம் அணிந்தும், வானத்து தேவதைகளாகத் தங்களை அலங்கரித்து கொண்டும் வலம் வந்தனர். இதனை தொடர்ந்து ஐயா அவர்கள் கிறிஸ்துமஸ் பாடல்கள்,

நடன நிகழ்ச்சிகள் மற்றும் அழகான கை வினை பொருட்களை காட்சிப்படுத்திய மாணவிகளுக்கு பரிசுத் தொகையை வழங்கினார். துறைவாரியாக மாணவிகள் கேக்குகளை வெட்டி தங்களுடைய கிறிஸ்துமஸ் கொண்டாடத்தை வெளிப்படுத்தினர். மேலும், திருவண்ணாமலை நிலச் சரிவில் நிகழ்ந்த பாதிப்புகளுக்கு இரங்கல் தெரிவிக்கும் பொருட்டு மாணவிகளுடைய கூட்டுபிரார்த்தனை நடைபெற்றது. மாணவிகள் இது போன்ற இயற்கை சீற்றங்களினால் உலக மக்கள் பாதிக்க பட கூடாது என்றும் இயேசு கிறிஸ்துவிடம் பிரார்த்தனை செய்தனர். இந்நிகழ்சியில் தனலட்சுமி சீனிவாசன் பல்கலைக்கழக சுடுதல் பதிவாளர் திரு இளங்கோவன் தனலட்சுமி சீனிவாசன் மகளிர் கலை மற்றும் அறிவியல் கல்லூரி முதல்வர் திருமதி உமாதேவி பொங்கியா, பல்கலைக்கழக புலமுதன்மையர்கள், அனைத்து துறைத் தலைவர்கள், பேராசிரியர்கள் மற்றும் மாணவிகள் அனைவரும் கலந்துக் கொண்டு மகிழ்ச்சியடைந்தார்கள்.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

PONGAL DAY CELEBRATION

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

PERSONALITY DEVELOPMENT PROGRAMME
ON ENTREPRENEURSHIP AND NET PREPARATION

SCITECH FIESTA – 2025

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

INTERCOLLEGIATE SCIENCE EXHIBITION AND COMPETITIONS – 2025

THREE-DAY WORKSHOP ON REGENERATIVE AGRICULTURE AND ENTREPRENEURSHIP TRAINING

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

ONE-DAY WORKSHOP ON PREDICTIVE ANALYTICS IN PROJECT MANAGEMENT

INTERNATIONAL WOMEN'S DAY CELEBRATION – 2025

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

புதி அரசு — திங்கள்கிழமை **10.3.2025**

பெரம்பலூர் தனலட்சுமி சீனிவாசன் பல்கலைக்கழகத்தில் உலக மகளிர் தினக் கொண்டாட்டம்

பெரம்பலூர், மார்ச்.10- பெரம்பலூர் தனலட்சுமி சீனிவாசன் பல்கலைக்கழகத்தில் மார்ச் 8, 2025 அன்று உலக மகளிர் தினம் மிக சிறப்பாக கொண்டாடப்பட்டது. இந்த விழாவிற்கு தன லட்சுமி சீனிவாசன் பல்கலைக்கழகத்தின் மாண்பமை வேந்தர் திரு.அ. சீனிவாசன் அய்யா அவர்கள் தலைமை வகித்தார். இந்த விழாவில் பெரம்பலூர் மாவட்ட ஆட்சியர் திருமதி. கிரேஸ் பச்சாவ் ஐ.ஏ.எஸ். அவர்கள் கௌரவ விருந்தினராக கலந்து கொண்டார். சிறப்பு விருந்தினராக கலிஞர் எம். சுடர்விழி, முத்த சமூக பாதுகாப்பு உதவியாளர், பணியாளர்களின் வருங்கால வைப்புநிதி அமைப்பு (மண்டல அலுவலகம்), கோயம்புத்தூர் அவர்கள் கலந்து கொண்டார். விழாவில் மாண்பமை வேந்தர் பேசியதாவது: "நமது பல்கலைக்கழகத்தில் நடைபெறும் இந்த உலக மகளிர் தின விழாவில் கலந்துகொண்டதில் பெரும் மகிழ்ச்சியடைகிறேன். பெண்ணினத்தின் பெருமை பிளையும், பெண்கள் தன் நிலையில் இருந்து மாறுபடாமல் உறுதியுடன் இருந்தால் வெற்றி பெற முடியும் என்றும், நீங்களாக இருங்கள் சொல்லிலும் செயலிலும் உண்மை தன்மையோடு இருக்க வேண்டும் என்றும் வலியுறுத்தினார். மேலும், அறியாமையை அகற்றி அறிவை வளர்த்து தன்னம்பிக்கையுடன் வாழக் கற்றுக்கொள்ள வேண்டும் என்றும் கூறி மாணவிகளுக்கு மகளிர் தின வாழ்த்துக்களைக் கூறினார். இன்று நாம் மகளிர் தினத்தை சிறப்பாகக் கொண்டாடுகிறோம். இந்த நாள் பெண்களின் வாழ்க்கை, அவர்கள் அடைந்த வெற்றிகள், மற்றும் சமூக முன்னேற்றத்தில் அவர்களின் பெரும் பங்களிப்பை, ஒவ்வொருவரும் நினைவுகூர்ந்து மதிப்பளிக்க வேண்டிய ஒரு முக்கியமான நாளாகும்.

பெண்கள் எந்த விதமான மாற்றத்தையும் உருவாக்கும் ஆற்றல் கொண்டவர்கள். குடும்பம், கல்வி, தொழில், அரசியல், அறிவியல், மருத்துவம், விளையாட்டு, மற்றும் தொழில்நுட்பம் உள்ளிட்ட அனைத்து துறைகளிலும் இன்று முன்னணி இடத்தைப் பெற்றுள்ளனர். இது வெறும் சாதனை மட்டுமல்ல, பெண்கள், சமூக முன்னேற்றத்திற்காக செய்த முக்கியமான பங்களிப்பாக நாம் புரிந்துகொள்ள வேண்டும். அவர்கள் ஒவ்வொரு துறையிலும் கொண்டுவரும் மாற்றங்கள், சமுதாய வளர்ச்சிக்கு உறுதுணையாக இருக்கின்றன. ஒரு பெண் முன்னேறினால், ஒரு குடும்பம் வளரும், ஒரு குடும்பம்

வளர்ந்தால், சமுதாயம் வளர்ச்சி அடையும். பெண்கள் எந்த ஒரு துறையில் பங்கெடுத்தாலும், அந்த துறை செழித்து வளர்க்கிறது.

நமது கல்வி நிறுவனங்கள் எப்போதும் பெண்களின் கல்வி மற்றும் தொழில்முப முன்னேற்றத்திற்கு உறுதியாக இருக்கும். நமது கல்வி நிறுவனங்களில் பயிற்றும் மற்றும் பயிலும் மாணவிகள் பல்வேறு துறைகளில் சாதனை படைத்திருப்பது மிகுந்த மகிழ்ச்சியளிக்கிறது. பெண்கள் முன்னேறுவதற்கு இன்னும் பல்வேறு தடைகள் உள்ளன. சமூக பாரம்பரியக் கட்டுப்பாடுகள், வேலை வாய்ப்பில் சமத்துவமின்மை, மற்றும் பாதுகாப்பு சிக்கல்கள் போன்றவை அவர்களின் வளர்ச்சிக்கு முக்கியமான தடைகளாக உள்ளன. இந்த நிலையை மாற்ற நாம் அனைவரும் உறுதியாக செயல்பட வேண்டும். பெண்களுக்கு அனைத்து துறையிலும் சம வாய்ப்பு வழங்க வேண்டும்; அவர்கள் எந்த பாதையை தேர்வு செய்தாலும், எந்த ஒரு தடையும் இருக்க கூடாது. அவர்கள் பயமின்றி கல்வி கற்க, வேலை செய்ய, மற்றும் தனிநபராக வாழ, பாதுகாப்பான சூழல் உருவாக்கப்பட வேண்டும். தொழிலில் அவர்கள் முன்னேறுவதற்கான அனைத்து ஆதரவுகளும் அளிக்கப்பட வேண்டும்; அவர்களின் திறமைக்கு ஏற்ப வேலை வாய்ப்புகள் வழங்கப்பட வேண்டும். மேலும், அவர்கள் ஆராய்ச்சி, தொழில்நுட்பம், மற்றும் தொழில் துறை போன்ற முக்கியமான துறைகளில் முன்னேறுவதற்கு தேவையான கல்வி மற்றும் அனைத்து விதமான உதவிகளும் அவர்கள் கல்வி நிறுவனங்கள்

நமது கல்வி நிறுவனங்கள் பெண்களின் முன்னேற்றத்திற்காக தொடர்ந்து பாடுபட்டு வருகிறது. அவர்களின் கல்வி, ஆராய்ச்சி, மற்றும் தொழில்முனைவு வளர்ச்சிக்கு தேவையான அனைத்து ஆதரவுகளையும் வழங்குவதில் உறுதியுடன் செயல்பட்டு வருகிறது. பெண்கள் தங்கள் திறமைகளை முழுமையாக வெளிப்படுத்தி, வெற்றி பெறுவதற்கான சிறந்த சூழலை உருவாக்க நமது

கல்வி நிறுவனங்கள் தொடர்ந்து பாடுபடும் என்பதை மகிழ்ச்சியோடு தெரிவித்துக்கொள்கிறேன். இந்த மகளிர் தினத்தில், நாம் அனைவரும் பெண்களின் வளர்ச்சிக்காக உறுதி எடுக்க வேண்டும். பெண்களுக்கு மேம்பாடு தேவை என்பதல்ல, அவர்களிடம் இருக்கும் திறமையை வெளிக்கொணர அவர்களுக்கு வாய்ப்பு தேவை. எனவே, நாம் நமது பல்வேறு செயல்பாடுகளின் மூலம் அவர்களை ஊக்குவிக்க வேண்டும். நாம் அனைவரும் ஒருங்கிணைந்து பெண்களின் உரிமைகளை பாதுகாக்க, அவர்களின் வளர்ச்சிய உறுதி செய்ய, மற்றும் சமத்துவமான உலகை உருவாக்க முனைந்து செயல்படுவோம்", என்று பேசினார்.
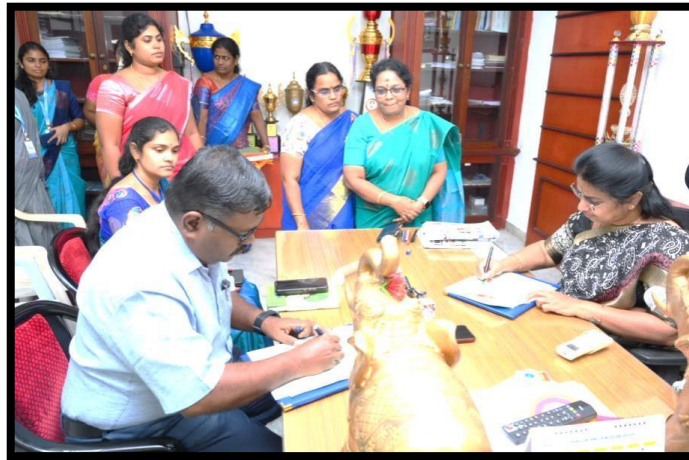
இந்த விழாவில் பெரம்பலூர் மாவட்ட ஆட்சியர் திருமதி. கிரேஸ் பச்சாவ் ஐ.ஏ.எஸ். அவர்கள் கௌரவ விருந்தினராக கலந்து கொண்டு, பேசியதாவது "மார்ச் 8 அன்று மட்டும் உலக பெண்கள் தினம் அல்ல வருடத்தின் ஒவ்வொரு நாளும் பெண்கள் தினம் தான் ஏனெனில் பெண்கள் ஒவ்வொரு நாளும் சமூகத்திற்கும், வீட்டிற்கும், நாட்டின் பாதுகாப்பிற்கும், மற்றும் பல துறைகளிலும் தனது பங்களிப்பை வழங்கி வருகின்றனர். பெண்கள் முன்னேற்றித்திற்கு மிகவும் முக்கியமானது கல்வியாகும், இந்த கல்வி மட்டுமே உலகத்தில் சரி எது தவறு எது என்பதை படுத்தறிய உதவும். மேலும் கல்வி மட்டுமே உலகில் உள்ள மற்ற மொழி, இனம், கலாச்சாரம் கொண்ட மக்களுடன் பழக மற்றும் பல்வேறு தொழில்நுட்பங்களை கற்று கொள்ள முடியும். உதாரணமாக தனலட்சுமி சீனிவாசன் பல்கலைக் கழகத்தில் பல்வேறு மொழி பேசும் மாணவர்கள் உள்ளனர். கேரளா, தெலுங்கானா, ஆந்திரா, பீகார் போன்ற மாநிலங்களில் பயிலும் மாணவர்களின் கலாச்சாரம், மொழி, பழக்கவழக்கங்களை கற்று கொள்ள கல்வி மிக முக்கியமானதாகும். மேலும் நாம் நினைவில் கொள்ள வேண்டியது நீ பெண்களுக்கு கல்வி கிடைத்தால், அவர்கள் தன்னம்பிக்கைத்தடன் படமாட்டார்கள். அவர்கள் பொருளாதார ரீதியாக

சுயமாக நிற்கும் நிலையை அடைவார்கள். கல்வியே அவர்களை திறமைமிக்க மற்றும் சக்திவாய்ந்தவர்களாக மாற்றும் முக்கிய கருவியாக திகழ்கிறது. மாணவிகள் சமூக வலைதளங்களை அனைத்து முறையாகவும் பயன்படுத்த வேண்டும் என்றும், இன்றைய சூழலில் பொருளாதாரத்தின் அவசியமும், அதைப் பொருளாதாரத்தை பெற வேண்டும் என்றால் கல்வி மிக மிக அவசியம் என்பதை தன் அனுபவம் வாயிலாக கூறினா.

அடுத்த பத்து வருடங்கள் கழித்து தனலட்சுமி சீனிவாசன் பல்கலைக்கழக கல்லூரி முதல்வர்களாகவும், நீதிமன்ற நீதிபதிகளாகவும், மாவட்ட ஆட்சியர்களாகவும், மற்றும் பல்வேறு துறைகளில் முக்கிய பதிவிகளை அழகு பார்க்க வேண்டும் அதற்கு பயிற்சியும், முயற்சியும், சிறந்த கல்வியும் இருந்தால் போதுமானது, மருத்துவம், பொறியியல், கணினி அறிவியல், விவசாயம், மற்றும் வணிகத் துறைகளில் இங்கு பயிலும் பெண்கள், எதிர்கால இந்தியாவை உருவாக்கும் முக்கிய சக்திகளாக திகழ்வார்கள் என்று நான் உறுதியாக நம்புகிறேன் பெண்களின் முன்னேற்றத்திற்காக அரச மேற்கொள்ளும் நடவடிக்கைகள் மற்றும் சமூகத்தில் அவர்கள் மேலும் முன்னேற பின்பற்ற வேண்டிய வழிமுறைகள் குறித்து விளக்கமாக பேசினார்", சிறப்பு விருந்தினராக கலிஞர் எம். சுடர்விழி, முத்த சமூக பாதுகாப்பு உதவியாளர், பணியாளர்களின் வருங்கால வைப்புநிதி அமைப்பு (மண்டல அலுவலகம்), கோயம்புத்தூர் அவர்கள் கலந்து கொண்டு, மகளிர் அதிகாரம், கல்வியின் முக்கியத்துவம், மற்றும் சமூக மற்றத்தில் பெண்களின் பங்கு குறித்து உரையாற்றினார்.

இறுதியாக, மாண்பமை வேந்தர் ஐயா அவர்கள் முன்னிலையில், மகளிர் கல்லூரியின் சார்பாக எளிக்குமார ஆய்விற்கு மற்றும் செயல்திறமல் ஆதிமன வெளி யிடப்பட்டது இந்த நிகழ்வில் தனலட்சுமி சீனிவாசன் பல்கலைக்கழகத்தின் கூடுதல் பதிவாளர், திட்டமிடல் மற்றும் மேம்பாட்டு அதிகாரி, கல்லைக்கழக புல முதல்வர்கள், பேராசிரியைகள், மாணவிகள் மற்றும் அனைத்து கல்வி நிறுவனங்களின் முதல்வர்கள், புலமுதல்வர்கள், பேராசிரியைகள் மற்றும் மாணவிகள் உட்பட 4000க்கும் மேற்பட்டோர் கலந்துகொண்டனர். தனலட்சுமி சீனிவாசன் மகளிர் கல்லூரி முதல்வர் பேராசிரியா உமா தேவி பொங்கியா அவர்கள் வரவேற்புரை வழங்கினார். விழாவின் நிறைவாக ஆங்கிலத்துறை முதுகலை இரண்டாம் ஆண்டு மாணவி சண்முகபிரியா நன்றியுரை வழங்கினார்

MOU SIGNING WITH T.I.M.E INSTITUTE AND TALENT DEVELOPMENT PROGRAMME

INTERNATIONAL DAY OF HAPPINESS CELEBRATION – 2025

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

25TH GRADUATION DAY CELEBRATION – 2025

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

WORKSHOP ON AZOLLA CULTIVATION – 2025

DHANALAKSHMI SRINIVASAN COLLEGE OF ARTS AND SCIENCE FOR WOMEN – MAJOR ACCOLADES 2025 – 2026

MoU Signing with Politecnico di Torino, Italy.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

FRESHER'S DAY CELEBRATION

தனலட்சுமி சீனிவாசன் மகளிர் கலை கல்லூரியில் புதுமுக மாணவிகளின் வரவேற்பு விழா

பெரம்பலூர் தனலட்சுமி சீனிவாசன் மகளிர் கலை மற்றும் அறிவியல் கல்லூரியில் புதுமுக மாணவிகளின் வரவேற்பு விழா மற்றும் மாணவிகளின் பொறுப்பேற்பு விழா நடைபெற்றது.

பெரம்பலூர் தனலட்சுமி சீனிவாசன் மகளிர் கலை மற்றும் அறிவியல் கல்லூரி (தன்னாட்சி) 30 ஆம் ஆண்டு புதுமுக மாணவிகளின் வரவேற்பு விழா மற்றும் மாணவிகளின் பொறுப்பேற்பு விழா நேற்று மத்திய கூட்டரங்கத்தில் நடைபெற்றது.

இவ்விழாவில் தனலட்சுமி சீனிவாசன் பல்கலைக்கழகத்தின் வேந்தர் சீனிவாசன் கலந்து கொண்டு தலைமை வகித்து பேசினார்.

தனலட்சுமி சீனிவாசன் மகளிர் கல்லூரியின் முதல்வர் பேராசிரியர் உமாதேவி பொங்கியா வரவேற்புரை வழங்கினார்.

இந்த நிகழ்வில் கல்லூரியின் சிறப்பம்சம்குறித்தும் அதன்முன்னேற்றம் குறித்தும் மாணவிகளின் கலைச்

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

AWARENESS FOR WORLD HEPATITIS DAY - 2025

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

AWARENESS SESSION ON CYBER CRIME

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

HANDLOOM HERITAGE FIESTA - 2025

ANTI DRUG CELL AWARENESS PROGRAM – 2025

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SECTION 4:

ADAPTATION OF NEP 2020 POLICIES

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

CHAPTER-4
ADAPTATION OF NEP 2020 POLICIES

ADAPTATION OF NEP 2020 POLICIES

4.1 NEP 2020 - AN INTRODUCTION

The National Education Policy (NEP) 2020 marks a paradigm shift in India's educational landscape, replacing the three-decade-old National Policy on Education of 1986. Anchored in the core principles of Access, Equity, Quality, Affordability, and Accountability, NEP 2020 is a forward-looking framework aligned with the United Nations' 2030 Agenda for Sustainable Development. It envisions transforming India into a globally competitive knowledge economy by promoting a holistic, flexible, and multidisciplinary approach to education across all levels, with a strong focus on nurturing individual talent and meeting the evolving demands of the modern world.

A central objective of NEP 2020 is to significantly enhance the Gross Enrolment Ratio (GER) in higher education, including vocational training, targeting an increase from 26.3% in 2018 to at least 50% by 2035. In alignment with this national vision, Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University) is committed to implementing broad-based, multidisciplinary academic programs. The institution plans to expand its student intake from 4000 in the academic year 2025–26 to 14000 over the next decade. This strategic growth trajectory reflects the institution's unwavering commitment to advancing the objectives of NEP 2020 by enhancing accessibility, inclusivity, and academic excellence.

4.2 DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY DEEMED TO UNIVERSITY HOLISTIC APPROACH TO NEP 2020

Under the visionary leadership of **Shri A. Srinivasan**, a renowned philanthropist and Chairman of Dhanalakshmi Srinivasan College of Arts and Science (established in 1996 and set on a sprawling 25-acre campus), the **Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University)** is spearheading a transformative shift in line with the **National Education Policy (NEP) 2020**. This strategic adoption underscores the institution's commitment to delivering holistic, flexible, and multidisciplinary education aimed at preparing well-rounded individuals equipped for the demands of the 21st century.

KEY DIMENSIONS OF NEP 2020 IMPLEMENTATION:

Holistic Multidisciplinary Curriculum

The University will implement a broad-based, multidisciplinary curriculum that integrates sciences, humanities, arts, mathematics, and professional fields. This approach nurtures creativity, innovation, critical thinking, and employability by equipping students with a blend of domain expertise, soft skills, and cross-disciplinary knowledge.

- **Flexible Degree Options with Multiple Entry/Exit**

  In line with NEP recommendations, the institution will offer both 3-year and 4-year undergraduate programs with multiple entry and exit points, allowing students to customize their academic pathways according to their goals and circumstances.

- **Academic Bank of Credits (ABC)**

  A digital credit repository will be established to facilitate seamless accumulation, transfer, and redemption of academic credits, ensuring flexibility and mobility across disciplines and institutions.

- **Transition to a Research-Intensive MERU**

  In a phased transition, the institute will evolve from a predominantly teaching-focused institution to a **Multidisciplinary Education and Research University (MERU)**, enhancing its academic rigor and research capabilities across diverse domains.

- **Multiple Modes of Learning**

  To cater to varied learner needs, the University will adopt a blended delivery model encompassing conventional in-classroom instruction, **online education**, and **Open and Distance Learning (ODL)**, thereby expanding access and outreach.

- **Equity through Student Support and Scholarships**

  Dedicated support centers and targeted scholarship programs will be established to uplift socio-economically disadvantaged students, ensuring inclusive access to quality education.

- **Professional Counselling and Well-being Services**

  Comprehensive academic, career, and psychological counselling services will be provided to ensure students' holistic development and well-being.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Research Funding and Innovation Support**

  The University aims to secure competitive research funding through the **National Research Foundation (NRF)** and other national/international agencies, fostering a vibrant research ecosystem and culture of innovation.

- **Accessible Education through ODL**

  Embracing **Open and Distance Learning**, the institution seeks to democratize education by making it accessible to learners across geographies and life circumstances.

  Through these forward-thinking initiatives, **Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University)** is poised to become a beacon of excellence in higher education. Its alignment with the ethos of NEP 2020 reflects a firm resolve to provide inclusive, equitable, and quality education while contributing meaningfully to India's knowledge-driven future.

4.3 DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY DEEMED TO UNIVERSITY N E P 2020 INTEGRATION – EMBRACING MULTIDISCIPLINARYEDUCATION

Dhanalakshmi Srinivasan Institute of Research and Technology DTBU is dedicated to fostering a holistic and multidisciplinary educational environment, aimed at nurturing all aspects of student development - intellectual, aesthetic, social, physical, emotional, and moral.

The university will implement innovative, imaginative and flexible curriculum structures, facilitating innovative multidisciplinary study combinations and providing various entry and exit points for students. This approach will encompass a wide range of departments including Health Science, Veterinary Science, Dental, Engineering Technology, Languages, Literature, Art, Education, Mathematics, Statistics, Pure and Applied Sciences, Sociology, Economics, Translation and Interpretation, and more recent, emerging technology

All courses at Dhanalakshmi Srinivasan Institute of Research and Technology DTBU will incorporate credit-based modules in community engagement, environmental education, and value-based education. The undergraduate programs will offer both 3 and 4-year options with multiple exit choices, including certificates, diplomas, or bachelor's degrees based on the duration of study. The 4-year multidisciplinary Bachelor's program, with an emphasis on research, will be especially encouraged.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

An Academic Bank of Credit (ABC) will be established to digitally store and manage academic credits from various courses, facilitating the seamless awarding of degrees based on accumulated credits. In the 4-year programs, students will have the opportunity to earn a 'degree with Research' by engaging in extensive research projects in their major study areas.

Dhanalakshmi Srinivasan Institute of Research and Technology DTBU will also enhance its focus on research and innovation by establishing start-up incubation centers, technology development centers, and centers for advanced research. This will include strengthening industry-academic collaborations with the support of Centres of Excellence to promote interdisciplinary research across a variety of fields, including humanities and social sciences.

ICT Academy is an initiative of the Government of India in collaboration with the state governments and industries. ICT Academy is a not-for-profit society, and a joint venture under the public-private partnership (PPP) model. ICT Academy was started to meet the skill requirements of the industry and generate more employment especially in tier 2 and 3 towns, the rural parts of the country. The organization was formed with representations from the State Government of Tamil Nadu, leading companies in the ICT industry and National Association of Software Services Companies (NASSCOM) in India. ICT Academy is recently endorsed and recommended by NITI Aayog (National Institution for Transforming India Aayog), the National Planning body of Government of India as one of the unique organizations for dissemination and replication, which is aligned to the Skill India Vision of the Government of India. With training of teachers and students as the primary objective, ICT Academy has been working through a seven-pillar program in the areas of faculty development, student skill development, entrepreneurship development, youth empowerment, industry-institute interaction, digital empowerment and research & publications. Dhanalakshmi Srinivasan college of Arts and Science for Women (Autonomous) has joined hands with ICT academy under the centre for Women empowerment. Centre for Women empowerment Women's empowerment and gender equality are essential to global progress. No nation can progress unless its women have equal access to opportunities with adequate safety and security. In India, women face a range of structural and social barriers that hinders their progress and eventually limit India's ability to modernize. Women's equal participation in the labour force would unlock trillions of dollars for global development.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

The initiative aims at

- Conducting Faculty Development program
- Training Pre-Final Year Girl students on Advanced Technologies
- Assess & Certify the Girl students on Technology Skills
- Provide Employment Facilitation to the Certified Girl Students Conduct Annual Student Competition
- Organize Women Empowerment Summit

4.4 DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY DEEMED TO UNIVERSITY STRATEGY FOR IDEAL LEARNING ENVIRONMENTS IN ALIGNMENT WITH NEP 2020

- **Curricular Innovation and Pedagogical Autonomy**

  Faculty members at Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University) will be empowered with the autonomy to design and innovate curriculum, pedagogy, and assessment strategies, within the overarching framework of higher education qualifications. This approach encourages creativity and responsiveness to emerging academic and industry needs.

- **Flexible and Innovative Assessment Systems**

  The institution will implement flexible and forward-looking assessment practices, including the Choice Based Credit System (CBCS), tailored to promote continuous learning and foster innovative evaluation methods that support diverse learner needs.

- **Criterion-Based Grading with Focus on Achievements**

  A criterion-referenced grading system will be adopted to assess student performance against well-defined program outcomes. This approach emphasizes achievement of learning objectives and provides a more meaningful measure of student success.

- **Shifting to Continuous and Comprehensive Evaluation**

  Moving away from high-stakes examinations, the University will adopt a Continuous and Comprehensive Evaluation (CCE) model that offers a holistic assessment of students' academic progress, skills, and competencies throughout their learning journey.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Holistic Academic Planning**

  The institution will embed academic planning into a strategic Institutional Development Plan (IDP), encompassing curriculum revisions, pedagogical enhancements, faculty development, and quality benchmarks to ensure academic excellence.

- **Enhanced Student Support Services**

  Robust student support mechanisms will be in place, including professional academic advising, career counselling, and personal development services, aimed at nurturing student growth and well-being.

- **Quality Assurance in Open and Distance Learning (ODL)**

  Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU) will ensure that its Open and Distance Learning (ODL) programs adhere to stringent quality benchmarks and regulatory standards, ensuring credibility, effectiveness, and learner satisfaction.

- **Global Standards for All Programs**

  The University will strive to align all its academic offerings—whether delivered through in-person, online, or ODL modes—with internationally recognized standards in curriculum design, pedagogy, learning outcomes, and student support services.

4.5 INTERNATIONALIZATION STRATEGY AT DHANALAKSHMI SRINIVASAN INSTITUTE OF RESEARCH AND TECHNOLOGY DTBU

Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU) is dedicated to cultivating a globally enriched academic environment by welcoming international students and creating pathways for its own students to gain international exposure. The following strategic initiatives outline the university's approach:

- **Promoting India as an Educational Hub**

  DTBU will contribute to India's emergence as a preferred global destination for higher education by offering world-class academic programs at affordable costs, thereby attracting international learners seeking high-quality education.

- **Establishing an International Students Office**

  A dedicated International Students Office will be established to support and manage all aspects of international student engagement—including admissions, onboarding, academic guidance, and cultural integration—ensuring a seamless transition and enriching experience for foreign students.

- **Fostering Research and Educational Partnerships**

  The university will actively build academic and research collaborations with reputed foreign institutions. These partnerships will include joint research projects, faculty exchange, and international student exchange programs, aimed at fostering cross-border knowledge sharing and innovation.

- **Encouraging Student Mobility**

  DTBU will facilitate increased mobility for its students by enabling credit transfers, research internships, and semester abroad programs at partnering institutions. Reciprocal arrangements will also welcome international students to participate in academic and research programs at DTBU.

  Global Expansion

  In alignment with NEP 2020's vision for internationalization, the university will explore the establishment of offshore campuses, further strengthening its global footprint and extending its educational services to international learners.

  Through these initiatives, **Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University)** is committed to enhancing its international presence, promoting cross-cultural learning, and providing its students and faculty with meaningful global engagement opportunities.

4.6 FOSTERING STUDENT GROWTH AND WELL-BEING:

Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU) is deeply committed to fostering a vibrant, inclusive, and student-centric environment, in alignment with the principles of the National Education Policy (NEP) 2020. The university's comprehensive strategy to enrich student life includes the following key initiatives:

- **Broad Spectrum of Extracurricular Activities**

DTBU will promote holistic development by offering a wide range of extracurricular opportunities including sports teams, cultural and arts clubs, eco-clubs, community outreach groups, and various student-led initiatives to cultivate leadership, creativity, and civic responsibility.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Robust Counselling Services**

  A well-structured student counselling system will be implemented to support students in managing academic stress, emotional well-being, and personal challenges, fostering a nurturing academic environment.

- **Expansion of Hostel Facilities**

  Recognizing the need for inclusive and comfortable accommodation, the university plans to expand its hostel infrastructure to accommodate a growing and diverse student population from across India and abroad.

- **Quality Healthcare Services**

  DTBU is committed to safeguarding student health by ensuring the provision of high-quality, accessible medical facilities on campus, available round-the-clock.

- **Incentivizing Merit for Diverse Groups**

  In line with the inclusivity goals of NEP 2020, the university will reward and incentivize the academic achievements of students belonging to SC, ST, OBC, and other Socio-Economically Disadvantaged Groups (SEDGs), encouraging equity in academic excellence.

- **Scholarships and Free Ships**

  As a private higher education institution, DTBU will actively provide scholarships and free ships to deserving students, ensuring that financial constraints do not hinder access to quality education.

4.7 FACULTY EMPOWERMENT AND INSTITUTIONAL EXCELLENCE

Aligned with the vision and aspirations of the National Education Policy (NEP) 2020, Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University) is committed to fostering a dynamic, supportive, and enriching environment for its faculty and staff. The university's comprehensive faculty development strategy encompasses the following key elements:

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Advanced Infrastructure**

  Faculty members will benefit from a well-established infrastructure, featuring modern office spaces, advanced teaching tools, clean drinking water, well-resourced libraries, state-of-the-art laboratories, and ergonomically designed classrooms, all situated within a clean, green, and inclusive campus.

- **Modern Educational Technologies**

  All classrooms will be equipped with cutting-edge educational technologies to facilitate interactive and blended learning, enhancing the overall teaching-learning experience.

- **Academic and Pedagogical Autonomy**

  Faculty will be empowered with the freedom to design curricula and adopt innovative teaching methods, in alignment with institutional and regulatory frameworks, fostering creativity and academic independence.

- **Transparent and Merit-Based Recruitment**

  The university will implement an independent, transparent, and merit-driven recruitment process to attract highly qualified and passionate educators.

- **Continuous Professional Development**

  Regular faculty and staff development programs, including workshops and training sessions, will be conducted to ensure ongoing skill enhancement and institutional growth.

- **Academic and Research Exposure**

  Faculty will be encouraged and supported to participate in national and international conferences, promoting the university's academic excellence on global platforms.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Global Engagement and Collaborations**

  Opportunities for short-term research, teaching, and exchange assignments with international institutions will be facilitated to strengthen global academic partnerships.

- **Recognition for Research and Innovation**

  Incentive mechanisms will be reinforced to acknowledge and reward excellence in research, consultancy, innovation, and intellectual property creation.

- **Attractive Compensation and Benefits**

  Competitive salary structures and comprehensive benefits will be provided to recruit and retain distinguished faculty, especially those with proven research credentials.

- **Educational Support for Employees' Children**

  The university will offer access to quality education for the children of faculty and staff at both school and higher education levels, supporting employee well-being.

- **Residential Facilities**

  On-campus and city-based residential accommodations will be made available to faculty and staff, promoting a cohesive academic community.

  Through these strategic initiatives, DTBU is poised to offer a globally competitive academic ecosystem, focused on the holistic well-being and development of both students and faculty.

- **Promoting Equity and Inclusion**

  In alignment with the National Education Policy (NEP) 2020, Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU) is committed to advancing equity and inclusion in higher education through the following strategic actions:

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Eliminating Financial Barriers**

  Implementing measures to reduce opportunity costs and associated fees to make higher education more accessible.

- **Enhanced Financial Aid**

  Expanding the range of scholarships and financial support to assist economically disadvantaged students.

- **Higher Education Awareness Campaigns**

  Conducting widespread outreach initiatives to raise awareness about higher education opportunities and available financial aid.

- **Inclusive Admission Practices**

  Reforming admission procedures to embrace diversity and ensure inclusivity in student intake.

- **Inclusive Curriculum Design**

  Developing curricula that reflect diverse perspectives, backgrounds, and experiences.

- **Improving Employability**

  Integrating industry-relevant skills and courses into the curriculum to boost graduates' employment prospects.

- **Courses in Indian Languages**

  Offering degree programs in Indian languages and bilingual formats to cater to a diverse student demographic.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Barrier-Free Campus Infrastructure**

  Ensuring full accessibility across the campus for individuals with disabilities, including the provision of ramps, elevators, and specially designed restrooms.

- **Comprehensive Student Support**

  Providing emotional, social, and academic mentoring to support student success.

- **Gender Sensitization**

  Conducting awareness programs for faculty, staff, and students on gender identity, and embedding gender sensitivity in curricula and campus practices.

- **Zero Tolerance for Discrimination and Harassment**

  Enforcing strict policies against discrimination and harassment, ensuring a safe and inclusive campus environment.

- **Institutional Development for SEDGs**

  Developing targeted Institutional Development Plans to enhance participation from Socio-Economically Disadvantaged Groups (SEDGs).

- **Diverse Recruitment Practices**

  Promoting diversity in faculty and staff hiring to reflect a range of perspectives and experiences.

- **Cultural Sensitivity Training**

  Offering ongoing cultural sensitivity programs for faculty and staff to nurture an inclusive culture.

- **Community Engagement Partnerships**

  Building collaborations with diverse communities and organizations to enhance outreach and support mechanisms for students from varied backgrounds.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Flexible Learning and Assessment**

  Providing part-time, evening, and online learning options to meet the diverse needs of students.

- **Student-Led Inclusion Initiatives**

  Encouraging student-led clubs and initiatives that promote diversity, equity, and inclusion on campus.

- **Inclusive Governance**

  Ensuring representation of diverse voices in leadership roles and decision-making processes.

- **Societal Engagement through NSS/NCC and Clubs**

  Promoting societal integration through structured community outreach programs led by NSS, NCC, and various student clubs.

- **Accessible Digital Resources**

  Ensuring all technological platforms and digital resources are accessible to students with disabilities.

4.8 INNOVATING VOCATIONAL EDUCATION AT DTBU

Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU) is reimagining vocational education by embedding it as a core element within its academic offerings. The university's forward-looking plan includes:

- **Widespread Integration of Vocational Education**

  Ensuring that at least 50% of students gain exposure to vocational education, enhancing their practical skills and employability.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **Industry and NGO Collaborations**

  Offering vocational courses independently and in collaboration with industry partners and NGOs, bringing real-world expertise into the academic environment.

- **Vocational Integration in Degree Programs**

  Incorporating vocational modules into all bachelor's degree programs, including multidisciplinary four-year degrees, to provide hands-on training alongside academic learning.

- **Credit-Based Flexibility**

  Designing a credit-based framework that enables seamless mobility between vocational and general education streams, allowing students to customize their academic pathways.

  Through these initiatives, DTBU is set to establish vocational education as a transformative pillar within its academic structure.

4.9 CELEBRATING INDIAN HERITAGE: PROMOTING LANGUAGES, ARTS, AND CULTURE

In accordance with NEP 2020, Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed to be University) is deeply committed to preserving and promoting Indian languages, arts, and cultural traditions. Key initiatives include:

- **Comprehensive Arts and Language Programs**

  Introducing a wide spectrum of Indian arts and cultural studies at all levels of education to foster cultural appreciation and creative expression.

- **Integration of Indian Languages in Higher Education**

  Embedding the study of Indian languages across all levels of academic programs to preserve linguistic heritage.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **High-Quality Educational Resources**

Developing engaging and effective learning materials in Indian languages, including textbooks, multimedia content, and literary works.

- **Establishment of Dedicated Academic Departments**

Creating strong departments and academic programs in Indian languages, comparative literature, creative writing, arts, music, and philosophy, including dual degree programs and four-year B.Ed. courses in these disciplines.

4.10 SAOC Analysis of Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous)

A comprehensive SWOC analysis was carried out to evaluate the institution's current position, identifying its strengths, areas for improvement, emerging opportunities, and potential challenges, in order to frame a strategic roadmap for sustainable growth.

Strengths

- Great reputation of the sponsoring body and its legacy
- Women Empowerment
- Notable Research Accomplishments
- Accreditation & Ranking
- NAAC mentor college
- Good placement record and renowned Alumnae network
- Free Commutation
- Multispeciality Hospital for Healthcare facilities

Areas for Improvement

- Faculty & Students Diversity
- Minimal International Research Collaboration
- Funding from various Government Agencies

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Opportunities

- Explore avenues for Deemed- to be- University status
- Potential for International Ranking & International collaborations for research
- Distinct / Innovative programmes aligned with societal needs.
- Holistic Development of the students

Challenges

- Regulatory obstacles in implementing NEP 2020.
- Students & Faculty exchange programs with International institutions
- Transforming students from job seekers into job providers

The SAOC analysis provides a comprehensive view of the diverse elements that are expected to shape the academic approach of Dhanalakshmi Srinivasan college. By exploring the details of the SWOC, a carefully designed action plan has been outlined for Dhanalakshmi Srinivasan Institute of Research and Technology DTBU.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SECTION 5: 15 YEAR DETAILED STRATEGIC VISION PLAN AND 5 YEAR ROLLING IMPLEMENTATION PLAN

15 YEARS DETAILED STRATEGIC VISION PLAN AND 5 YEARS ROLLING IMPLEMENTATION PLAN

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5.1 ACADEMIC PLAN

Dhanalakshmi Srinivasan College of Arts and Science for Women currently offers a wide array of programs across five schools, as shown in the table. With the transition to **DTBU status**, the institution will gain the flexibility to design innovative, interdisciplinary and Multidisciplinary programs aligned with global academic and industry trends.

Programs	SCHOOLS					Total
	Commerce	Computer Science	Science	Management	Creative Arts & Language	
UG Programs	B. Com	B.Sc., (Computer Science)	B.Sc., (Biochemistry)	BBA	B.A (English)	5
	B. Com (CA)	Bachelor of Computer Application	B.Sc., (Biotechnology)			3
		B.Sc., (AI & ML)	B.Sc., (Microbiology)			2
			B.Sc., (Mathematics)			1
					B.Sc., (Fashion Technology)	1
TOTAL						12
PG Programs	M.Com	M.Sc. (Computer Science)	M.Sc. (Biochemistry)	MBA	M.A (Tamil)	5
	M.Com (CA)	MCA	M.Sc. (Biotechnology)		M.A (English)	4
			M.Sc. (Microbiology)			1
			M.Sc., (Mathematics)			1
			M.Sc., (Physis)			1
			M.Sc., (Chemistry)			1

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

						13
			TOTAL			
Ph.D Programs	Commerce	Computer Science	Microbiology Biotechnology Biochemistry	Management	Tamil	7
			TOTAL			7

15 YEARS DETAILED STRATEGIC VISION PLAN - ACADEMICS

Benchmark: Complete Autonomy

Strategic Plan with Outputs and Outcomes:

Securing **Deemed-to-be-University (DTBU)** status provides the institution with full academic and administrative independence, including the authority to confer degrees. This autonomy enables the design of innovative programs, implementation of NEP 2020 reforms, and the strengthening of governance systems to position the institution among the leading higher education providers nationally and globally.

0–5 Years

- Formulate **policies and SOPs** required for degree conferment, ensuring regulatory compliance.
- Introduce **multiple entry and exit options** across all programs to align with NEP 2020 mandates.
- Launch **interdisciplinary and multidisciplinary programmes**, offering students flexible career pathways.
- Roll out **four-year honours programmes**, with options for research integration, preparing students for advanced study and industry readiness.
- Expand programme offerings from **33 to 67**, broadening opportunities across disciplines.
- Establish **robust governance structures**, secure higher **NAAC accreditation grades**, and develop **key partnerships** with industries and academic institutions.
- Strive to secure **NIRF** ranking in the band **1-100**.

6–10 Years

- Review existing policies and SOPs to assess their **effectiveness**, making improvements based on stakeholder feedback.

- Implement **technology-enabled monitoring systems** for SOPs, ensuring transparency and accountability.

- Evaluate the **impact of academic flexibility** on student success and adjust policies as required.

- Undertake **systematic assessment of learning outcomes** in existing programs, refining curricula where necessary.

- Further expand offerings from **67 to 94 programmes** to meet emerging academic and industry needs.

- Focus on **improving national rankings**, securing **international accreditations**, and building **global collaborations**.

11–15 Years

- Operate as a **mature DTBU**, with fully optimized policies and SOPs integrated into digital governance platforms.

- Continue refining **entry/exit pathways** and interdisciplinary models to maximize student choice and academic flexibility.

- Grow offerings from **94 to 123 programmes**, with a balance of core, applied, and emerging disciplines.

- Establish the institution among the **top-ranked universities globally and nationally**, supported by **world-class governance, accreditation, and quality assurance frameworks**.

Benchmark: Industry Immersion Programs

Strategic Plan with Outputs and Outcomes:

Industry partnerships and immersion initiatives bridge the gap between academia and the professional world, ensuring that students are career-ready. By co-developing curricula with industries, establishing Centres of Excellence, and driving consultancy and research projects, the institution can strengthen its placement outcomes, entrepreneurial ecosystem, and innovation culture.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

0–5 Years

- Constitute an **expert committee** to identify emerging areas in technology, healthcare, and applied sciences.
- Launch **industry-immersion programs** tailored to these areas, ensuring practical exposure.
- Sign **MoUs with industry partners** to facilitate joint research, consultancy projects, and co-offered programmes.
- Establish **five Centres of Excellence (CoEs)** in collaboration with leading industries.
- Introduce **five new industry-immersive academic programmes** with practical training components.

6–10 Years

- Conduct a **comprehensive review** of first-phase programmes, incorporating feedback from students, employers, and industry experts.
- Introduce **five additional industry-immersion programmes** to address new domains.
- Establish **ten more Centres of Excellence**, creating a networked ecosystem of innovation hubs.

11–15 Years

- Expand to **15 additional Centres of Excellence** in collaboration with global and national industry leaders.
- Position the institution as a **hub for entrepreneurship, placements, and higher education pathways** through intensive industry partnerships.
- Integrate **cutting-edge technologies** into CoEs to promote advanced research, consultancy, and start-up incubation.

Benchmark: Modern Tools and Blended Learning

Strategic Plan with Outputs and Outcomes:

The integration of hybrid learning models and advanced digital tools will revolutionize the teaching-learning ecosystem. AI-powered platforms, flexible course content, and dynamic learning environments will prepare students for a rapidly evolving digital world while empowering faculty to deliver high-quality education.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

0–5 Years

- Implement **hybrid learning in 40% of courses**, blending classroom instruction with online modules.
- Upgrade **LMS, ERP, CRM, and O365 platforms** to create a seamless academic and administrative ecosystem.
- Enable **40% of courses** to be editable and transferable, ensuring curriculum continuity when faculty changes occur.

6–10 Years

- Expand **hybrid learning to 80% of courses**, strengthening flexible and self-paced learning.
- Integrate **AI-driven features** into digital platforms to enhance teaching effectiveness, student engagement, and assessment.
- Enable **80% course flexibility**, allowing rapid content adaptation by new or incoming faculty.

11–15 Years

- Achieve **100% hybrid learning adoption** across all programmes.
- Fully integrate **AI-enabled learning systems**, including predictive analytics, adaptive learning modules, and smart classrooms.
- Ensure **complete flexibility of courses**, empowering faculty to seamlessly update and transfer learning content.

Benchmark: Global Outreach and Accreditation

Strategic Plan with Outputs and Outcomes:

Global engagement is central to building institutional reputation, by achieving top accreditations, participating in international rankings, and establishing academic exchange opportunities, the institution will enhance its global standing and attract students, faculty, and partnerships worldwide.

0–5 Years

- Strengthen **international accreditation parameters**, addressing weaker metrics through targeted initiatives.
- Actively participate in **international ranking frameworks**.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- Collaborate with at least **10 global universities ranked in the top 200**, fostering student and faculty exchanges.

6–10 Years

- Achieve a **Top 50 national ranking** in India.
- Secure **international accreditation for 50% of programmes**.
- Position the institution within the **top 750 globally**, and partner with universities ranked among the **top 100 worldwide**.

11–15 Years

- Attain a **global ranking within the top 500 universities**.
- Secure **international accreditation across all programmes**.
- Forge collaborations with **universities ranked in the top 50 globally**, ensuring strong student exchange, dual-degree, and research programs.

LAUNCHING OF NEW SCHOOLS: PHASE BY PHASE

PHASE-I

Schools	UG	PG
School of Arts and Science	10	9
School of Engineering and Technology	10	-
Vocational	5	-
TOTAL	25	9

PHASE-II

Schools	UG	PG
School of Arts and Science	6	4
School of Engineering and Technology	7	3
School of Medical sciences and allied health sciences	4	-
School of Law	3	-
TOTAL	20	7

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

PHASE-III

Programme	UG	PG	Integrated
School of Arts and Science	5	2	4
School of Engineering and Technology	5	2	-
School of Allied Health Sciences	4	-	-
School of Paramedical Science	3	-	-
School of Veterinary Science	1	-	-
School of Dental Science	1	-	-
Online Distance Learning	2	-	-
TOTAL	**21**	**4**	**4**

PROPOSED NEW PROGRAMME - PHASE I

SCHOOL OF ARTS AND SCIENCE

S.No	UG PROGRAMME	PG PROGRAMME
1	B A Fine arts	M.A English Language & Linguistics
2	B.A Tamil language & Linguistics	M.A Tamil Language & Linguistics
3	BA Virtual Reality Design	M.Sc Cloud Computing
4	B Sc Data analytics	M.Sc Cybersecurity
5	B Sc Cognitive Computing	M.Sc Stem Cell Technology
6	B.Sc IOT	M.Sc Nutrition & Dietetics
7	B.Sc. Molecular Biology	Master of Entrepreneurship
8	B.Sc Environmental Science and Sustainability	M.Sc Environmental Economics
9	B Sc Neuro science & cognitive psychology	M.A International Relations & Global Governance
10	B A Health care & Entrepreneur management	

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

PROPOSED ENGINEERING PROGRAMME

S.No.	UG PROGRAMME
1	B.Tech Quantum Computing Engineering
2	B.Tech Space Engineering
3	B.Tech Artificial Intelligence and Data Science
4	B.Tech Telecommunication Engineering
5	B.Tech Electrical and Electronics Engineering
6	B.Tech Computer Science with Data Science
7	B.Tech Civil Engineering
8	B.Tech Electronics and Communications
9	B.Tceh Robotics and Automation
10	B.Tech Mechanical Engineering

PROPOSED VOCATIONAL COURSE

S.No.	UG CATEGORY
1	Certificate in digital literacy
2	Certificate in AI
3	Certificate in cloud computing
4	Certificate in Entrepreneurship & Innovation
5	Certificate in digital marketing

❖ **Ph.D –All relevant Disciplines**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

PROPOSED NEW PROGRAMME - PHASE II

SCHOOL OF ARTS AND SCIENCE

S.No.	UG PROGRAMME	PG PROGRAMME
1	B.Sc Biosciences	M.Sc AI and Genetic Studies
2	B.Sc Cybersecurity and Digital Forensics	M.Sc Neuro science and Cognitive Psychology
3	B Sc Geo informatics	M.Sc Computational Biology
4	B Sc Socio informatics	M.Sc Material Science and Nano technology
5	B.Sc Computational Biology	
6	B.A. Digital Humanities	

SCHOOL OF ENGINEERING

S.No.	UG PROGRAMME	PG PROGRAMME
1	B.Tech Quantum Computing and Systems Engineering	M.Tech AI&ML
2	B.Tech Aero Space Engineering	M.Tech Optical Engineering
3	B.Tech Autonomous Vehicle Engineering	M.Tech Medical Imaging and Data Analysis
4	B.Tech Telecommunication Engineering	
5	B.Tech Additive Manufacturing and 3D Printing Engineering	
6	B.Tech Data Visualisation	
7	B.Tech Rehabilitation Engineering	

PROPOSED MEDICAL SCIENCE PROGRAMME

S.No.	PROGRAMME
1	M.B.B.S
2	B.Sc – Respiratory Therapy
3	B.Sc – Medical Laboratory Technology
4	B.Sc – Medical Record Sciences

PROPOSED LAW PROGRAMME

S.No.	UG CATEGORY
1	B.A., LL.B
2	B.Com., LL.B
3	B.B.A., LL.B

❖ **Ph.D –All relevant Disciplines**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

PROPOSED NEW PROGRAMME - PHASE III

SCHOOL OF ARTS AND SCIENCE

S.No.	UG PROGRAMME	PG PROGRAMME
1	B.Sc Health Care and Precision Medicine	M.Sc Cyber Security & Digital Forensics
2	B.A History & Data Science	M.Sc Geoinformatics
3	B.A Linguistics & Computer science	
4	B.Sc Environmental Humanities	
5	B.Sc.Data Science for Military intelligence	

SCHOOL OF ENGINEERING COURSE

S.No.	UG PROGRAMME	PG PROGRAMME
1	B.Tech Sustainable and Renewable Energy Engineering	M.Tech Quantum Computing
2	B.Tech Environmental and Climate Change Engineering	M.Tech CSE
3	B.Tech Wearable and Implant Device Engineering	
4	B.Tech Neuroscience Engineering and Cognitive Computing	
5	B.Tech Synthetic Food Engineering	

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

ALLIED HEALTH SCIENCES

S.No.	UG PROGRAMME
1	B.Sc – Radiography and Imaging Technology
2	B.Sc – Optometry
3	B.Sc-Critical care and Emergency
4	B.Sc-Audiology and Speech Language Pathology

PG PROGRAMME (INTEGRATED)

S.No.	PG PROGRAMME
1	M.B.A Innovation and Design Thinking
2	M.A Statistics
3	M.Sc Marine Biotechnology and Bio Engineering
4	M.Sc Electronic Welfare and Defense

PARAMEDICAL SCIENCE

S.No.	UG PROGRAMME
1	B.Sc - Nursing
2	B.Pharm – Bachelor of Pharmacy
3	B.P.T – Bachelor of Physiotherapy

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

VETERINARY SCIENCES

S.No.	UG PROGRAMME
1	B.V.Sc – Veterinary Science

DENTAL SCIENCES

S.No.	UG PROGRAMME
1	B.D.S-Dental Science

❖ **Ph.D –All relevant Disciplines**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

FIVE YEARS ROLLING OUT IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	Foundation Building & Academic Expansion	• **Academic Programmes:** Launch 4 UG, 2 PG, and 1 Vocational Programme aligned with NEP 2020 to meet local/global skill needs. • **Governance & Autonomy:** Formulate institutional policies and SOPs for efficient governance and autonomy in academics/administration. • **Curriculum & NEP 2020:** Design flexible frameworks introducing multiple entry/exit options for lifelong learning. • **Industry Collaboration:** Identify industry partners, sign MoUs for internships, consultancy, and live projects. • **Centres of Excellence (CoE):** Draft roadmap for CoEs focusing on innovation and skill development. • **Digital Infrastructure:** Upgrade LMS, ERP, CRM, Office 365 to enhance teaching, learning, and engagement. • **Internationalization:** Initiate discussions with global universities for exchange programmes and research collaboration.

Year II (2026–2027)	Strengthening Autonomy & Multidisciplinary Growth	• **Academic Programmes:** Launch another 4 UG, 2 PG, and 1 Vocational Programme promoting multidisciplinary learning. • **Governance & Autonomy:** Implement SOPs for autonomy in degree conferment, credit transfer, and project-based learning. • **Curriculum & NEP 2020:** Introduce 4-year honours programmes (with/without research) offering diverse career tracks. • **Industry Collaboration:** Start industry-driven immersive courses in AI, Data Science, FinTech, Healthcare Informatics. • **Faculty Development:** Conduct structured training on hybrid pedagogy, EdTech, and global standards. • **Internationalization:** Formalize 5 MoUs with reputed global universities for mobility and research.
Year III (2027–2028)	Excellence in Quality & Industry Integration	• **Academic Programmes:** Add 4 UG, 2 PG, and 1 Vocational Programme with emphasis on employability. • **Curriculum & NEP 2020:** Introduce industry-linked specializations with practical exposure. • **Quality Assurance:** Establish monitoring systems aligned with NAAC and NIRF benchmarks. • **Centres of Excellence:** Launch at least 3 CoEs with industry collaboration in emerging domains. • **Digital Pedagogy:** Implement blended learning in 20% of courses for flexible delivery. • **Internationalization:** Initiate student/faculty exchange, host international conferences, and workshops.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year IV (2028–2029)	Scaling Innovation & Global Partnerships	• **Academic Programmes:** Expand with 4 UG, 2 PG, and 1 Vocational Programme including global curricula. • **Curriculum & NEP 2020:** Fully implement multiple entry/exits across all programmes. • **Quality Assurance:** Strengthen frameworks to aim for higher NAAC grades and top NIRF positions. • **Centres of Excellence:** Expand to 5 CoEs driving innovation, entrepreneurship, and consultancy. • **Digital Pedagogy:** Scale blended learning to 40% of courses, adopting global best practices. • **Internationalization:** Establish 10 partnerships with top global universities for dual degrees, summer schools, and research.
Year V (2029–2030)	Global Recognition & Institutional Sustainability	• **Academic Programmes:** Launch 4 UG, 1 PG, and 1 Vocational Programme with focus on innovation & sustainability. • **Governance & Autonomy:** Conduct holistic review of autonomy frameworks to ensure compliance and adaptability. • **Quality Assurance:** Secure NAAC 'Excellence', target international rankings, and establish national model status. • **Industry Collaboration:** Scale partnerships into long-term ecosystems with start-up incubation and innovation hubs. • **Digital Pedagogy:** Achieve 100% blended learning integration, positioning digital-first pedagogy as core strength. • **Global Recognition:** Attain international accreditation, strengthen alumni networks abroad, and boost research impact visibility.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5.2 **FACULTY RECRUITMENT PLAN**

At Dhanalakshmi Srinivasan DTBU, the faculty requirement is projected to expand significantly from the current strength of 3,438. Over the next fifteen years, the institution will witness a steep rise in demand for qualified faculty members, particularly in the first decade. This trend highlights two critical priorities—sustaining faculty retention and implementing an effective strategy to attract the best talent from across the country and beyond.

The projected requirements across three growth phases are as follows:

Programs	PHASES		
	Phase – I	Phase – II	Phase – III
Professor (2-6% will be Visiting & Adjunct Professors)	70	120	180
Associate Professor	180	240	361
Assistant Professor	290	356	530
Professor of Practice	10	14	20
Total	550	730	1091

Recognizing the scale of this expansion, we have developed a forward-looking plan that integrates both recruitment and retention. This plan is informed by a comprehensive SWOC analysis that evaluates our institutional strengths, identifies challenges, explores opportunities, and anticipates potential concerns. The insights from this analysis form the foundation of our roadmap to ensure that faculty growth aligns with our vision for academic excellence and institutional sustainability.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

15 YEARS DETAILED STRATEGIC VISION PLAN- FACULTY RECRUITMENT

15-Year Strategic Roadmap for Faculty Recruitment and Academic Excellence

The institution recognizes that faculty recruitment, retention, and development are central to achieving global standards in teaching, research, and innovation. In line with UGC norms and international best practices, Dhanalakshmi Srinivasan DTBU has prepared a **15-year phased plan** that benchmarks performance, identifies key strategies, and defines clear outcomes.

Benchmark 1: Faculty Recruitment and Academic Excellence

Objective: Recruit and nurture high-quality faculty members who can contribute significantly to teaching, research, and innovation.

Strategic Plan with Outputs and Outcomes

1. **Selection and Appointment:** Recruit faculty strictly in compliance with current UGC regulations and adapt to future revisions.

2. **Residential Facilities:** Develop on-campus housing to attract candidates from across India and abroad.

3. **Teaching Innovation:** Encourage faculty to adopt interdisciplinary, experiential, and technology-driven teaching methods.

4. **Attractive Packages:** Create dynamic and flexible salary structures, including performance-based increments, to draw top-performing candidates and industry experts.

5. **Technology in Recruitment:** Deploy AI-enabled recruitment systems for headhunting and employee progress tracking.

   Phased Progress Indicators

- **0–5 Years:**
    o 20% increase in applications from top-tier candidates.
    o Launch of University-level awards for excellence in teaching and research.

- **6–10 Years:**
    o 50% increase in applications from top-tier candidates.
    o Faculty encouraged to secure national-level awards for academic and research excellence.

- **11–15 Years:**
    o 100% increase in applications from top-tier candidates.
    o Faculty encouraged and supported to achieve international-level awards andrecognition.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Benchmark 2: Enhance Faculty Diversity

Objective: Build a diverse and inclusive faculty community by recruiting from varied geographic, cultural, and industrial backgrounds.

Strategic Plan with Outputs and Outcomes

1. Implement diversity-focused recruitment practices to ensure representation from different regions and backgrounds.

2. Establish partnerships with national and international academic institutions, industries, and research networks.

3. Encourage appointments of **Visiting Professors, Adjunct Faculty, and Professors of Practice** to bridge academia and industry.

Phased Progress Indicators

- **0–5 Years:**
    - 10% of faculty recruited from outside Tamil Nadu and India.
    - 2% of faculty appointed as Visiting, Adjunct Faculty, or Professors of Practice.

- **6–10 Years:**
    - 20% of faculty recruited from outside Tamil Nadu and India.
    - 4% appointed as Visiting, Adjunct Faculty, or Professors of Practice.

- **11–15 Years:**
    - 30% of faculty recruited from outside Tamil Nadu and India.
    - 6% appointed as Visiting, Adjunct Faculty, or Professors of Practice.

Benchmark 3: Fostering Academic Growth

Objective: Create a culture of continuous learning and professional growth to enhance teaching effectiveness, research productivity, and leadership capacity.

Strategic Plan with Outputs and Outcomes

1. Conduct **annual Faculty Development Programmes (FDPs)** focusing on pedagogy, research, leadership, and technology integration.

2. Promote faculty participation in national and international workshops, conferences, and collaborative research.

3. Establish a **Faculty Innovation and Excellence Centre** to provide structured training in cutting-edge fields.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Phased Progress Indicators

- **0–5 Years:**

  Organize 10 FDPs focused on teaching skills, curriculum innovation, and research enhancement.

- **6–10 Years:**

  Organize an additional 10 FDPs, including leadership training and industry-oriented skills.

- **11–15 Years:**

  Organize an additional 15 FDPs, with emphasis on global teaching practices, advanced research methods, and digital pedagogy.

Benchmark 4: Increase Retention Rates

Objective: Strengthen faculty loyalty and engagement through supportive policies, recognition systems, and career growth opportunities.

Strategic Plan with Outputs and Outcomes

1. **Mentorship and Development:** Continue structured mentorship programs, professional development initiatives, and leadership-building exercises.

2. **Work-Life Balance:** Provide family-friendly policies, wellness initiatives, and stress-management programs to create a supportive environment.

3. **Competitive Compensation:** Implement dynamic salary structures with incentives for high performance and long-term service.

4. **Recognition and Rewards:** Introduce internal recognition awards, research grants, and sabbatical opportunities.

   Phased Progress Indicators

- **0–5 Years:**
- Retention rate maintained at **85% and above** through mentorship and professional development programs.

- **6–10 Years:**
- Retention rate improved to **90% and above**, driven by performance-linked incentives and flexible career progression.

- **11–15 Years:**
- Retention rate enhanced to **95%**, positioning DTBU as a leading destination for academic professionals.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Benchmark 5: Promotion, Incentives, and Rewards

Objective: Establish a transparent, merit-driven system of career advancement, coupled with robust incentives and recognition, to motivate faculty and sustain excellence in teaching, research, and service.

Strategic Plan with Outputs and Outcomes

Merit-Based Promotion System:

- Develop and implement a transparent, flexible, and merit-driven promotion framework aligned with UGC and institutional guidelines.
- Ensure the process recognizes excellence in teaching, research publications, patents, funded projects, and contributions to student success.

1. **Incentive Structures:**
   - Provide monetary and non-monetary incentives for exceptional achievements in research (e.g., Scopus-indexed publications, funded projects, patents), teaching innovations, and community service.
   - Introduce performance-linked bonuses and awards for high-impact outcomes.

2. **Faculty Development and Training Wing:**
   - Establish a dedicated **Faculty Development and Training Wing** to design structured training modules in pedagogy, leadership, research methodology, and technology integration.
   - Provide continuous support for career growth, including mentorship and international exposure opportunities.

Phased Progress Indicators

- **0–5 Years:**
  - Significant rise in the number of faculty benefiting from promotions and incentives.
  - Recognition of high performers through internal awards and structured incentive packages.
  - Establishment of the Faculty Development and Training Wing.

- **6–10 Years:**
  - At least **25% increase** in faculty receiving promotions and incentives compared to baseline.
  - Faculty actively participating in structured development programs, leading to

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

measurable improvements in teaching quality and research productivity.

- **11–15 Years:**
  - At least **40% increase** in faculty receiving promotions and incentives compared to baseline.
  - The institution recognized nationally for its transparent and merit-based promotion and reward system, serving as a model for peer institutions.

This 15-year Faculty Recruitment Plan ensures that Dhanalakshmi Srinivasan Institute of Research and Technology not only attracts top-quality faculty but also fosters diversity, promotes continuous academic growth, and strengthens retention. Through phased strategies, the institution will build a world-class academic workforce that drives innovation, excellence, and global recognition.

FIVE YEARS ROLLING OUT IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	Foundation & Faculty Excellence	• **Faculty Recruitment:** Select and appoint highly qualified faculty members strictly as per UGC norms and in anticipation of future regulatory revisions. • **Competitive Salaries & CoEs:** Introduce attractive salary packages to recruit the best talent while simultaneously establishing and expanding Centres of Excellence in priority domains. • **Mentorship &Career Tracks:** Design structured mentorship programs for young faculty and create clear career advancement tracks. • **Merit-Based Promotion:** Implement a transparent, performance-oriented promotion system linked to academic, research, and outreach contributions. • **Flexible Salary Bands:**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

		Introduce salary bands that allow flexibility for rewarding exceptional talent and aligning with market standards.
Year II (2026–2027)	**Capacity Building & Faculty Development**	• **Teacher Training Workshops:** Organize regular professional development and pedagogy workshops to strengthen teaching quality. • **Work-Life Balance Policies:** Introduce supportive measures such as flexible working hours, wellness programs, and sabbatical opportunities. • **Performance-Based Incentives:** Reward faculty achievements in teaching, research, publications, and consultancy through structured incentives. • **Performance-Linked Salary:** Expand the salary structure to include increments based on measurable academic and research performance outcomes.
Year III (2027–2028)	**Integration & Performance Alignment**	• **Interdisciplinary Programs:** Strengthen academic support structures and promote cross-disciplinary teaching and research opportunities. • **Link Development to Outcomes:** Ensure professional development, workshops, and skill-building are directly tied to performance and student outcomes. • **Review Incentive Effectiveness:** Continuously monitor, assess, and revise the incentive system for relevance and impact. • **Industry Partnerships:** Build strategic industry partnerships to support faculty recruitment, internships, joint research, and consultancy.
Year IV (2028–2029)	**Research Expansion & Retention**	• **Expand CoEs:** Strengthen and diversify Centres of Excellence with cutting-edge infrastructure and global collaborations. • **Retention Strategies:**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

		Develop and refine retention policies based on faculty feedback, including improved recognition and support systems. • **Scaled Incentive Systems:** Expand incentive models to cover not just teaching and research, but also patents, societal impact, and entrepreneurial initiatives. • **Enhanced Salary Packages:** Introduce additional benefits such as on-campus housing, funded research grants, international sabbaticals, and medical insurance.
Year V (2029–2030)	**Global Benchmarking & Leadership**	• **Policy Optimization:** Review and refine all faculty recruitment, promotion, and retention policies for greater efficiency. • **Retention & Satisfaction:** Focus on improving long-term retention rates and ensuring overall faculty satisfaction through surveys and feedback. • **AI-Enabled Recruitment:** Adopt AI tools for talent acquisition, academic analytics, and workforce planning to optimize faculty management. • **Leadership Roles:** Reward long-serving and high-performing faculty with leadership, governance, and decision-making opportunities. • **Global Salary Benchmarking:** Align salaries, benefits, and research grants with global institutions to attract and retain world-class talent.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5.3 STUDENT ADMISSION PLAN

The student enrollment across five schools at Dhanalakshmi Srinivasan for the academic year 2025 – 2026 is shown in the table below. The table highlights the current enrollment strength of the institution in its various academic programs.

Program	Commerce	Computer Science	Science	Management	Creative Arts & Languages	Total
UG	458	721	673	161	232	2245
PG	146	297	380	240	130	1193
Total	604	1018	1053	401	362	3438

As student enrollments are expected to rise, the institution is set to launch a wide range of industry-focused programs designed to offer flexibility through interdisciplinary and multidisciplinary studies, honors pathways, dual degree opportunities, and beyond. In order to balance this expansion with academic rigor and excellence, a detailed SWOC analysis has been carried out to shape a comprehensive strategy for sustainable growth.

15 YEARS STRATEGIC PLAN ON STUDENT- ADMISSION

Dhanalakshmi Srinivasan Institute of Research and Technology projects substantial enrollment growth in alignment with its planned academic programs and infrastructure development. The anticipated student strength over the next fifteen years is presented in the table below.

Sl.No	Programme	Phase – I	Phase – II	Phase – III
1	UG Programmes	5265	9845	15365
2	PG Programmes	2032	2460	3052
Total		7297	12305	18417

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Benchmark 1: Program Diversity and Academic Excellence

Strategic Plan:

- Launch industry-immersed, inter- and multi-disciplinary, research-integrated, and dual-degree programs.
- Infuse design thinking and innovation-driven curriculum.
- Provide flexible program choices and specializations.

Phased Progress:

- **0–5 Years**:
  - 34 new programs launched across UG, PG, and doctoral levels.
  - Program diversity enhanced by 20%, offering students more academic pathways.
  - Enrollment expected to cross 7,000+ students.
  - Early recognition as a progressive institution offering modern, industry-relevant programs.

- **6–10 Years**:
  - Additional 27 programs launched, strengthening cross-disciplinary opportunities.
  - 40% overall increase in program diversity compared to baseline.
  - Enrollment to reach 12,000+, with significant growth in postgraduate and research programs.
  - Strong positioning as a hub for academic innovation and student-centric learning.

- **11–15 Years**:
  - 29 more programs launched, with stronger integration of global best practices.
  - 60% growth in program diversity, solidifying DTBU as a comprehensive multi-disciplinary university.
  - 18,000+ students enrolled across all levels, ensuring vibrant campus life and academic ecosystem.
  - Establishes DTBU as a national benchmark for diversity and quality of higher education.

Benchmark 2: Enhance Application Accessibility

Strategic Plan:

- Simplify admission procedures.
- Provide multilingual and AI-driven application support.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Phased Progress:

- **0–5 Years**:
    - Application support expanded in 3 additional languages.
    - 25% rise in applications from other states and international students.
    - Institution perceived as student-friendly and globally accessible.
- **6–10 Years**:
    - AI-enabled multilingual application systems fully functional.
    - 50% growth in out-of-state and international admissions, aided by improved accessibility.
    - Higher admission conversion rates due to smooth, transparent, and fast processes.
- **11–15 Years**:
    - 100% increase in out-of-state and international admissions compared to baseline.
    - DTBU emerges as a global destination with a reputation for inclusivity and accessibility.

Benchmark 3: Increase International Student Enrollment

Strategic Plan:

- Forge global academic partnerships.
- Launch international branding and outreach campaigns.

Phased Progress:

- **0–5 Years**:
    - International student enrollment at 5% of total intake.
    - 25% rise in global brand visibility through active digital and physical campaigns.
    - First international exchange programs initiated.
- **6–10 Years**:
    - International students make up 10% of total intake.
    - Brand recognition expands by 50%, with DTBU presence in global education fairs and partnerships.
    - Strong network of global collaborations established.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **11–15 Years**:
  - o 20% of student population consists of international students.
  - o 100% increase in brand recognition with DTBU positioned as a reputed international higher education hub.
  - o Establishment of global campuses or overseas centers possible.

Benchmark 4: Brand Building

Strategic Plan:

- Engage in national and international educational fairs.
- Organize conferences, cultural exchanges, and trade fairs to elevate visibility.

Phased Progress:

- **0–5 Years**:
  - o Active participation in major national educational forums.
  - o 10% increase in student diversity.
  - o Initial brand recall in regional and national education circuits.
- **6–10 Years**:
  - o Regular hosting of international conferences and academic summits.
  - o 20% increase in student diversity.
  - o Recognition as a global academic destination.
- **11–15 Years**:
  - o 30% increase in student diversity with significant foreign student presence.
  - o DTBU recognized as a premier institution for both academic and cultural exchange.
  - o Establishes strong global brand equity.

Benchmark 5: Scholarship and Financial Aid

Strategic Plan:

- Enhance scholarship pool.
- Introduce merit-based and need-based aid to ensure inclusivity.

Phased Progress:

- **0–5 Years**:
  - o Scholarship offerings expanded by 20%.
  - o 10% more students benefit from financial aid.
  - o Reputation as a student-supportive and socially responsible institution.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **6–10 Years**:
  - Scholarship pool expanded by 40%.
  - 20% of students supported with scholarships or aid.
  - Strong equity and inclusivity across socio-economic groups.
- **11–15 Years**:
  - 60% increase in scholarships offered compared to baseline.
  - 40% of students benefit from financial assistance, making DTBU one of the most accessible private universities.
  - Reinforces institutional commitment to inclusivity and social empowerment.

Benchmark 6: Stakeholder Referral Enrollment

Strategic Plan:

- Launch referral initiatives involving alumni, parents, and educational counselors.

Phased Progress:

- **0–5 Years**:
  - 15% rise in student enrollments through referral networks.
  - Alumni engagement programs initiated to encourage student recruitment.
  - Institution perceived as trustworthy by families and alumni.
- **6–10 Years**:
  - 30% increase in referral-based enrollments.
  - Counselors and alumni actively serve as brand ambassadors.
  - Creates a sustainable pipeline of quality admissions.
- **11–15 Years**:
  - 40% of new enrollments sourced through referrals.
  - Strong sense of belonging and loyalty among stakeholders.
  - DTBU recognized as a community-driven university with strong alumni advocacy.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

FIVE YEARS ROLLING OUT IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	Laying the Foundation	• **Market Research & New Programs:** Conduct demand-based research and design UG/PG/Vocational programs aligned with future skills and NEP 2020. • **Digital Admissions:** Streamline admission procedures by fully digitizing the application and enrollment system for transparency and accessibility. • **Merit-Based Admission:** Ensure admissions are merit-driven and in compliance with the Reservation Policy. • **Foreign Partnerships:** Initiate collaborations with foreign universities and identify target student markets. • **Brand Strategy:** Develop a strong branding strategy with offline campaigns, digital promotions, and social media presence. • **Financial Aid:** Identify funding agencies and donors, launch initial scholarships and aid schemes. • **Referral Schemes:** Involve alumni and parents in structured referral programs to attract quality students.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year II (2026–2027)	Program Launch & Global Outreach	**Academic Launch:** Roll out newly designed programs and update existing curricula to reflect industry and global needs. **Digital Enhancements:** Introduce multilingual support on digital platforms with user-friendly interfaces. **International Engagement:** Participate in global education fairs, design scholarships specific to regions (e.g., South Asia, Africa, Middle East). **National Outreach:** Strengthen presence in Indian educational fairs to reach diverse student bases. **Scholarships:** Promote merit- and need-based scholarships widely to attract high-potential students. **Referral Programs:** Officially launch and publicize referral schemes to boost admissions.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year III (2027–2028)	Industry Alignment & Student Support	**Curriculum Alignment:** Revise and update programs with direct input from industry partners and advisory boards. **User-Friendly Processes:** Simplify admission and academic processes based on student feedback to improve efficiency. **International Student Support:** Expand support services including orientation, cultural integration, language training, and career counselling. **Media Outreach:** Increase institutional visibility by highlighting student success stories, research achievements, and alumni impact through media campaigns. **Scholarship Review:** Evaluate the performance and outcomes of scholarship schemes; expand offerings to cover more students. **Referral Optimization:** - Track and analyze referral effectiveness; optimize schemes for wider participation and conversion.
Year IV (2028–2029)	Expansion & Stronger Collaborations	**Program Evaluation:** Conduct a structured evaluation of existing programs, strengthen foreign and industry partnerships. **Accessibility:** Broaden digital and offline accessibility for applicants from diverse socioeconomic backgrounds. **Enrollment Growth:** Drive enrollment through highly targeted campaigns leveraging data analytics and outreach networks. **Influencer Collaborations:** Partner with education influencers, counsellors, and thought leaders to boost institutional reputation. **Financial Aid Expansion:** Secure additional funding through CSR, alumni contributions, and international grants to broaden scholarship scope. **Referral Expansion:**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

		Scale up successful referral initiatives, adding recognition or rewards for participants.
Year V (2029–2030)	Sustainability & Global Recognition	• **Program Expansion:** Launch additional programs based on performance reviews and market research to remain competitive. • **Inclusive Systems:** Continuously refine digital platforms for ease of use and inclusivity to ensure no student is left behind. • **Global Collaborations:** Deepen existing international partnerships through dual degrees, joint research, and faculty exchange. • **Brand Refinement:** Refine and reposition branding strategies based on feedback from stakeholders and global standards. • **Diversification:** Broaden the range of academic and vocational programs while ensuring affordability and accessibility. • **Impact-Oriented Programs:** Continuously refine programs to maximize student engagement, research impact, and community contribution.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5.4 RESEARCH PLAN

The Dhanalakshmi Srinivasan College campus has been purposefully designed to nurture not only a vibrant learning ecosystem but also to strengthen research, innovation, and entrepreneurial initiatives. In alignment with this vision, a structured action plan has been formulated, encompassing the establishment of industry-sponsored Centers of Excellence, enhancement of research funding, recruitment and retention of distinguished talent, upgradation of research infrastructure, and promotion of collaborative research endeavors. To ensure focused and effective growth, a comprehensive SWOC analysis has also been carried out, the details of which are presented below.

15 YEARS DETAILED STRATEGIC VISION PLAN- RESEARCH

Benchmark 1: Attract and Retain Top Talent

Strategic Plan with Outputs and Outcomes

1. Offer above-market salaries for research faculties with proven track records to create a culture of quality research.

2. Provide campus residential and wellness facilities to ensure retention and motivation of research faculty.

3.

Phased Progress

- **0–5 Years Progress**

  o Recruit a pool of **high-performing research faculty** with an **h-index above 10**, focusing on emerging research areas.

  o Ensure at least **25% of the top research faculty** are provided with free-of-cost residential facilities on campus to strengthen retention.

  o Develop **faculty mentoring programs** to groom early-career researchers into impactful contributors.

- **6–10 Years Progress**

  o Expand faculty recruitment with a target of **h-index above 12**, ensuring a balance between senior researchers and young, promising talent.

  o Increase residential support to **40% of top faculty**, coupled with wellness programs (healthcare, recreation, family support).

  o Introduce **Faculty Chairs and Distinguished Professorships** funded by industries or philanthropists.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **11–15 Years Progress**
    - Target recruitment of globally recognized researchers with **h-index above 14**.
    - Ensure **50% of top faculty members** are provided with full residential and wellness support.
    - Position DTBU as a **hub for research faculty migration** from global institutions by offering a world-class environment.

Benchmark 2: Industry-Sponsored Centers of Excellence (CoEs)

Strategic Plan with Outputs and Outcomes

1. Build industry partnerships and attract government funding for applied research.
2. Strengthen the existing 5 CoEs while establishing new ones in emerging areas.

Phased Progress

- **0–5 Years Progress**
    - Establish **10 new industry partnerships** to co-develop Centers of Excellence.
    - Set up **5 new CoEs** in critical domains like AI, Data Science, Clean Energy, Advanced Materials, and Biotechnology.
    - Develop mechanisms for **industry-driven applied research projects**.

- **6–10 Years Progress**
    - Expand to **15 new industry partnerships**, scaling CoEs into national-level hubs.
    - Launch **10 additional CoEs**, particularly in cutting-edge domains like Quantum Computing, Genomics, Cybersecurity, and Climate Tech.
    - Ensure CoEs serve as **incubation centers for startups** and **knowledge transfer hubs**.

- **11–15 Years Progress**
    - Achieve **30 new industry partnerships**, solidifying DTBU as a global innovation hub.
    - Establish **15 additional CoEs** in globally emerging fields.
    - Position CoEs as **exporters of knowledge, technology, and patents** through global collaborations.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Benchmark 3: Increase Research Funding

Strategic Plan with Outputs and Outcomes

- Strengthen the Research Advisory Committee with nationally renowned professionals.
- Build strong collaborations with premier research institutions.
- Secure funding from government, NGOs, industries, and international bodies.

Phased Progress

- **0–5 Years Progress**
  - Secure **20 research grants** across disciplines.
  - Achieve a **50% increase** in overall research funding.
  - Train faculty in **proposal writing, project management, and international grant applications**.

- **6–10 Years Progress**
  - Acquire **25 additional consultancy projects and research grants**.
  - Scale funding to achieve a **75% increase** compared to the baseline.
  - Establish **a dedicated Research Funding Office** to manage applications and global collaborations.

- **11–15 Years Progress**
  - Secure **25 more consultancy and research projects** with high-impact outcomes.
  - Achieve a **100% increase in research funding**, positioning DTBU as a top-funded private institution.
  - Host **global funding consortiums and research summits** to attract investments.

Benchmark 4: Promote Research Excellence

Strategic Plan with Outputs and Outcomes

- Provide scholars, fellows, and technical assistants to support faculty research.
- Support participation in international forums and memberships.
- Establish a Research Cell to connect industry requirements.
- Train faculty to market their research and improve proposal-writing skills.

Phased Progress

- **0–5 Years Progress**
  - Publish **1,500 peer-reviewed papers** in reputed journals.
  - Attain **800 citations** with institutional **h-index > 15**.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- o File/Publish/Grant **50 patents**.
- o Create a **Research Dissemination Hub** for faculty-student collaboration.

- **6–10 Years Progress**

  - o Publish **2,500 peer-reviewed papers**.
  - o Achieve **1,500 citations** with institutional **h-index > 20**.
  - o File/Publish/Grant **100 patents**.
  - o Conduct **annual international research conclaves** to showcase DTBU research.

- **11–15 Years Progress**

  - o Publish **4,500 peer-reviewed papers**.
  - o Achieve **3,000 citations** with institutional **h-index > 40**.
  - o File/Publish/Grant **200 patents**.
  - o Become a **global leader in industry-linked research dissemination**.

Benchmark 5: Improve Research Programs and Consultancy

Strategic Plan with Outputs and Outcomes

1. Introduce more doctoral programs with interdisciplinary focus.
2. Increase research scholar enrolment and consultancy projects.

Phased Progress

- **0–5 Years Progress**

  - o Introduce **3 new doctoral programs**.
  - o Enroll **400 Ph.D. scholars** across disciplines.
  - o Generate **5% of institutional revenue** from consultancy.

- **6–10 Years Progress**

  - o Add **2 new research programs**.
  - o Achieve a **50% increase in Ph.D. enrolment**.
  - o Introduce **Doctor of Science (D.Sc.) programs**.
  - o Generate **10% of institutional revenue** from consultancy.

- **11–15 Years Progress**

  - o Introduce **2 more research programs**.
  - o Achieve a **75% increase in Ph.D. enrolment**.
  - o Expand **D.Sc. programs from 2 to 5**.
  - o Generate **15% of institutional revenue** from consultancy.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Benchmark 6: Fostering Research Culture through Seed Money

Strategic Plan with Outputs and Outcomes

- Provide structured seed funding with mentoring and evaluation for innovative research projects.
- Strengthen research culture, increasing publications, patents, funding, collaborations, and student involvement.

Phased Progress

- **0–5 Years Progress**
  - Allocate **₹20 Lakhs** as seed money to initiate research projects.
- **6–10 Years Progress**
  - Increase allocation to **₹30 Lakhs**, focusing on interdisciplinary and applied research.
- **11–15 Years Progress**
  - Raise allocation to **₹40 Lakhs**, prioritizing globally competitive projects and commercialization.

Benchmark 7: Introduce Post-Doctoral and Research Fellowships

Strategic Plan with Outputs and Outcomes

- Attract JRF-qualified scholars, national post-doctoral fellows, and industry-sponsored fellows to strengthen research capacity.
- Enhanced advanced research output, interdisciplinary projects, and a pipeline of skilled researchers for DTBU.

Phased Progress

- **0–5 Years Progress**
  - Enroll **10 JRF fellowship holders** in Ph.D. programs.
  - Recruit **5 post-doctoral fellows** supported by DTBU.
- **6–10 Years Progress**
  - Enroll **20 JRF fellowship holders** in Ph.D. programs.
  - Recruit **10 post-doctoral fellows** with industry and government sponsorship.
- **11–15 Years Progress**
  - Enroll **25 JRF fellowship holders** in Ph.D. programs.
  - Recruit **15 post-doctoral fellows** as part of global collaborations.

Benchmark 8: Collaborative Research

Strategic Plan with Outputs and Outcomes

- Foster national and international collaborations for bilateral and multilateral projects.
- Enhance joint research output, patents, and global research visibility.

Phase Progress

- **0–5 Years Progress**
  - **5 national collaborations** with NIRF Top 100 institutions.
  - **3 international collaborations** with Top 500 universities.
  - Participation in **2 global research consortia**.
- **6–10 Years Progress**
  - **10 national collaborations** with NIRF Top 100 institutions.
  - **5 additional international collaborations** with Top 200 universities.
  - Participation in **4 global consortia**.
- **11–15 Years Progress**
  - **15 national collaborations** with NIRF Top 50 institutions.
  - **5 more international collaborations** with Top 100 universities.
  - Participation in **6 global consortia**, positioning DTBU in global research leadership.

FIVE YEARS ROLLING OUT IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	**Building Research Foundations & Initial Collaborations**	• **Research Faculty Recruitment:** Offer above-market salaries and attractive research incentives to attract high-caliber faculty capable of producing high-quality research and patents. • **Industry Alignment:** Conduct detailed market analysis, identify industries aligned with research themes, and formulate proposals for joint projects, internships, and consultancy. • **Grant Acquisition:** Identify suitable national and international funding agencies, develop competitive proposals, and submit for grants to support faculty and student-led research. • **Publications & Patents:**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

		Target publication of 200 papers in high-impact journals and filing/publishing 10 patents to establish a research culture. • **Citation Enhancement:** Promote high-quality publications to increase citation counts to 100, ensuring visibility and impact of research. • **Ph.D. Programs:** Revise 2 existing Ph.D. programs, recruit new faculty, and align research focus areas with industry needs. • **Revenue Generation:** Generate 1% revenue through applied research, consultancy, and early-stage projects. • **Funding Allocation:** Allocate ₹2 Lakhs for seed funding of research projects to support pilot studies. • **Fellowship Programs:** Design and advertise research fellowships to attract talented scholars and integrate them into ongoing projects. • **Partnerships:** Identify potential national and international collaborators for joint research, exchange programs, and innovation initiatives.
Year II (2026–2027)	**Infrastructure Expansion & Initial Industry Integration**	• **Campus Facilities:** Develop residential, wellness, and collaborative spaces to attract global talent and provide conducive research environments. • **Industry Partnerships:** Establish 2 strategic industry collaborations for applied research, enabling student and faculty exposure to real-world problems. • **Centres of Excellence (CoEs):** Launch 1 CoE focusing on emerging technologies, innovation, and skill development for both faculty and students. • **Grant Acquisition:** Achieve 3 research grants from national and international agencies to expand funding base and support new projects. • **Publications & Patents:**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

		Publish 230 high-quality research papers and file/publish 10 patents to grow institutional research impact. • **Citation Enhancement:** Improve research visibility and reach to increase citations to 150. • **Marketing & Programs:** Enhance promotional efforts for research programs to attract high-quality domestic and international students. • **Funding Allocation:** Allocate ₹4 Lakhs for ongoing and new research projects. • **Junior Research Fellowships (JRFs):** Award 3 JRFs to involve scholars in ongoing research, providing mentorship and hands-on experience. • **Collaborations:** Establish 2 national collaborations with NIRF Top 10 institutions to strengthen research networks and credibility.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year III (2027–2028)	**Strengthening Research & International Engagement**	• **Career Development Plans:** Introduce structured career growth plans for researchers including promotions, sabbaticals, and international exposure. • **Industry Partnerships:** Expand 2 existing partnerships to include joint projects, internships, and industry-sponsored research. • **Centres of Excellence:** Expand 1 CoE to include multi-disciplinary research and joint industry projects, fostering innovation ecosystems. • **Grant Acquisition:** Secure 4 competitive research grants from top agencies to diversify funding and support high-impact projects. • **Publications & Patents:** Publish 270 research papers and file/publish 10 patents, increasing research influence and intellectual property portfolio. • **Citation Enhancement:** Maintain and enhance citation count to 150, reflecting quality and relevance of research output. • **Program Evaluation:** Conduct program reviews assessing international standing, quality, and alignment with industry needs • **Funding Allocation:** Allocate ₹4 Lakhs for strategic research projects. • **Junior Research Fellowships (JRFs):** Award 4 JRFs to integrate talented researchers into ongoing projects, boosting research output. **Collaborations:** Establish 1 more national collaboration with Top 10 institutions and 1 international collaboration with Top 500 institutions for joint research and student exchange.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year IV (2028–2029)	Scaling Research Impact & Excellence	• **Recruitment & Retention Evaluation:** Assess faculty recruitment and retention strategies to ensure sustained research excellence. • **Industry Partnerships:** Build 3 new partnerships and evaluate outcomes of all collaborations to expand applied research initiatives. • **Centres of Excellence:** Expand 1 CoE with joint research projects, focusing on high-impact innovation, commercialization, and consultancy. • **Grant Acquisition:** Achieve 6 research grants by showcasing impactful research outcomes and demonstrating institutional capacity. • **Publications & Patents:** Publish 350 high-quality research papers and file/publish 10 patents to establish global research visibility. • **Citation Enhancement:** Increase citation count to 200 through targeted dissemination, collaborations, and quality research. • **Continuous Improvement:** Integrate feedback loops from industry, faculty, and funding agencies to improve research quality and impact. • **Funding Allocation:** Allocate ₹5 Lakhs for strategic research expansion and pilot projects. • **Junior Research Fellowships (JRFs):** Award 6 JRFs to integrate researchers into high-impact projects. • **Collaborations:** Maintain 1 national collaboration with Top 10 institutions & 1 international collaboration with Top 500 institutions to strengthen global partnerships.

Year V (2029–2030)	Global Recognition & Sustainable Research Ecosystem	**Research Recruitment & Retention:** Sustain high-quality recruitment practices and maintain retention through competitive incentives, recognition, and career development. **Industry Partnerships:** Expand 3 industry collaborations with measurable outcomes, integrating research commercialization and applied innovation. **Centres of Excellence:** Expand 2 CoEs focusing on interdisciplinary research, entrepreneurship, and advanced technology incubation. **Grant Acquisition:** Secure 7 national and international research grants, establishing the institution as a globally competitive research hub. **Publications & Patents:** Publish 450 research papers and file/publish 10 patents, ensuring research leadership in key disciplines. **Citation Enhancement:** Sustain 200 citations and promote high-impact publications to enhance

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5.5 CAMPUS INFORMATION AND COMMUNICATIONTECHNOLOGY (ICT) PLAN

The Dhanalakshmi Srinivasan College campus is equipped with a state-of-the-art ICT infrastructure, thoughtfully designed to create a seamless and enriching academic environment. The networked and information-centric systems ensure efficient delivery of teaching, learning, research, and administrative services.

Key features include:

- **High-Speed Connectivity:** Dedicated 1:1 fiber-enabled 2 GB internet backbone distributed to laboratories, classrooms, and mobile devices through a secure, high-speed wired and wireless network.

- **Collaboration Tools:** Microsoft Teams, institutional email services, and Office 365 to enable effective internal communication and academic collaboration.

- **Campus Security:** Comprehensive CCTV network with over 100 cameras for monitoring and safety.

- **ICT-Enabled Learning:** 40 classrooms are equipped as smart classrooms, with Wi-Fi coverage extended to classrooms, breakout spaces, and common areas.

- **Enterprise Systems:**
    - **Student ERP (DS College):** An advanced platform for administration, examinations, student services, and accreditation management.
    - **Backend ERP:** Tailored ERP solutions for managing inventory, payroll, attendance, budget control, procurement, and vendor management.

- **Access & Security Systems:** Face recognition-based access control for hostels, fingerprint-enabled food court systems, and biometric attendance for faculty.

- **Digital Learning Resources:** Digital Library powered by NIRMALS for easy access to e-resources.

- **Global Learning Platforms:** Coursera Campus integration offering self-paced, international-standard add-on programs to enhance student competencies.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

All these enhanced user experience to students and faculty is made possible through the following carefully planned ICT infrastructural Investments in our Campus:

Information and Communication Technology Infrastructure	
No. of Computer Labs	9
Language Lab	3
No. of Computers	754
Internet Speed	2.2 Gbps
No. of Center of Excellence	5
Number of ICT Enabled Classrooms	115
Digital Library	1 with 30 Computer Systems
Campus CCTV Camera	32
Wi-Fi Access Points (Ubiquity)	13
No. of Computer Systems in Library	6

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

15-YEAR STRATEGIC VISION PLAN – CAMPUS ICT

The 15-year roadmap for Campus ICT at Dhanalakshmi Srinivasan DTBU has been developed through a thorough SWOC analysis, ensuring focused, measurable, and sustainable technological growth for teaching, learning, research, and administration.

Benchmark 1: Increase in Bandwidth and Network Capacity

Strategic Plan & Outcome: Upgrade the network infrastructure and expand bandwidth to ensure high-speed, uninterrupted connectivity for students, faculty, and administrative operations, enabling seamless access to digital resources, online learning, and research tools.

0–5 Years Progress

- Upgrade all network switches and backbone to support gigabit-level capacity, ensuring minimal latency and high-speed performance across all blocks.
- Deploy advanced network monitoring software to optimize bandwidth allocation and usage across wired and wireless networks.
- Increase internet bandwidth from 2 Gbps to 10 Gbps, ensuring smooth online learning, research access, and administrative operations.

6–10 Years Progress

- Expand bandwidth to 25 Gbps to meet increasing digital demand from students, faculty, and research activities.
- Enhance campus cybersecurity with deployment of enterprise-level solutions, intrusion detection systems, and dedicated cybersecurity personnel.
- Establish redundancy and failover mechanisms for uninterrupted network availability.

11–15 Years Progress

- Scale bandwidth to 50 Gbps to support future technology adoption such as AI, VR/AR learning tools, and high-performance research applications.
- Launch a micro-satellite infrastructure to ensure campus-wide digital connectivity, including remote locations and outdoor learning spaces.

Benchmark 2: Integration of Multiple Systems

Strategic Plan & Outcome: Integrate multiple ICT platforms into a unified, automated ecosystem to streamline academic and administrative processes, improve user experience, and reduce operational complexity.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

0–5 Years Progress

- Implement intelligent BOTS to facilitate seamless integration of six existing platforms.
- Deploy a single unified app for students and faculty to access academic, administrative, and support services efficiently.

6–10 Years Progress

- Introduce IoT devices for partial automation of attendance, access control, and monitoring of classroom equipment (50% coverage).
- Consolidate platforms from six to four through customization and process re-engineering, improving ease of access and operational efficiency.

11–15 Years Progress

- Achieve full automation (100% coverage) using IoT devices for attendance, access control, and facility management.
- Deploy advanced proctorial systems for secure online examinations, AI-assisted grading, and double valuation, enhancing academic integrity.

Benchmark 3: Hybrid Learning Centers and e-Library Enhancement

Strategic Plan & Outcome: Expand hybrid learning infrastructure and fully digitalize library resources to facilitate flexible, interactive, and technology-enabled education across all programs.

0–5 Years Progress

- Establish five Hybrid Learning Centers (one per school) with integrated audio-visual tools, smart boards, and collaborative workstations.
- Implement hybrid learning for 25% of courses, combining online resources with faculty-led instruction for enhanced student engagement.
- Achieve 60% digitalization of library resources, enabling remote access to e-books, journals, and academic databases.

6–10 Years Progress

- Establish ten Hybrid Learning Centers (two per school) to expand access and enhance collaborative learning.
- Extend hybrid learning to 40% of courses, incorporating interactive platforms and digital assessments.
- Complete 100% digitalization of library resources, ensuring seamless remote access and advanced search capabilities.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

11–15 Years Progress

- Establish fifteen Hybrid Learning Centers (three per school), equipped with next-generation learning technologies.
- Expand hybrid learning to 60% of courses, integrating AI-driven personalized learning and real-time analytics.
- Optimize e-library systems for speed, efficiency, and user experience, ensuring complete digital access for all students and faculty.

ICT INFRASTRUCTURE DEVELOPMENT FOR THE NEXT 15 YEARS

Particulars	PHASE 1	PHASE 2	PHASE 3
No. of Computer Labs	30	45	55
High-Performance Computing (HPC)	HPC facility with 50–100 nodes for research	HPC cluster with 200+ nodes, 500 teraflops computing power	HPC cluster with 1+ petaflop computing power
Language Lab	10	15	20
Digital Administration & Evaluation	Online exam platform & digital evaluation system	100% online assessment system with AI-proctoring	100% administrative automation, blockchain student records
No. of Computers	1800	2700	3300
Data Centre & Cloud	50+ servers, cloud backup (AWS/Azure/Google Cloud)	150+ servers, cloud-native with 99.9% uptime	500+ servers, 100% renewable energy powered
Internet Speed	13 Gbps	21 Gbps	32 Gbps
Security & Surveillance	500 CCTV cameras	1,500 CCTV cameras	3,000 AI-enabled CCTV cameras
Number of ICT Enabled Classrooms	175	224	287
Digital Library	2	3	4

FIVE YEARS ROLLING OUT IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	Establishing Digital Infrastructure & Hybrid Learning	• **Network Upgrade:** Upgrade campus network to 10GB and deploy monitoring tools to ensure stable and high-speed connectivity. • **Bandwidth Expansion:** Increase to 2GBPS to support higher digital consumption and simultaneous online activities. • **Automation:** Deploy BOTS to automate six key campus platforms, reducing manual workload and increasing efficiency. • **Unified App:** Launch a single app integrating multiple platforms for seamless access to academic and administrative services. • **Hybrid Learning:** Implement technology in 25% of classrooms, enabling 50% of courses to offer hybrid learning. • **Digital Library:** Digitize 70% of library volumes to ensure remote access for students and faculty. • **Content Partnerships:** Partner with 1 content provider (e.g., Coursera) to supplement learning materials. • **CBCS & ERP Integration:** Implement fully integrated Choice-Based Credit System (CBCS) and ERP for academic and administrative alignment. • **Online Evaluation:** Fully implement online evaluation systems to streamline assessments and grading.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year II (2026–2027)	Enhancing Digital Efficiency & Expanding Reach	**System Optimization:** Improve digital system redundancy and reliability. **Bandwidth Boost:** Increase to 4GBPS for data-driven operations and smooth hybrid learning. **BOTS Expansion:** Expand BOT functionality to cover more campus operations. **App Enhancements:** Add new features to improve user experience and engagement. **Hybrid Learning Scale:** Implement in 50% of classrooms and expand hybrid learning to 75% of courses. **E-Library Integration:** Complete e-library integration for easy remote access. **Content Partnerships:** Increase number of partnered content providers to 2 for diverse learning options. **Stakeholder Training:** Conduct training sessions for faculty, staff, and students on CBCS features. **Tool Enhancement:** Upgrade systems for scalability and incorporate user feedback for continuous improvement.
Year III (2027–2028)	Full Digital Coverage & AI Integration	**AI-powered Network:** Ensure fully redundant networks and integrate AI systems for proactive monitoring. **Bandwidth Enhancement:** Boost to 6GBPS to handle data-intensive operations. **AI BOTS:** Implement AI-driven BOTS for intelligent workflow automation and decision-making. **Personalized App:** Introduce AI personalization for recommendations and academic guidance. **Hybrid Learning Coverage:**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

		Achieve 100% lecture-capture coverage and hybrid learning for all courses. • **Digital Library Completion:** Ensure 100% digitalization of library resources for remote access. • **Content Partnerships:** Expand to 3 providers to enhance digital learning content diversity. • **CBCS & ERP Alignment:** Ensure full alignment of CBCS and ERP systems for academic and administrative cohesion. • **Dual Evaluation System:** Implement both peer and instructor-based evaluations for a comprehensive assessment approach.
Year IV (2028–2029)	**Predictive Analytics & Global Integration**	• **System Analytics:** Introduce predictive analytics for network health, performance monitoring, and optimization. • **Bandwidth Upgrade:** Expand to 8GBPS to support high-demand content and multimedia streaming. • **BOTS Optimization:** Scale BOTs to optimize all campus operations, including administrative, research, and student services. • **App & Analytics Features:** Introduce real-time analytics and engagement features for personalized learning insights. • **Hybrid Learning Enhancement:** Improve streaming quality and integrate online and in-person learning seamlessly. • **Research Support:** Integrate AI tools to assist faculty and students in research. • **Global Partnerships:** Collaborate with international platforms and institutions for enriched learning content. • **AI Tracking & Evaluations:** Implement AI-based monitoring for student progress and AI-driven evaluations for timely feedback.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year V (2029–2030)	**Autonomous Digital Campus & Personalized Learning**	• **AI Network Management:** Fully autonomous AI-powered network monitoring and issue resolution for seamless operations. • **Bandwidth Maximization:** Upgrade to 10GBPS ensuring full campus digital integration and high-speed access. • **Full Automation:** Implement fully autonomous BOTs for all campus workflow and administrative tasks. • **App Integration:** Fully integrated app with predictive analytics and personalized recommendations. • **Hybrid Learning Personalization:** Integrate AI for lecture content management and adaptive hybrid learning tools. • **Digital Library Evolution:** Develop interactive AI-powered digital library with advanced search and resource suggestions. • **Global Content Partnerships:** Strengthen international partnerships to provide diverse and globally relevant learning materials. • **CBCS & OBE Optimization:** Optimize Choice-Based Credit System and Outcome-Based Education with AI-driven personalized learning paths. • **AI Evaluations:** Implement automated and personalized evaluations, providing AI insights for academic progress tracking.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5.6 INFRASTRUCTURE DEVELOPMENT PLAN

Dhanalakshmi Srinivasan boasts state-of-the-art infrastructure, encompassing ICT-equipped classrooms, modern laboratories, and dedicated Centers of Excellence (CoEs), designed to enhance teaching, learning, and research across its five schools.

INFRASTRUCTURE RESOURCES					
School	ICT-enabled Classrooms	UG LABS	PG LABS	COE	Scholars Room
Commerce	30	2	1	1	1
Computer Science	30	9	2	5	1
Science	45	10	5	3	4
Creative Arts & Language	5	2	1	1	1
Management	5	1	1	1	1
Total	115	24	10	11	8

15-YEAR STRATEGIC VISION PLAN – PHYSICAL INFRASTRUCTURE

Benchmark 1: Enhancement and Expansion of Physical Infrastructure

Strategic Plan with Outputs and Outcomes:

- Procure land resources to facilitate further expansion.
- Expand the total educational built-up area to accommodate new programs and activities.
- Increase the number of industry-partnered Centers of Excellence from 5 to 20.
- Scale hostel and faculty living facilities to support 10,000 individuals from the current 300.

Phased Progress:

0–5 Years:

- Expand the land area from 25 acres to 45 acres.
- Expand total educational built-up area from 35,000 Sq. M to 1 lakh Sq. M, including classrooms, laboratories, and academic blocks.
- Establish 3 new industry laboratories and 5 additional Centers of Excellence, aligned with the

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

academic programs and emerging research areas.

- Scale hostel and faculty living facilities to accommodate 4,000 individuals, providing comfortable, modern residential amenities.

6–10 Years:

- Increase the land area from 45 acres to 70 acres.
- Further expand total educational built-up area to 1.5 lakh Sq. M to support new programs and growing student and faculty population.
- Establish 6 more industry laboratories and 5 additional Centers of Excellence in emerging technologies, fostering applied research and industry collaboration.
- Increase hostel and faculty living facilities to support 7,000 individuals, ensuring a quality living environment with necessary facilities.

11–15 Years:

- Final expansion, increasing the land area from 70 acres to 100 acres.
- Expand total educational built-up area to 2 lakh Sq. M to fully support DTBU-level programs, research hubs, and student activities.
- Establish 8 additional industry laboratories and 5 more Centers of Excellence, maximizing collaboration with government and industry partners.
- Scale hostel and faculty living facilities to accommodate 10,000 individuals, providing state-of-the-art living, wellness, and recreational facilities.

Benchmark 2: Library Resources

Strategic Plan with Outputs and Outcomes:

- Fully digitize library resources and expand access to international research databases and e-books.

Phased Progress:

0–5 Years:

- Digitize an additional 50% of library resources, including e-books, journals, and research papers.
- Subscribe to 50% of targeted international research databases to support faculty and student research.
-

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

6–10 Years:

- Digitize an additional 70% of library resources, expanding remote access and usability.
- Achieve 75% subscription coverage to major international research databases, enhancing academic and research output.

11–15 Years:

- Achieve 100% digitalization of all library resources, ensuring comprehensive access for students and faculty.
- Fully subscribe to all targeted international research databases, supporting advanced research and global collaborations.

Benchmark 3: Sustainable Campus Expansion

Strategic Plan with Outputs and Outcomes:

- Implement green building practices and expand renewable energy resources (solar panels, biogas, e-mobility, sewage water treatment, groundwater recharge).

Phased Progress:

0–5 Years:

- Convert 30% of existing buildings to green buildings, incorporating energy-efficient design and eco-friendly materials.
- Source 20% of campus energy from renewable sources, including solar and biogas installations.

6–10 Years:

- Convert 60% of existing buildings to green standards, enhancing sustainability and operational efficiency.
- Increase renewable energy utilization to 40% of campus energy requirements.

11–15 Years:

- Convert 80% of buildings to green building standards, positioning the campus as a sustainable model institution.
- Achieve 60% of energy requirements from renewable sources, significantly reducing carbon footprint.

Benchmark 4: International Standard Recreational and Wellness Facilities

Strategic Plan with Outputs and Outcomes:

- Upgrade sports and wellness facilities to international standards, including football, swimming, badminton, basketball, and more.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

0–5 Years:

- Upgrade 50% of existing sports and wellness facilities, including football, basketball, badminton, and swimming, to international standards.

6–10 Years:

- Upgrade 80% of all recreational and wellness facilities, incorporating modern equipment and professional-grade surfaces.

11–15 Years:

- Achieve 100% conversion of all facilities to international standards, providing world-class sports, wellness, and recreational amenities for students and staff.

Benchmark 5: Expansion of Incubation Centre and Technology Park

Strategic Plan with Outputs and Outcomes:

- Expand the Atal Incubation Centre to house more startups.
- Increase corporate presence in the Technology Park to enhance student and faculty opportunities for projects, internships, placements, and research.

Phased Progress:

0–5 Years:

- Increase incubates in Atal Incubation Centre to 10 and establish the center.
- House 10 corporates in the Skill Development Center to enable student internships, projects, and collaborations.
- Expand Technology Park and Incubation Centre built-up area to 3,500 Sq. M.

6–10 Years:

- Increase incubates in the Incubation Centre to 25.
- House 20 corporates in the Skill Development Center.
- Expand Technology Park and Incubation Centre built-up area to 4,500 Sq. M.

11–15 Years:

- Increase incubates in Atal Incubation Centre to 50.
- House 30 corporates in the Skill Development Center.
- Expand Technology Park and Incubation Centre built-up area to 6,000 Sq. M.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Benchmark 6: Build a Grand Multi-Purpose Hall

Strategic Plan with Outputs and Outcomes:

- Complete a 6,000 Sq. M multi-purpose hall (from 3,000 Sq. M) with full air-conditioning, AV facilities, and outdoor event space to host DTBU-scale events.

Phased Progress:

0–5 Years:

- Host 10 industry events annually in the 3,000 Sq. M hall.
- Conduct a national or international science conference.
- Develop an outdoor events platform annexed to the hall.
- Host 2 national-level HR events per year.

6–10 Years:

- Complete an additional 3,000 Sq. M hall, totaling 6,000 Sq. M.
- Implement AI-enabled user tracking and monitoring systems.
- Host 2 international trade fairs, national-level science exhibitions, and 2 national HR events annually.

11–15 Years:

- Upgrade the hall to world-class standards with advanced technology for conventions and exhibitions.
- Host 3 international trade fairs, 2 national-level science exhibitions, and 3 national HR events annually.
- Invite global leaders across industries to mentor and inspire DTBU students, fostering vision and leadership.

FIVE YEARS ROLLING OUT IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	**Expansion of Campus & Infrastructure Digitization**	- **Built-up Area Expansion:** Increase built-up area from 35,000 Sq.M to 60,000 Sq.M to accommodate growing academic, research, and administrative needs. - **Digital Resources:**

		Digitize 50% of existing academic and library resources, expand digital subscriptions to support online learning and research. • **Infrastructure Audit & Sustainability:** Conduct detailed infrastructure audit and integrate renewable energy solutions where feasible. • **Sports Facilities Upgrade:** Upgrade the Outdoor Synthetic Sports Complex for enhanced student and faculty engagement. • **Incubation Centres:** Establish 3 Incubation Centres to foster innovation and entrepreneurship among students. • **Convention Centre Activities:** Host 10 industry events annually to promote academic-industry interaction. • **National/International Conferences:** Organize at least one high-profile science conference in the convention hall. • **Outdoor Events Platform:** Develop a dedicated outdoor events platform annexed to the convention hall for cultural and academic activities.
Year II (2026–2027)	**Consolidation & Green Initiatives**	• **Built-up Area Expansion:** Increase built-up area from 60,000 Sq.M to 70,000 Sq.M to support new programs and facilities. • **Digital Library Enhancement:** Boost digital subscriptions and online resources for research and learning. • **Green Building Projects:** Begin sustainable construction projects integrating eco-friendly materials and energy-efficient design. • **Wellness Programs:** Expand wellness initiatives including fitness, mental health, and recreational facilities for students and staff. • **Incubation Centres Expansion:** Establish 5 new Incubation Centres to strengthen entrepreneurship ecosystem.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year III (2027–2028)	Complete Digital & Sustainable Integration	**Built-up Area Expansion:** Increase built-up area from 70,000 Sq.M to 80,000 Sq.M to accommodate academic and research expansion. **Digital Library Completion:** Ensure full digital library access for students, faculty, and researchers. **Green Infrastructure:** Complete green building initiatives and renewable energy integration across campus. **Indoor Sports Complex Upgrade:** Modernize the indoor sports facilities to international standards. **Incubation Centres Expansion:** Establish 7 Incubation Centres to enhance start-up support and R&D 7collaborations.
Year IV (2028–2029)	Optimization & Sustainable Growth	**Built-up Area Expansion:** Increase built-up area from 80,000 Sq.M to 90,000 Sq.M to support additional classrooms, laboratories, and research spaces. **Resource Optimization:** Optimize acquisition of academic, digital, and recreational resources to maximize efficiency. **Sustainable Campus Expansion:** Expand sustainable infrastructure including rainwater harvesting, solar power, and energy-efficient systems. **Facility Evaluation:** Review usage patterns and plan additional facilities to meet future academic and extracurricular needs. **Incubation Centres Expansion:** Establish 10 Incubation Centres to fully support innovation and entrepreneurship programs.
Year V (2029–2030)	Completion of Campus Modernization & Incubation Excellence	**Built-up Area Expansion:** Expand built-up area from 90,000 Sq.M to 100,000 Sq.M, creating state-of-the-art academic, research, and recreational facilities. **Full Digitalization:**

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

		Complete digitalization of all academic, research, and administrative resources. • **Renewable Energy Implementation:** Deploy comprehensive renewable energy solutions across campus for sustainability. • **Recreational & Wellness Facilities:** Complete all planned wellness, fitness, and recreational infrastructure to enhance holistic development. • **Atal Incubation Centre Establishment:** Launch the Atal Incubation Centre to drive high-impact innovation, start-ups, and industry collaborations.

5.7 FINANCE PLAN

Dhanalakshmi Srinivasan boasts a solid financial foundation while serving more than 3,500 students. In recent years, the College has witnessed steady growth in revenue, alongside increased allocations for both operational and capital investments, driving exemplary educational outcomes. The institution's strategic advantage is further reinforced by the presence of Dhanalakshmi Srinivasan DTBU, its Centers of Excellence, Incubation Centre, and Technology Parks. The table below outlines the current revenue profile of the College.

Revenue	2024-2025	2025 - 2026
	Amount in Crores	Amount in Crores
Fees	25.93	26.12
Research & Grants	1.53	2.00
Consultancy	0.66	0.69
Infrastructure Utilization Charges	3.1	3.4

15-YEAR DETAILED STRATEGIC VISION PLAN – FINANCIAL MANAGEMENT

Benchmark 1: Increase Financial Outlay for Salary and Employee Benefits

Strategic Vision & Output:

To attract and retain top-class faculty and staff, significantly enhance salary budgets and employee welfare programs, including incentives, training, and wellness initiatives.

Phased Progress:

- **0–5 Years:**
  - Gradually increase the salary budget from Rs. 19 Crores to Rs. 42 Crores to attract qualified faculty.
  - Expand employee incentives, welfare programs, and training budgets from Rs. 3 Crores to Rs. 7.5 Crores.
  - Implement structured performance-based incentive systems and wellness initiatives to improve employee satisfaction.

- **6–10 Years:**
  - Scale salary budget to Rs. 184 Crores per year to accommodate the growing faculty and staff base.
  - Enhance training programs and welfare initiatives to Rs. 15 Crores, including leadership and research skill development.
  - Introduce retention strategies and professional growth pathways for high-performing employees.

- **11–15 Years:**
  - Expand salary budget to Rs. 303 Crores to maintain competitiveness nationally and internationally.
  - Increase incentives, welfare, and training budgets to Rs. 20 Crores to ensure ongoing motivation and high performance.
  - Implement advanced employee benefit programs aligned with global best practices.

Benchmark 2: Increase Financial Partnership with Industry and Government Bodies

Strategic Vision & Output:

Establish joint investments with industry and government agencies to develop new Centers of Excellence (CoEs) and enhance financial efficiency through measurable outcomes.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Phased Progress:

- **0–5 Years:**
    - Expand CoEs from 5 to 10, with an average investment of 1 Crore each.
    - Introduce performance metrics to assess financial and operational efficiency of CoEs.
    - Begin strategic engagement with industry and government for joint initiatives.

- **6–10 Years:**
    - Increase CoEs to 15 with enhanced investments of 1.25 Crores each.
    - Improve outcomes by 50% through monitoring, reporting, and corrective measures.
    - Strengthen collaborations to include research partnerships and skill development initiatives.

- **11–15 Years:**
    - Expand CoEs to 20 to meet international standards of innovation and research.
    - Achieve 75% improvement in outcomes, optimizing financial efficiency and impact.
    - Establish international collaborative CoEs to boost DTBU's global visibility.

Benchmark 3: Funds through Research & Consultancy to Industry

Strategic Vision & Output:

Leverage faculty expertise and CoEs to generate revenue via industry-funded research and consultancy projects.

Phased Progress:

- **0–5 Years:** Generate Rs. 3 Crores revenue by engaging industry in targeted consultancy projects.
- **6–10 Years:** Expand faculty expertise and CoE capabilities to generate Rs. 6 Crores revenue.
- **11–15 Years:** Achieve Rs. 10 Crores revenue by scaling consultancy projects, cross-industry collaborations, and high-impact research initiatives.

Benchmark 4: Leveraging Government and International Institutional Funding

Strategic Vision & Output:

Capitalize on NEP 2020 schemes and campus resources (CoEs, IC, Technology Park) to secure government and international funding.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Phased Progress:

- **0–5 Years:**
  - Increase annual funding from 1 Crore to 3 Crores.
  - Streamline processes for accessing international institutional grants.
  - Equip teams for efficient grant management and reporting.

- **6–10 Years:**
  - Achieve 5 Crores funding annually.
  - Implement metrics for efficiency and optimize fund utilization for research, innovation, and infrastructure.

- **11–15 Years:**
  - Achieve 8 Crores funding annually.
  - Refine grant processes and reporting to maximize outcomes and international collaboration.

Benchmark 5: Diversifying Revenue Streams

Strategic Vision & Output:

Develop new revenue channels through industry-immersion programs, online short courses, executive education, and IP licensing.

Phased Progress:

- **0–5 Years:**
  - Establish a dedicated team to explore and manage new revenue streams.
  - Achieve Rs. 1 Crore revenue from new initiatives.

- **6–10 Years:**
  - Scale programs to generate Rs. 3 Crores revenue.
  - Expand online and hybrid offerings targeting national and international participants.

- **11–15 Years:**
  - Increase revenue to Rs. 5 Crores by implementing advanced IP licensing models and executive reskilling programs.

Benchmark 6: Financial Aid and Scholarship Programs

Strategic Vision & Output:

Expand scholarships, financial aid, and alumni-supported fee assistance to enhance accessibility and attract top talent.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Phased Progress:

- **0–5 Years:**
  - Increase allocation for scholarships from 4% to 6% of the budget.
  - Achieve 1% contribution of student fees from alumni.

- **6–10 Years:**
  - Raise scholarship allocation to 8%.
  - Achieve 2.5% of student fees from alumni contributions.

- **11–15 Years:**
  - Optimize allocation efficiency to support international rankings, top sports achievers, and startup alumni success.
  - Achieve 3% of student fees from alumni contributions.

Benchmark 7: Optimizing Operational Budgets

Strategic Vision & Output:

Enhance operational efficiency through cost-saving measures, ERP-enabled budget control, and outsourcing non-core activities.

Phased Progress:

- **0–5 Years:**
  - Outsource 30% of non-core activities with strict performance metrics.
  - Implement ERP for budgeting and procurement fully.
  - Achieve 10% operational efficiency improvement.

- **6–10 Years:**
  - Outsource 50% of non-core activities.
  - Achieve 20% improvement in operational efficiency.

- **11–15 Years:**
  - Outsource 100% of non-core activities.
  - Achieve 30% operational efficiency improvement.

Benchmark 8: Green Financial Initiatives

Strategic Vision & Output:

Invest in sustainable campus infrastructure to reduce environmental impact, cut costs, and enhance eco-friendly practices.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Phased Progress:

- **0–5 Years:**
  - Increase green initiative budget by 30%.
  - Generate 50% of hostel cooking gas from human waste.
  - Implement rainwater harvesting and wastewater treatment.

- **6–10 Years:**
  - Achieve LEED Gold certification.
  - Increase solar power generation to 1.5 MW.
  - Generate 75% of hostel cooking gas from human waste.

- **11–15 Years:**
  - Achieve LEED Diamond certification.
  - Increase solar power generation to 2 MW.

Revenue	Phase – I	Phase – II	Phase - III
	Amount (In Crore)	Amount (In Crore)	Amount (In Crore)
Fees	387.57	532.48	657.91
Research & Grants	10	20	22
Consultancy	5.8	7.5	11
Infrastructure Utilization Charges	2.3	2.75	3.01
Total	405.67	**562.73**	**693.92**

FIVE-YEAR ROLLOUT IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	Salary & Employee Benefits	• Increase salary budget to Rs. 25 Cr to attract top talent, retain experienced faculty, and offer performance-based incentives.
	Industry & Government Partnerships	• Expand 1 CoE with Rs. 1 Cr investment to strengthen industry-academia collaboration and promote applied research.

	Research Consultancy Funding	• Establish an Industry Partnership Cell and secure 3 consultancy projects with national and local organizations.
	In-House Research Funding	• Increase internal research budget by 50% to support faculty research projects, laboratories, and innovative initiatives.
	Government & International Funding	• Monitor funding calls from national and international agencies to identify and apply for research grants.
Year II (2026–2027)	Salary & Employee Benefits	• Increase salary budget to Rs. 29 Cr, enhancing compensation competitiveness and faculty satisfaction.
	Industry & Government Partnerships	• Expand to 2 CoEs with Rs. 2 Cr investment, fostering joint research projects and industry engagement.
	Research Consultancy Funding	• Expand consultancy projects to 7, leveraging expertise for industry-relevant solutions.
	In-House Research Funding	• Increase funding to Rs. 20 Cr to support new research programs and faculty-driven initiatives.
	Government & International Funding	• Submit at least 10 proposals for research and collaboration grants to national and international agencies.
Year III (2027–2028)	Salary & Employee Benefits	• Increase salary budget to Rs. 34 Cr, maintaining competitiveness and rewarding high-performing faculty.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

	Industry & Government Partnerships	• Expand to 3 CoEs with Rs. 3 Cr investment, focusing on emerging technologies and multidisciplinary research.
	Research Consultancy Funding	• Expand consultancy projects to 10, engaging more industry and government partners for applied research.
	In-House Research Funding	• Continue expansion based on previous project outcomes to support high-impact research programs.
	Government & International Funding	• Secure long-term funding from national and international sources for continuity of projects.
Year IV (2028–2029)	Salary & Employee Benefits	• Increase salary budget to Rs. 38 Cr, rewarding long-term contributions and ensuring retention of top faculty.
	Industry & Government Partnerships	• Expand to 4 CoEs with Rs. 4 Cr investment, enhancing research output, innovation, and consultancy.
	Research Consultancy Funding	• Expand consultancy projects to 15, aligning with industry demands and fostering impactful research.
	In-House Research Funding	• Increase in-house research funding by 20%, supporting expansion based on prior successes.
	Government & International Funding	• Diversify funding sources to strengthen sustainability and minimize dependency on any single source.
Year V (2029–2030)	Salary & Employee Benefits	• Increase salary budget to Rs. 42 Cr, benchmarking against global standards and maintaining talent competitiveness.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

	Industry & Government Partnerships	• Optimize CoE partnerships for maximum collaboration, research impact, and industry engagement.
	Research Consultancy Funding	• Expand consultancy projects to 20, creating a robust pipeline of industry-academia collaborations.
	In-House Research Funding	• Optimize funding allocation based on project outcomes and efficiency to ensure long-term sustainability.
	Government & International Funding	• Expand funding sources and secure long-term international collaborations for research and innovation.

5.8 ADMINISTRATIVE PLAN

The administrative framework of the proposed Deemed to be University is designed to ensure transparent governance, academic excellence, and accountability at all levels. It follows the guidelines prescribed by the University Grants Commission (UGC) and emphasizes participatory decision-making, efficient management, and continuous monitoring. The administrative plan defines the roles and responsibilities of statutory authorities such as the Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, Executive Council, Academic Council, Finance Committee, and other statutory bodies, thereby establishing a robust system for academic, financial, and administrative management. This structure is intended to facilitate autonomy with accountability, streamline operations, and promote a culture of innovation, inclusivity, and quality in higher education.

The Vice-Chancellor is appointed by the Chancellor from a panel recommended by a three-member Search-cum-Selection Committee consisting of (i) a reputed academician nominated by the Chancellor (Chairperson), (ii) a nominee of the UGC Chairman, and (iii) a Professor with at least 10 years' service nominated by the Executive Council.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

The Executive Council, the principal executive body of the University, is composed of members appointed by the Vice-Chancellor, UGC, and the sponsoring body to ensure balanced academic and administrative governance.

<h2 style="text-align:center">15-YEAR DETAILED STRATEGIC PLAN – ADMINISTRATION</h2>

Benchmark 1: Streamlined Administrative Processes

Strategic Plan:

- Conduct a comprehensive review of existing administrative workflows.
- Implement process improvements and adopt digital workflow management tools.
- Train administrative staff in new processes and technologies to ensure efficiency.

Phased Progress:

- **0–5 Years:** Achieve a 50% improvement in operational efficiency by streamlining redundant processes, reducing administrative delays, and deploying basic digital tools.
- **6–10 Years:** Achieve 100% operational efficiency by fully automating core workflows, integrating ERP systems, and standardizing reporting and monitoring mechanisms.
- **11–15 Years:** Conduct advanced process optimization using AI-driven administrative tools and predictive analytics to anticipate operational bottlenecks and maintain sustained efficiency gains.

Benchmark 2: Strengthened Governance and Leadership

Strategic Plan:

- Establish an agile and transparent governance framework.
- Define roles and responsibilities clearly across all administrative and governance bodies.
- Implement leadership development programs for administrators and emerging leaders.

Phased Progress:

- **0–5 Years:** 50% of administrators complete leadership development programs; 20% of staff trained under mentorship programs to build future leaders.
- **6–10 Years:** 100% of administrators complete leadership programs; 40% of staff trained under mentorship programs for enhanced decision-making and accountability.
- **11–15 Years:** Conduct a governance review and implement advanced leadership strategies; 50% of staff complete mentorship programs for continued capacity building.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Benchmark 3: Student Council Integration in Administration

Strategic Plan:

- Strengthen student services through elected student council representatives to enhance counselling, career guidance, and extracurricular engagement.

Phased Progress:

- **0–5 Years:** Achieve a 40% increase in the student happiness index by implementing student feedback mechanisms and integrating student voices in administrative decisions.
- **6–10 Years:** Achieve a 60% increase in student satisfaction by expanding student-led initiatives and optimizing student support services.
- **11–15 Years:** Achieve an 80% improvement in student engagement and happiness by fully embedding student council insights into policy and decision-making processes.

Benchmark 4: Structured School-Wise Deanship

Strategic Plan:

- Appoint deans in all schools with clear responsibilities to promote operational efficiency, school-specific strategies, and focused governance.
- Enhance curriculum development, decentralized decision-making, quality assurance, and reputation-building initiatives.

Phased Progress:

- **0–5 Years:** Achieve a 60% increase in school-specific performance by defining roles for deans and implementing school-level accountability measures.
- **6–10 Years:** Achieve an 80% improvement in school performance through enhanced governance, streamlined operations, and active curriculum monitoring.
- **11–15 Years:** Achieve 100% school-wise performance by fostering advanced leadership, strategic partnerships, and continuous quality enhancement initiatives.

Benchmark 5: Financial Management and Campus Safety

Strategic Plan:

- Implement comprehensive safety, security, and compliance measures, including 24/7 helpdesk, restricted campus entry, fire safety protocols, and statutory safety cells.

Phased Progress:

- **0–5 Years:** Achieve a 70% improvement in campus safety through deployment of basic safety measures, emergency response protocols, and awareness campaigns.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

- **6–10 Years:** Achieve a 90% improvement through enhanced security systems, advanced surveillance, and digital monitoring tools.
- **11–15 Years:** Achieve 100% safety compliance and operational readiness by integrating AI-based surveillance, predictive safety analytics, and continuous safety audits.
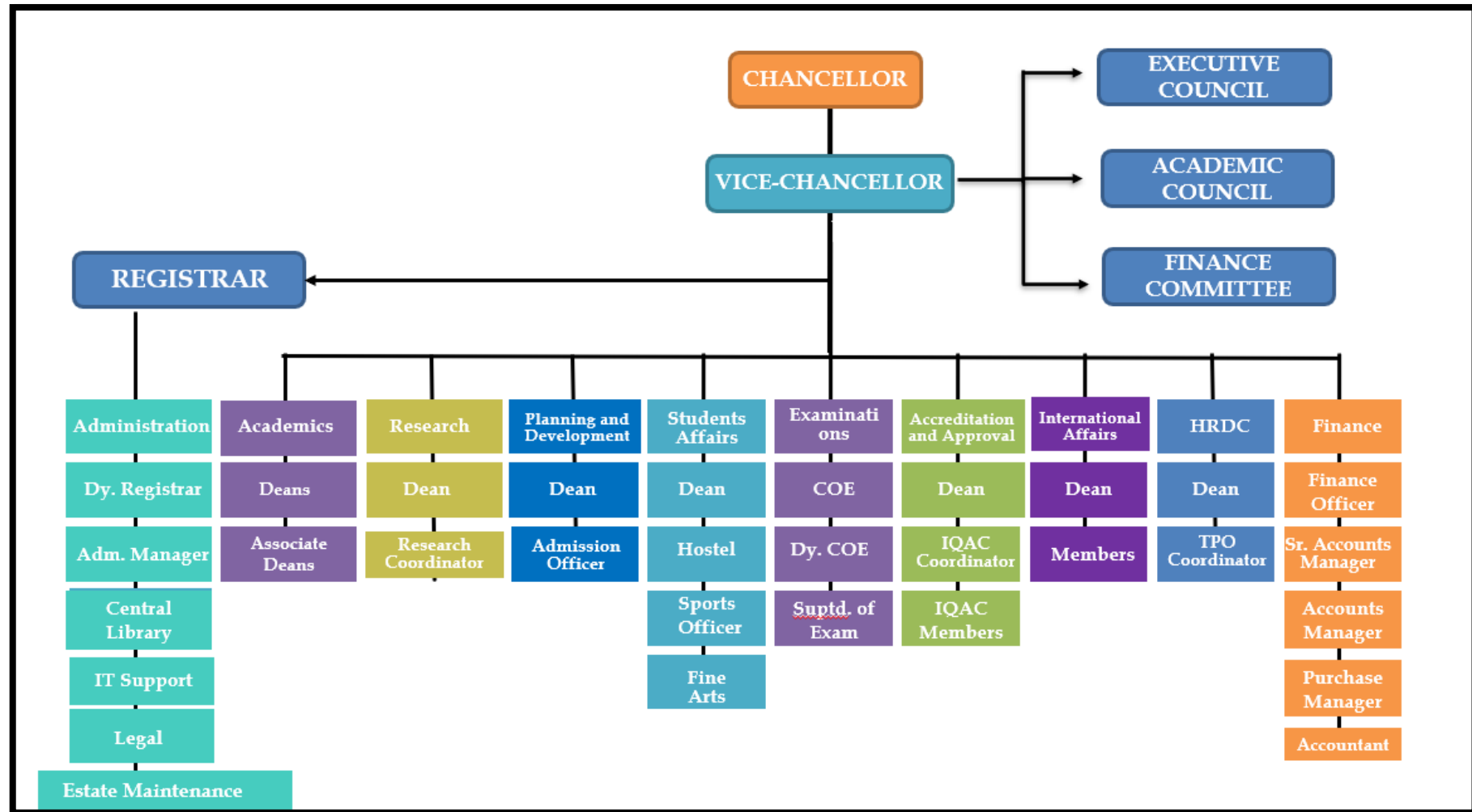
5-YEAR ROLLING IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	Streamline Administrative Processes	• Train administrative staff on digital tools and implement them to improve routine workflows and operational efficiency.
	Strengthen Governance and Leadership	• Review the governance structure and assign roles to ensure effective decision-making and operational efficiency.
	Student Council in Administration	• Elect the student council to govern student welfare, extracurricular activities, and representation in administrative processes.
	Structured School-wise Deanship	• Appoint deans for each school with clearly defined responsibilities and accountability metrics.
	Financial Management and Empowerment	• Review budgeting procedures and financial transparency measures to strengthen accountability.
	Safety and Security	• Ensure compliance with Fire & Safety regulations across campus.
Year II (2026–2027)	Streamline Administrative Processes	• Implement process improvements and adopt advanced digital tools for workflow management across departments.

	Strengthen Governance and Leadership	• Introduce leadership development programs for administrators and department heads to enhance governance capabilities.
	Student Council in Administration	• Develop new initiatives to improve student services and engagement across campus.
	Structured School-wise Deanship	• Monitor and assess school performance using predefined quality parameters.
	Financial Management and Empowerment	• Introduce reforms in budgeting and financial management to strengthen operational efficiency.
	Safety and Security	• Implement upgraded safety and security measures, including technology-based monitoring systems.
Year III (2027–2028)	Streamline Administrative Processes	• Conduct a comprehensive review of current administrative processes to identify gaps and optimize workflows.
	Strengthen Governance and Leadership	• Evaluate leadership preparedness and implement improvements for stronger institutional governance.
	Student Council in Administration	• Regularly assess and enhance the Student Happiness Index to track satisfaction and engagement.
	Structured School-wise Deanship	• Implement feedback systems for periodic performance assessment of each school.
	Financial Management and Empowerment	• Strengthen financial autonomy and review efficiency of financial operations.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

	Safety and Security	• Introduce 24/7 Help Desk services and restricted campus entry protocols for enhanced safety.
Year IV (2028–2029)	Streamline Administrative Processes	• Gather and analyze stakeholder feedback for continuous improvement in administrative workflows.
	Strengthen Governance and Leadership	• Periodically assess governance structure and roles to ensure accountability and effective leadership.
	Student Council in Administration	• Enhance student services based on feedback and analysis of engagement metrics.
	Structured School-wise Deanship	• Refine strategies based on performance reviews and stakeholder input.
	Financial Management and Empowerment	• Evaluate financial practices and make adjustments as needed for optimal efficiency.
	Safety and Security	• Regularly update safety and security practices to address evolving challenges.
Year V (2029–2030)	Streamline Administrative Processes	• Optimize processes based on feedback and efficiency gains to achieve a fully streamlined administrative workflow.
	Strengthen Governance and Leadership	• Continuously refine leadership practices and responsibilities to ensure sustainable and effective governance.
	Student Council in Administration	• Integrate continuous feedback mechanisms to further improve student engagement in administration.
	Structured School-wise Deanship	• Conduct periodical monitoring and updates, aiming for at least 60% improvement in school-wise performance.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

	Financial Management and Empowerment	• Optimize financial processes to enhance transparency and autonomy, targeting an 80% improvement in efficiency.
	Safety and Security	• Continue refining safety and security measures to maintain a fully secure and protected campus environment.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

ORGANOGRAM

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

5.9 GOVERNANCE PLAN

Dhanalakshmi Srinivasan Deemed to be University is committed to establishing a governance framework that is robust, forward-looking, and aligned with global best practices. The University's governance model is designed to be strategic, balanced, goal-oriented, system-driven, and technology-enabled, ensuring efficient decision-making, transparency, and accountability at all levels. This framework seeks to foster academic excellence, promote innovative research, and strengthen administrative efficiency, thereby positioning the University as a world-class institution within a short span.

In recognition of the growing competition from leading international universities operating in India, the University emphasizes a proactive and adaptive approach to governance. Every decision, policy, and initiative is guided by the principles of sustainability, inclusivity, and long-term institutional growth.

The highest governing authority of the University is the Executive Council, which is chaired by the Vice-Chancellor. The Council is composed of no fewer than nine and no more than fifteen distinguished members, as mandated by UGC regulations. This body provides strategic direction, oversees the implementation of policies, ensures adherence to regulatory norms, and drives the University's vision of excellence in higher education. Through this governance structure, Dhanalakshmi Srinivasan Deemed to be University seeks to uphold the highest standards of institutional integrity, operational efficiency, and academic leadership.

Executive Council

The Executive council shall be the principal executive body of the Institution Deemed to be University. The composition of Executive Council shall be as under Vice Chancellor is the Chairperson ,Pro Vice-Chancellor (wherever applicable), Four members from among Deans of Schools of Studies, by rotation according to seniority, to be appointed by the Vice-Chancellor, One Professor, One Associate Professor, One Assistant Professor, who is not a Dean by rotation according to seniority, to be appointed by the Vice-Chancellor, UGC nominee, Nominees of the Sponsoring body, not exceeding two in number , The Registrar, who shall be ex-officio Secretary of the Executive Council as per the UGC Norms.

Tenure of the members of the Executive Council

All the members of the Executive Council, other than the Vice- Chancellor and Pro-Vice-Chancellor, shall hold office for a term of three years. In case of Deans, the term will be for three years or until they hold the office of Dean, whichever is earlier.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Members of the Executive Council appointed by the Vice-Chancellor from Professor, Associate Professor and Assistant Professor category shall hold office for a period of one year or till such time as they cease to be teachers of the University, whichever is earlier.

Powers and Limitations of the Executive Council

The Executive Council shall have the power of management and administration of the Institution Deemed to be University and the conduct of all administrative affairs of the Institution Deemed to be University not otherwise provided for.

The Executive Council shall be the final decision-making body of the Institution Deemed to be University in respect of every matter of the Institution Deemed to be University, including in the academic, administrative, personnel, financial, developmental matters.

Subject to the provisions of these Regulations and Rules of the Institution Deemed to be University, the Executive Council shall, in addition to all other powers vested in it, have the following powers, namely: -

- to appoint such Professors, Associate Professors, Assistant Professors, and other academic staff, including Chairs, as may be necessary, on the recommendation of the Selection Committee constituted for the purpose and to fill up temporary vacancies therein;

- to regulate and enforce discipline among employees in accordance with the Rules;

- to provide for the appointment of Visiting Professors, Emeritus Professors, Professor of Practice, Consultants, Scholars, etc., and determine the terms and conditions of such appointments;

- to exercise such other powers and perform such other duties as may be conferred or imposed on it by these Regulations and Rules of the Institution Deemed to be University.

Meetings of the Executive Council

- The Executive Council shall meet at least four times a year (minimum two in one semester), with no less than 07 days' notice given before every meeting of the Executive Council. Emergency meetings can be convened by giving short notice.

- Attendance by more than one-third of the total number of members of Executive Council shall form the quorum for a meeting.

- In the absence of the Vice-Chancellor, the Pro-Vice Chancellor shall preside over the meeting; and where there be no Pro-Vice-Chancellor in an Institution Deemed to be University, a member chosen by the other members present, shall preside over the meeting.

- Every member of the Executive Council, including its Chairperson, shall have one vote and decisions at the meetings of the Executive Council shall be taken by simple majority; and in case

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

of a tie, the Chairperson shall have a casting vote.

- Any business, which may be urgent in nature, may be carried out by circulation amongst its members.

- A copy of the minutes of each meeting shall be furnished to the Chancellor of the Institution Deemed to be University as soon as possible after the meeting.

Termination of Membership

If a member other than the Vice- Chancellor, and those representing the teachers, accepts a full time appointment in the Institution Deemed to be University or does not attend three consecutive meetings of the Executive Council, without proper leave of absence, such member shall cease to be a member of the Executive Council.

Delegation of Powers of the Executive Council

The Executive Council may, by a resolution, delegate to the Vice Chancellor or any other officer/faculty or to a Committee of officers/faculties of the Institution Deemed to be University, such powers as it may deem fit, subject to the condition that the action taken by the Vice Chancellor or the officer/faculty, or the Committee in the exercise of the powers so delegated, shall be reported at the next meeting of the Executive Council.

Academic Council

The Academic Council shall be the principal academic body of the Institution Deemed to be University and shall, subject to the provision of the Rules of the Institution Deemed to be University, Co-ordinate and exercise general supervision over the academic policy of the Institution Deemed to be University.

1. The composition of the Academic Council shall be as under:
2. Vice Chancellor - Chairperson;
3. Pro Vice-Chancellor (wherever applicable);
4. Dean(s) of the Schools and Heads of the Departments/Centres;
5. Ten Professors (excluding those who are Deans of Schools & Heads of Departments/Centres) on the basis of seniority and rotation to be nominated by Vice-Chancellor giving due regard to representation of different Schools/Departments/Centres;
6. Two Associate Professors from Departments/Centres other than the Heads of the Departments/Centres, by rotation according to seniority to be appointed by the Vice-Chancellor;

7. Two Assistant Professors from Departments/Centres other than the Heads of the Departments/Centres, by rotation according to seniority to be appointed by the Vice-Chancellor;

8. Six persons of repute from amongst educationists or experts for their specialized knowledge, who are not in the service of the Institution Deemed to be University, nominated by the Vice-Chancellor;

9. The Registrar, who shall be the ex-officio Secretary of the Academic Council.

The representation of different categories shall be only through rotation and not through an election. The term of members, other than the *ex-officio* members, shall be three years. The Controller of Examination shall be the permanent invitee to the meetings of the Academic Council.

Powers and Functions of the Academic Council:

Subject to the provisions of these Regulations and Rules of the Institution Deemed to be a University, the Academic Council shall, in addition to all other powers vested in it, have the following powers, namely:-

1. To exercise general supervision over the academic policies of the Institution Deemed to be University and to give direction regarding methods of instruction, co-ordination of teaching among Departments/ Faculties/ Schools/ Centers, evaluation of research and improvement of academic standards;

2. to bring about and promote inter-departmental, inter-faculty, inter- school, inter-center co-ordination and to establish or appoint such committees or boards as may be deemed necessary for the purpose;

3. to consider matters of general academic interest either on its own initiative, or on a reference by a Department/Faculty/School/Centre or the Executive Council, and to take appropriate action thereon;

4. To prescribe courses /programmes of study leading to degree and diploma of the Institution Deemed to be University;

5. To make arrangements for the conduct of examinations in conformity with the Rules/Bye-Laws;

6. To maintain proper standards of the examinations;

7. To recognize diplomas and degrees of universities and other Institutions and to determine equivalence with the diplomas and degrees of the Institution Deemed to be University;

To frame rules covering the academic functioning of the Institution

Deemed to be University, admissions, examinations, award of fellowships and studentships, free-ships, concessions, attendance, discipline, residence etc.

1. To take a periodical review of the activities of the departments/centres and to take appropriate action to maintain and improve standards of instruction;

2. To recommend institution of teaching posts (Professors, Associate Professors, and Assistant Professors) to the Executive Council;

3. To make recommendations to the Executive Council; and

4. To exercise such other powers, and to perform such other duties, as may be conferred or imposed upon it by the Rules.

Meeting of the Academic Council

The Academic Council shall meet as often as necessary but not less than four times (at least two times in a semester) during an academic year with no less than 07 days' notice being given before every meeting of the Academic Council. Emergency meetings can be convened by giving a short notice.

One third of the total number of members of the Academic Council shall constitute the quorum for the meeting of the Academic Council.

Each member, including its Chairman, shall have one vote and decisions at the meetings of the Academic Council shall be taken by simple majority; and in case of a tie, the Chairman shall have a casting vote. Any business that may be necessary for the Academic Council to perform, except such as may be placed before its meeting, may be carried out by circulation of the resolution.

Finance Committee

A. The composition of Finance Committee shall be as under:

1. Vice Chancellor - Chairperson;

2. Pro Vice-Chancellor (wherever applicable);

3. One person nominated by the Society/Trust/Company (wherever applicable);

4. Three persons to be nominated by the Executive Council, out of whom at least one shall be a member of the Executive Council;

5. One representative of Central Government not below the rank of Joint Secretary or his representative to the Government of India, in case the institution is controlled and managed by Central Government or is receiving grants more than or equal to 50% of its expenditure (based on average of previous three-year account) from the Central Government directly or through

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

its Agencies; and in all other Institution Deemed to be Universities, the Commission shall nominate a representative;

6. Three persons to be nominated by the Chancellor;

7. Finance Officer-Secretary - ex officio

In case the Institution Deemed to be University is controlled/managed/funded by the State Government, representative of such Government.

A. Tenure of members of the Finance Committee:

All members of the Finance Committee other than ex-officio members shall hold office for a term of three years.

B. Finance Committee

The Finance Committee shall meet at least four times a year (at least twice each semester) to examine the accounts and scrutinize proposals for expenditure. One-third of the total number of members of Finance Committee shall form the quorum for a meeting.

C. Others

All proposals relating to creation of posts, and those items which have not been included in the Budget, shall be examined by the Finance Committee before the Executive Council considers them. The annual accounts and financial estimates of the Institution Deemed to be University prepared by the Finance Officer shall be laid before the Finance Committee for consideration and comments and thereafter submitted to the Executive Council for approval.

The Finance Committee shall recommend limits for the total recurring and non-recurring expenditures for the year, based on the income and resources of the Institution Deemed to be University.

Board of Studies:

There shall be one Board of Studies for each Department /School of the Institution Deemed to be University. The composition of the Board of Studies shall be as under:

1. Dean of School/ Head of the Department - Chairperson;

2. All Professors of the School/ Department;

3. Two Associate Professors of the School/ Department by rotation based on seniority;

4. Two Assistant Professors of the School/Department by rotation based on seniority;

5. Two experts to be co-opted for their specialized knowledge.

Subject to the overall control and supervision of the Academic Council, the functions of a Board

of Studies shall be to approve subjects for research for various degrees and other requirements of research degrees and to recommend to the concerned School Board in the manner prescribed by the Rules: -

1. Courses of studies;
2. Appointment of supervisors for research; and
3. Measures for the improvement of the standards of teaching and research.

The powers and functions of the Board of Studies shall be prescribed by the Rules of the Institution Deemed to be University.

1. **Selection Committee for appointment of teaching staff:**

There shall be one or more Selection Committees constituted, for making recommendations to the Executive Council for appointment to the post of Professors, Associate Professors, Assistant Professors and such other posts as may be prescribed, in accordance with the UGC Regulations (on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), 2018 as amended from time to time.

2. **Disqualification**

A person shall be disqualified for being chosen as, and for being, a member of any of the authorities, or being appointed as, and for being, an officer, of the Institution Deemed to be University if:

(a) if he/she is of unsound mind; or

(b) if he/she is an un-discharged insolvent; or

(c) if he/she has been convicted by a court of law for an offence involving moral turpitude and sentenced in respect thereof to imprisonment for not less than six months; or

(d) if he/she has not been appointed as per the provisions of these Regulations.

If any question arises as to whether a person is or had been subjected to any of the disqualifications mentioned above, the question shall be referred to the Chancellor and his decision shall be final and no suit or other proceeding shall lie in any civil court against such decision.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Officers of the Institution Deemed to be University:

1.1 Chancellor

A. The Chancellor, who the sponsoring body shall appoint, shall hold office for a period of 5 years from the date of first assuming office, and shall not be eligible for reappointment.

B. Provided that notwithstanding the expiry of hi/s/ her term of office, the Chancellor shall continue to hold office until his/her successor enters upon his office.

C. Provided further that the Chancellor in the Institution Deemed to be Universities managed/controlled/receiving funds more than or equal to 50% of their annual expenditure from the Central/State Government shall be appointed by the respective Government.

D. The Chancellor shall, by virtue of his office, be the head of the Institution Deemed to be University and shall, if present, preside at the Convocations of the Institution Deemed to be University held for conferring degrees.

1.2 Vice-Chancellor

A. The Vice-Chancellor shall be a whole-time salaried officer of Institution Deemed to be University, and shall be appointed by the Chancellor from a panel of three names suggested by a Search-cum- Selection Committee.

B. The qualifications of the Vice-Chancellor shall be in accordance with the UGC Regulations (on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), 2018, as amended from time to time.

C. The procedure/composition of Search-cum-Selection-Committee (SCSC) for the selection of Vice- Chancellor shall be as under:

(i)   The Vice-Chancellor in the Institution Deemed to be University managed/ controlled/ receiving funds more than or equal to 50% of their annual expenditure from the Central/State Government shall be appointed in accordance with the procedure laid down by the Central Government or the State Government, as the case may be.

(ii)   Where the financial assistance, by way of grants in aid or otherwise, to the Institution Deemed to be University by the Central Government or by its Agencies is more than or equal to 50% of its expenditure (based on average of previous three-year accounts), the Vice-Chancellor shall be appointed as per the procedure at (i) above.

(iii)   Where the financial assistance, by way of grants in aid or otherwise, is less than 50% of its

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

expenditure (based on average of previous three-year accounts), the composition of Search cum-Selection Committee shall be as under:

(a) A nominee of the Chancellor, who shall be a reputed academician as the Chairperson of the Committee

(b) A nominee of the Chairman, University Grants Commission

(c) An academician, with not less than 10 years' service as Professor, nominated by the Executive Council

1.3 Tenure of Vice-Chancellor:

(i) The Vice-Chancellor shall hold office for a term of 5 years from the date on which he/she enters upon his office or until he/she attains the age of 70 (seventy) years, whichever is earlier, and he shall not be eligible for re- appointment;

Provided that notwithstanding the expiry of the said period of five years, he/she shall continue in office until his successor is appointed and enters upon his office;

Provided further that the Chancellor may direct the Vice-Chancellor after his term has expired, to continue in office for such period, not exceeding a total period of one year.

(ii) If the office of the Vice-Chancellor becomes vacant due to death, resignation or otherwise, or if he/she is unable to perform his/her duties due to ill-health or any other cause, the Pro-Vice-Chancellor shall perform the duties of the Vice-Chancellor;

Provided that if the Pro-Vice-Chancellor is unavailable, the senior-most Professor shall perform the duties of the Vice-Chancellor until a new Vice- Chancellor assumes office or the existing Vice-Chancellor resumes the duties of his office, as the case may be.

1.4 Powers and duties of Vice-Chancellor

I. The Vice-Chancellor shall be the Principal Executive Officer and academic officer of the Institution Deemed to be University and shall exercise general supervision and control over the affairs of the Institution Deemed to be University and give effect to the decision of all authorities of the Institution Deemed to be University.

II. The Vice-Chancellor may, if he is of the opinion that immediate action is necessary on any matter, exercise any power conferred on any authority of the Institution Deemed to be University by or under these Regulations and shall report to such authority at its next meeting the action taken

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

by him on such matter;

III. Provided that if the authority concerned is of the opinion that such action ought not to have been taken, it may refer the matter to the Chancellor, whose decision thereon shall be final;

IV. Provided further that any person in the service of the Institution Deemed to be University who is aggrieved by the action taken by the Vice-Chancellor under this sub-section shall have the right to represent against such action to the Executive Council within three months from the date on which decision on such action is communicated to him and thereupon the Executive Council may confirm, modify or reverse the action taken by the Vice-Chancellor.

V. The Vice-Chancellor, if he/she is of the opinion that any decision of any authority of the Institution Deemed to be University is beyond the power of the authority conferred by the provisions of these Regulations or that any decision taken is not in the interest of the Institution Deemed to be University, may ask the authority concerned to review its decision within sixty days of such decision and if the authority refuses to review the decision either in whole or in part or no decision is taken by it within the said period of sixty days, the matter shall be referred to the Chancellor whose decision thereon shall be final.

VI. The Vice-Chancellor shall be the Ex-officio Chairperson of the Executive Council, the Academic Council and the Finance Committee and shall, in the absence of the Chancellor, preside at the Convocations held for conferring degrees.

VII. The Vice-Chancellor shall be entitled to be present at, and address, any meeting of any authority or other body of the Institution Deemed to be University, but shall not be entitled to vote thereat unless he is a member of such authority or body.

VIII. It shall be the duty of the Vice-Chancellor to see that these Regulations are duly observed and he/she shall have all the powers necessary to ensure such observance.

IX. The Vice-Chancellor shall have all the powers necessary for the proper maintenance of discipline in the Institution Deemed to be University and he/she may delegate any such powers to such person or persons as he deems fit.

X. The Vice-Chancellor shall have the power to convene or cause to be convened the meetings of the Executive Council, the Academic Council, and the Finance Committee.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

1.5 Removal of Vice-Chancellor

I. Where there are reasons to believe that the Vice-Chancellor of an Institution Deemed to be University does not possess the qualifications as required under these Regulations and also under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018, as amended from time to time or is not appointed as per the procedure stipulated in these Regulations or has committed any financial/administrative impropriety, the Chairman of Commission shall constitute a committee consisting of academic, administrative or financial experts to enquire into the matter.

II. On the directions from the Commission, the Chancellor shall place the Vice-Chancellor under suspension, pending enquiry.

III. The Enquiry Committee shall give an opportunity of hearing to the Vice-Chancellor before submitting its report to the Commission. Where the report of the Enquiry Committee confirms the ineligibility, or procedural violations, or impropriety, as the case may be, the Commission shall direct the Chancellor to remove the Vice Chancellor.

IV. Provided that, in respect of the Vice Chancellor of Institution Deemed to be university managed/ controlled/ receiving funds more than or equal to 50% of their annual expenditure from the Central Government or State Government, the Commission shall convey its advice regarding removal of Vice-Chancellor to the relevant Ministry of the Central Government or the State Government, as the case may be.

V. Notwithstanding anything contained in these Regulations, the Chancellor may, at any time after the Vice-Chancellor has entered upon his office, by order in writing, remove the Vice-Chancellor from office on the grounds of incapacity, misconduct or violation of these regulations;

VI. Provided that the Chancellor shall make no such order unless the Vice- Chancellor has been given a reasonable opportunity of showing cause against the action proposed to be taken against him;

VII. Provided further that the Chancellor may, at any time before making such order, place the Vice-Chancellor under suspension, pending an inquiry.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

1.6 Pro Vice-Chancellor

I.   The post of the Pro Vice-Chancellor may be created in an Institution Deemed to be University by the Executive Council;

Provided that in respect of institutions managed/ controlled/ receiving funds more than or equal to 50% of their annual expenditure from the Central Government or State Government, the prior approval of the appropriate Government shall be obtained before creating the post;

II. The Pro Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor. It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council;

Provided that where the recommendation of the Vice-Chancellor is not accepted by the Executive Council, the matter shall be referred to the Chancellor who may either appoint the person recommended by the Vice- Chancellor or ask the Vice-Chancellor to recommend another person to the Executive Council;

Provided further that the Executive Council may, on the recommendation of the Vice-Chancellor, appoint a professor to discharge the duties of the Pro- Vice-Chancellor in addition to his own duties as a professor.

III. The term of office of the Pro-Vice-Chancellor shall be such as may be decided by the Executive Council, but it shall not, in any case, exceed five years or until the expiration of the term of office of the Vice-Chancellor, whichever is earlier.

Provided that the Pro-Vice-Chancellor whose term of office has expired shall be eligible for re-appointment;

Provided also that the Pro-Vice-Chancellor shall, while discharging the duties of the Vice-Chancellor, continue in office, notwithstanding the expiration of his term of office as Pro-Vice-Chancellor, until the Vice-Chancellor resumes office or a new Vice-Chancellor assumes office, as the case may be.

Provided further that, in any case, the Pro-Vice-Chancellor shall retire on attaining the age of sixty-five years;

IV. The Pro Vice-Chancellor shall have the powers and duties as prescribed by Rules of the University.

V.   The Pro-Vice-Chancellor shall assist the Vice-Chancellor in respect of such matters as may be specified by the Vice-Chancellor in this behalf, from time to time, and shall also exercise such powers and perform such duties as may be assigned or delegated to him by the Vice-Chancellor.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

1.7 Registrar

I. The Registrar shall be a whole-time salaried officer of the Institution Deemed to be University and shall be appointed by the Executive Council on the recommendations of the Selection Committee consisting of the following: -

    a. Vice Chancellor - Chairperson;

    b. One nominee of the Chancellor;

    c. Two members of the Executive Council nominated by it; and,

    d. One person not in the service of the University nominated by the Executive Council.

Quorum – The meeting of the selection committee shall be fixed after prior consultation with, and subject to the convenience of the Chancellor's nominee and the experts nominated by the Executive Council. The proceedings of the Selection Committee shall not be valid unless at least three of the Chancellor's nominee/persons nominated by the Executive Council attend the meeting.

II. The Registrar shall hold office for a term of 5 years from the date of assuming office, and shall be eligible for reappointment for a second term. Provided further that, in any case, the Registrar shall retire on attaining the age of sixty-two years. The emoluments and other terms and conditions of service of the Registrar shall be as prescribed by the Rules of the Institution Deemed to be University.

III. When the office of the Registrar is vacant or when the Registrar is on leave or absent due to any other reasons, the duties and functions of the Registrar shall be performed by such other person as the Vice Chancellor may appoint for the purpose.

IV. The Registrar shall be ex-officio Secretary of the Executive Council and the Academic Council, but shall not be Deemed to be a member of any of these authorities.

V. The Registrar shall be directly responsible to the Vice-Chancellor and work under his direction.

VI. When the office of the Registrar is vacant or when the Registrar is, by reason of illness, absence or any other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vie- Chancellor may appoint for the purpose.

VII. The Registrar shall have the power to take disciplinary action against such of the employees, excluding teachers and other academic staff, as may be specified in the order of the Executive Council and to suspend them pending inquiry, to administer warnings to them or to impose on them the penalty of censure or the withholding or increment;

Provided that no such penalty shall be imposed unless the person has been given a reasonable

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

opportunity of showing cause against the action proposed to be taken in regard to him.

An appeal shall lie to the Vice-Chancellor against any order of the Registrar imposing any of the penalties specified above.

In case where the inquiry discloses that a punishment beyond the power of the Registrar is called for, the Registrar shall, upon the conclusion of the inquiry, make a report to the Vice-Chancellor along with his recommendations; Provided that an appeal shall lie to the Executive Council against an order of the Vice-Chancellor imposing any penalty.

It shall be the duty of the Registrar: -

a. To be the custodian of the records, the common seal, and such other property of the Institution Deemed to be University as the Executive Council shall commit to his/her charge;

b. To issue all notices convening meetings of the Executive Council, the Academic Council and of any Committees appointed by those authorities;

c. To keep the minutes of all the meetings of the Executive Council, the Academic Council and of any Committees appointed by those authorities;

d. To conduct the official correspondence of the Executive Council and the Academic Council;

e. To supply to the Chancellor copies of the agenda of the meetings of the authorities of the Institution Deemed to be University as soon as they are issued and the minutes of such meetings;

f. To represent the Institution Deemed to be University in suits or proceedings by or against the University, sign powers of attorney and verify pleadings or depute his representative for the purpose; and

g. To perform such other duties as may be specified in the Rules or as may be required from time to time by the Executive Council or the Vice-Chancellor.

1.8 Finance Officer

I. The Finance Officer shall be appointed by the Executive Council on the recommendations of a Selection Committee constituted for the purpose, and he/she shall be a whole-time salaried officer of the Institution Deemed to be University.

II. The Finance Officer shall be appointed for a term of five years and shall be eligible for re-appointment. Provided further that, in any case, the Finance Officer shall retire on attaining the age of sixty-two years.

III. The emoluments and other terms and conditions of service of the Finance Officer shall be as may be prescribed by the Executive Council from time to time.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

IV. When the office of the Finance Officer is vacant or when the finance Officer is, by reason of illness, absence or any other cause, unable to perform the duties of his office, the duties of the office shall be performed by such persons as the Vice-Chancellor may appoint for the purpose.

V. The Finance Officer shall be ex-officio Secretary of the Finance Committee but shall not be deemed a member of such Committee.

VI. The Finance Officer shall: -

a) Exercise general supervision over the funds of the Institution Deemed to be University and shall advise it as regards its financial policy; and shall-Perform such other financial functions as may be assigned to him by the Executive Council or as may be prescribed by the Rules of the Institution Deemed to be University.

VII. Subject to the control of the Executive Council, the Finance Officer

(a) Ensure that the limits fixed by the Executive Council for recurring and non-recurring expenditure for a year are not exceeded and that all amounts of money are expended on the purpose for which they are granted or allotted;

(b) Be responsible for the preparation of annual accounts and the budget of the Institution Deemed to be a university and for their presentation to the Executive Council;

Keep a constant watch on the state of the cash and bank balances and on the state of investments;

(i) Watch the progress of the collection of revenue and advice on the methods of collection employed;

(ii) Ensure that the registers of buildings, land, furniture, and equipment a maintained and up-to-date and that stock-checking is conducted, of equipment and other consumable materials in all offices, Departments, Schools, Faculties, Centers and specialized Laboratories;

(iii) Bring to the notice of the Vice-Chancellor unauthorized expenditure and other financial irregularities and suggest disciplinary action against persons at faulty; and

(iv) Call for from any office, Department, School, Faculty, Centre, Laboratory, etc. maintained by the Institution Deemed to be University any information or returns that he/she may consider necessary for the performance of his duties.

1.9 Controller of Examinations

I. The Controller of Examinations shall be appointed by the Executive Council on the recommendations of a Selection Committee constituted for the purpose and he/she shall be a whole-time salaried officer of the Institution Deemed to be University.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

II. The Controller of Examinations shall be appointed for a term of five years and shall be eligible for re-appointment. Provided further that, in any case, the Registrar shall retire on attaining the age of sixty-two years.

III. The emoluments and other terms and conditions of service of the Controller of Examination shall be such as may be prescribed by the Executive Council from time to time.

IV. When the office of the Controller of Examinations is vacant or when the Controller of Examinations is, by reason of illness, absence or any other cause, unable to perform the duties of his office, the duties of the office shall be performed by such persons as the Vice-Chancellor may appoint for the purpose.

V. The Controller of Examination shall arrange for and superintend the examinations of the Institution Deemed to be University in the manner prescribed by the Rules.

VI. The Controller of Examinations shall be a permanent invitee to the Academic Council.

1.10 Dean

I. The Departments dealing with allied subjects could be grouped into faculties/Schools/Centres, etc., and a Dean may head every faculty.

II. Every Dean of School shall be appointed by the Vice-Chancellor from amongst the Professors in the School by rotation in the order of seniority for a period of three years;

    a. Provided that in case there is only one Professor or no Professor in a Faculty/School/Centre, the Dean shall be appointed, for the time being, from amongst the Professor, if any, and the Associate Professors in the Faculty/School/Centre by rotation in order of seniority;

III. When the office of the Dean is vacant or when the Dean is, by reason of illness, absence or any other cause, unable to perform duties of his office, the duties of the office shall be performed by the senior-most Professor or Associate Professor, as the case may be, in the School.

IV. The Dean shall be the Head of the Faculty/School/Centre and shall be responsible for the conduct and maintenance of the standards of teaching and research in the Faculty/School/Centre and shall have such other functions as may be prescribed by the Rules.

V. The Dean shall have the right to be present and to speak at any meeting of the Board of Studies or Committees of the Faculty/School/Centre, as the case may be, but shall not have the right to vote threat unless he is a member thereof.

1.11 Head of the Department

I.   There shall be a Head of the Department for each of the Departments in the Institution Deemed to be University who shall be appointed by the Vice- Chancellor from amongst the Professors of the Department.

a) Provided that if there is no Professor in the Department or there is only one Professor in the Department whose term as Head of the Department is ending, the Vice-Chancellor may appoint an Associate Professor as Head of the Department.

II. The term of the Head of the Department shall normally be 3 years and he/ she shall be eligible for reappointment for one more term, but not for two consecutive terms.

III. The powers and functions of the Head of the Department shall be prescribed by Rules of the Institution Deemed to be University.

Not with standing anything contained in these Regulations, the governance system and management structure of an Institution Deemed to be University managed/ controlled/ receiving funds more than or equal to 50% of its annual expenditure from the Central Government or the State Government shall be in accordance with the decision of the appropriate Government.

15-YEAR DETAILED STRATEGIC VISION PLAN – GOVERNANCE

Benchmark 1: Policy Development & Review

Strategic Plan:

Establish a dynamic and adaptive policy framework that aligns with emerging educational trends and global best practices. A dedicated team of policy experts will formulate, monitor, and periodically review institutional policies in strict compliance with UGC regulations, ensuring they support academic excellence, research innovation, and operational efficiency.

Phased Progress:

0–5 Years:

- Establish a responsive policy review mechanism to monitor effectiveness and relevance.
- Achieve 80% stakeholder engagement in policy review and formulation.
- Integrate technology for streamlined policy processes, targeting 70% digital workflow efficiency.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

6–10 Years:

- Enhance responsiveness and stakeholder engagement to 85–90%.
- Achieve 80% integration of technology for automated policy processes.

11–15 Years:

- Attain 95% efficiency in policy review and responsiveness.
- Fully automate policy processes with advanced digital tools, reaching 90% streamlined operation.

Benchmark 2: Financial Management

Strategic Plan:

Implement a robust financial management system focusing on strategic budget planning, efficient allocation, and effective monitoring. The goal is to strengthen transparency, minimize resource wastage, and enable rapid funding of academic, research, and infrastructure initiatives.

Phased Progress:

0–5 Years:

- Achieve a 40% improvement in budgeting, expenditure tracking, and financial reporting accuracy.

6–10 Years:

- Enhance financial efficiency to 60% through integrated budgeting tools and predictive financial planning.

11–15 Years:

- Implement a fully integrated, user-friendly financial management system with 100% operational efficiency, real-time monitoring, and automated compliance checks.

Benchmark 3: Enhance Accountability & Transparency

Strategic Plan:

Strengthen internal and external accountability through transparent reporting, stakeholder engagement, and feedback mechanisms. This will foster trust, governance credibility, and continuous institutional improvement.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Phased Progress:

0–5 Years:

- Launch a transparency portal providing real-time access to policies, decisions, and financial reports.
- Increase stakeholder satisfaction by 25%.

6–10 Years:

- Establish enhanced feedback loops from students, faculty, and external partners.
- Increase stakeholder satisfaction to 40%.

11–15 Years:

- Achieve international best-practice standards in transparency and accountability across all operations.

Benchmark 4: Digitalized Governance

Strategic Plan:

Transition governance operations to a fully digital platform with AI integration, enabling efficient decision-making, data management, and workflow automation.

Phased Progress:

0–5 Years:

- Implement AI-assisted governance frameworks covering 80% of core administrative processes.

6–10 Years:

- Achieve 100% digitalization of governance processes, including ERP, HRMS, CRM, and decision-support systems.

11–15 Years:

- Maintain a fully digitalized governance ecosystem enhanced with advanced AI, predictive analytics, and emerging technologies.

Benchmark 5: AI-Driven Productivity in Administration

Strategic Plan:

Integrate AI tools to optimize administrative efficiency, improve decision support, and enable predictive management of resources and institutional performance.

Phased Progress:
0–5 Years:
- Deploy AI for data management and analytics; achieve a 50% improvement in administrative efficiency.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

6–10 Years:

- Implement AI-driven forecasting for enrollment, resource allocation, and academic planning; achieve 75% efficiency.

11–15 Years:

- Achieve full AI integration across all administrative functions, ensuring 100% efficiency and optimized decision-making.

Benchmark 6: Ranking and Accreditation

Strategic Plan:

Focus on national and international ranking preparation and accreditation to enhance institutional reputation, attract high-quality faculty and students, and benchmark against global standards.

Phased Progress:

0–5 Years:

- Initiate preparation for ranking and accreditation in NIRF, QS, and other recognized frameworks.

6–10 Years:

- Achieve Top 100 in NIRF and Top 500 in QS Rankings.

11–15 Years:

- Attain Top 75 in NIRF and Top 400 in QS Rankings, positioning DTBU as a globally recognized institution.

Benchmark 7: Quality Assurance and Strategy Development

Strategic Plan:

Develop a comprehensive quality assurance system integrated with strategic planning, continuous improvement, and benchmarking against top-performing institutions.

Phased Progress:

0–5 Years:

- Implement a structured quality assurance system and establish a strategic review cycle.

6–10 Years:

- Enhance strategic planning processes and align them with institutional growth objectives; benchmark against leading national and international institutions.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

11–15 Years:

- Achieve excellence in quality assurance, with adaptive, proactive strategies and continuous improvement embedded into governance practices.

5 YEARS ROLLING IMPLEMENTATION PLAN

Year & Timeline	Strategic Vision	Key Initiatives
Year I (2025–2026)	Policy Development & Review	• Set up a dedicated policy committee to review existing policies, identify gaps, and ensure alignment with institutional goals and compliance requirements.
	Financial Management	• Upgrade financial planning and reporting systems to enhance accuracy, efficiency, and decision-making.
	Accountability & Transparency	• Launch a transparency portal to provide stakeholders access to reports and updates, fostering trust and accountability.
	Digitalized Governance	• Digitize key administrative processes to improve workflow efficiency, record-keeping, and accessibility.
	AI-Driven Productivity	• Implement AI tools for data management to automate routine tasks and support informed decision-making.
	Ranking & Accreditation	• Begin preparations for national and international ranking frameworks and accreditation requirements.
	Quality Assurance & Strategy	• Enhance the QA framework to ensure high standards in teaching, research, and administration.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Year II (2026–2027)	Policy Development & Review	• Develop new policies to address emerging trends, regulatory changes, and institutional growth requirements.
	Financial Management	• Introduce a financial dashboard to track budgets, expenditures, and performance metrics in real-time.
	Accountability & Transparency	• Expand feedback mechanisms to include students, faculty, and stakeholders, ensuring continuous improvement.
	Digitalized Governance	• Expand digital platforms to cover more administrative functions and enhance user experience.
	AI-Driven Productivity	• Extend AI usage to forecasting, predictive analytics, and operational planning.
	Ranking & Accreditation	• Align institutional initiatives with ranking criteria and accreditation standards for improved performance.
	Quality Assurance & Strategy	• Integrate strategic planning into QA processes, ensuring alignment between institutional objectives and quality benchmarks.
Year III (2027–2028)	Policy Development & Review	• Implement and update policies across departments, ensuring consistent compliance and relevance.
	Financial Management	• Utilize analytics to optimize budget allocation, cost control, and resource utilization.
	Accountability & Transparency	• Benchmark institutional practices against best practices to improve efficiency and accountability.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

	Digitalized Governance	• Complete digitalization of governance processes, enabling end-to-end digital workflows.
	AI-Driven Productivity	• Monitor efficiency gains from AI implementation and refine systems to maximize benefits.
	Ranking & Accreditation	• Ensure full compliance with ranking and accreditation criteria through systematic tracking and reporting.
	Quality Assurance & Strategy	• Implement QA measures and benchmarks to maintain high standards and facilitate continuous improvement.
Year IV (2028–2029)	Policy Development & Review	• Conduct annual review of policies, gather feedback from stakeholders, and update as necessary.
	Financial Management	• Forecast finances using advanced analytics to anticipate trends and ensure fiscal sustainability.
	Accountability & Transparency	• Implement feedback-driven improvements to strengthen governance, processes, and stakeholder trust.
	Digitalized Governance	• Explore AI integration to support decision-making, predictive insights, and policy evaluation.
	AI-Driven Productivity	• Evaluate AI performance for decision support and operational optimization across functions.
	Ranking & Accreditation	• Continuously track progress toward higher ranking positions and accreditation status.
	Quality Assurance & Strategy	• Evolve strategies for continuous improvement based on QA metrics and institutional performance.

Year V (2029–2030)	Policy Development & Review	• Maintain continuous policy updates to adapt to new challenges, opportunities, and global best practices.
	Financial Management	• Optimize budget management by leveraging analytics, AI insights, and efficiency gains.
	Accountability & Transparency	• Strengthen transparency practices institution-wide to achieve benchmark performance and stakeholder trust.
	Digitalized Governance	• Fully integrate AI into governance to enhance predictive, adaptive, and automated decision-making.
	AI-Driven Productivity	• Maximize AI-driven improvements across all administrative and academic processes.
	Ranking & Accreditation	• Achieve top rankings and secure accreditation by implementing institutional excellence practices.
	Quality Assurance & Strategy	• Adapt QA systems to maintain high standards, support strategic initiatives, and ensure institutional sustainability.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

SECTION 6: CONCLUSION

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), with its 29-years legacy of academic excellence, innovation, and social impact, is poised to take its next transformative step as the **Dhanalakshmi Srinivasan Institute of Research and Technology (DTBU) – Deemed-to-be University**. The conferment of Deemed-to-be University status represents a natural progression in the institution's distinguished journey of delivering quality education and empowering women. Autonomy at this level provides the freedom to design and implement reforms aligned with the National Education Policy (NEP) 2020 without external constraints, ensuring greater innovation, flexibility, and inclusivity in higher education.

With this transition, the institution will gain enhanced national and international recognition, creating opportunities for global collaborations, research partnerships, and academic exchange. Strong governance through an Executive Council, Academic Council, Finance Committee, and proactive Management Team will ensure independent, transparent, and efficient decision-making. The further internationalization of students not only enriches the academic culture by fostering global perspectives and cross-cultural exchange but also contributes significantly to the regional economy, creating new opportunities for local communities and enhancing overall socio-economic growth.

Most importantly, Perambalur district, despite its rich educational culture, does not yet have a Deemed to be University within its vicinity. This absence often compels deserving students to migrate to metropolitan cities or neighboring states in pursuit of higher education, resulting in financial strain, social challenges, and a drain of local talent. Establishing the Dhanalakshmi Srinivasan Institute of Research and Technology (Deemed-to-be University) will bridge this gap by providing world-class education at the doorstep of the local community.

This transformation will not only elevate Perambalur as a true educational hub but also uplift the region and society by expanding access to higher education, advancing research and innovation, and nurturing future-ready graduates who contribute meaningfully at local, national, and global levels.

Dhanalakshmi Srinivasan College of Arts and Science for Women (Autonomous), Perambalur