



MARIS STELLA COLLEGE (AUTONOMOUS), VIJAYAWADA
A College with Potential for Excellence
NAAC Accredited & ISO 9001:2015 Certified

BEST PRACTICES - ACADEMIC YEAR: 2022-23

1. Inclusive and Equitable Admissions

To contribute to a just and equitable society through quality education for leadership and social responsibility in an environment of academic excellence and sound values is the vision of Maris Stella College. The college provides higher education in a Christian atmosphere for deserving students, especially those who belong to the Catholic Community. Admission is open to all irrespective of caste and creed and their rights of conscience are respected. The Institution is committed to embracing all forms of diversity, including cultural, regional, linguistic, communal, and socio-economic diversity.

Objectives of the Practice:

- To provide higher education for women.
- To serve the economically weak, socially backward and needy students.
- To promote diversity and inclusivity in student demographics, ensuring a representation of various backgrounds, cultures, and practices.
- To implement a fair and transparent admission process that emphasizes merit while considering the unique qualities and achievements of each applicant.
- To facilitate a seamless and positive transition for students entering the institution, creating a supportive environment conducive to learning and personal growth.

The Context of the Practice:

- The dedication to serving economically and socially marginalized sections of society which aligns with institution's mission to provide higher education to deserving students, particularly those from the economically weaker sections and socially backward communities.
- The commitment to fostering an inclusive and diverse learning environment which is reflected in institution's 'Admission Policy', that adheres to the norms applicable to minority institutions and government rules for the admission of girls from reserved categories.

- The commitment to providing equal opportunities to all students creating a learning community that embraces diversity and values each individual's unique background and perspectives.
- One of the institution's core values, 'Inclusiveness and Social Justice', which ensures fair admission, and retention practices that do not discriminate against individuals based on their diversity.

The Practice:

The practice, 'Inclusive and Equitable Admissions' at Maris Stella reflects a commitment to providing quality education while upholding the values of inclusivity, diversity, and social responsibility.

The practice aligns with the institution's vision of contributing to a just and equitable society through quality education. By focusing on leadership, social responsibility, and academic excellence, the institution aims to create accomplished individuals. Acknowledging its status as a minority institution, Maris Stella emphasizes its inherent and constitutionally guaranteed right of management and administration. This commitment establishes the foundation for an inclusive environment that respects the rights and dignity of all individuals.

Maris Stella adopts an open admission policy, welcoming students from all backgrounds irrespective of caste and creed. This approach reinforces the institution's commitment to respecting the rights of conscience for all individuals. While open to all, the college expresses a special commitment to providing higher education to students from the Catholic community. This reflects a targeted effort to support and uplift a specific religious community within the broader inclusive framework.

The admission policy adheres to norms applicable to minority institutions and complies with government rules for the admission of girls from reserved categories. This ensures that the institution operates within legal frameworks while maintaining its commitment to inclusivity. The stated objectives of the practice include providing higher education for women, serving economically weak and socially backward students, promoting diversity, ensuring a fair admission process, and facilitating a positive transition for students. These objectives are comprehensive and reflect a holistic approach to inclusivity.

The institution emphasizes a fair and transparent admission process that considers merit while also recognizing the unique qualities and achievements of each applicant. This ensures that deserving students, regardless of their background, have an opportunity for higher education. The practice actively promotes diversity in student demographics by encouraging the representation of individuals from various backgrounds, cultures, and traditions. This diversity enriches the learning environment and contributes to a more comprehensive educational experience.

The college adopts a holistic approach to admissions, considering academic achievements, extracurricular activities, community involvement, and other relevant factors. The institution maintains transparency in the admission process, providing clear guidelines and communication to prospective students regarding eligibility, application procedures, and selection criteria. The institution engages in personalized outreach efforts, including information sessions, campus tours, and online resources, to assist prospective students in making informed decisions about their educational journey. The college offers support services to guide applicants through the admission process, including counseling, application assistance, and information on financial aid options.

The admission practice goes beyond the entry point by focusing on facilitating a seamless and positive transition for students. The institution creates a supportive environment conducive to learning and personal growth to ensure that students can thrive throughout their academic journey.

Evidence of Success:

- The admitted students are satisfied with their educational experience, few of them continued their studies for post-graduation at the institution and some of them have been extending their valuable services for the institution as faculty and staff.
- The alumnae have been making notable contributions to their respective fields and to Alma Mater. They have been contributing significantly to the development of the institution through financial and other support services. The graduates of our college exemplify the values of inclusivity, social responsibility, and academic excellence, contributing positively to society.

- The feedback from current students, alumnae, and other stakeholders regarding their satisfaction with the admission process and overall college experience has been positive.

Problems Encountered:

- Psychological, academic and social challenges and financial concerns are some of the challenges as majority of the admitted students are first-generation learners.
- Students with varied socio-economic background.
- Student strength and competition in drawing talented and quality individuals who can contribute to the academic community.
- Lack of Government support such as scholarships and other schemes to facilitate the economically-challenged students.

Resources Required:

- Technological infrastructure to support online application processes, data management, and communication platforms for outreach and engagement.
- Resources for marketing and outreach activities to promote the college, attract potential applicants, and showcase the unique features and benefits of the institution.
- Resources for admission support services, including counseling professionals and information sessions, to guide prospective students through the application process.
- Financial-aid programmes from Government / NGO to support potential applicants who may face socio-economic or physical barriers and facilitate their successful academic journey.

By implementing ‘Inclusive and Equitable Admissions’ as per the ‘Admission Policy’, Maris Stella not only upholds its vision and mission but also contributes to the broader goal of creating a just, equitable, and inclusive society through education. The commitment to diversity, fairness, and support for marginalized communities is a commendable approach that aligns with principles of social responsibility and academic excellence.

2. Student Placements

The institution's commitment to excellence extends beyond academics. One of the distinguished best practices of the institution is its 'Student Placements' programme, designed to empower the students with the skills and opportunities they need to embark on successful careers. The commitment to student placement and the organization of annual placement drives underscores the institution's dedication to student success and employability. By providing a conducive environment for interaction between students and industry, the college ensures that the graduates are not just academically accomplished but also well-prepared for the professional challenges that lie ahead.

Objectives of the Practice:

- To ensure that students are well-prepared and equipped with the skills and knowledge necessary for successful entry into the workforce.
- To provide students with opportunities to interact with and understand the expectations of the industry through practical experiences.
- To facilitate the enhancement of employability skills, including communication, problem-solving, and teamwork.

The Context of the Practice:

- The dynamic needs of various industries, companies and organizations.
- The college's curriculum and placement strategies which are in align with current market trends.
- The diverse aspirations and career goals of students.
- The adapting placement initiatives to cater to a wide range of disciplines and industries.

The Practice:

The institution organizes annual 'Placement Drives' that bring together a diverse set of companies and organizations to interact with students, conduct interviews, and offer job opportunities. The college conducts workshops and training programmes covering resume building, interview skills, and soft skills development to enhance students' readiness for the job market. The institution forges and maintains strong partnerships with industries, companies and organizations ensuring that students have access to a broad spectrum of placement opportunities. The institution also facilitates placements in various sectors, including IT,

finance, healthcare, education and more, catering to the varied interests and career aspirations of students.

A dedicated 'Placement Cell' which is responsible for organizing placement drives, coordinating with employers, and providing student support operates within the college to provide personalized guidance and support to students throughout their placement journey. This cell works tirelessly to connect students with relevant career opportunities under the able guidance of the 'Training and Placement Officer (TPO)'. A hallmark of this best practice is the annual organization of 'Placement Drives' by the TPO. These events bring together reputable companies and our talented students, creating a platform for meaningful interactions, interviews, and employment offers. Before the commencement of placement drives, the TPO in association with the IQAC conducts extensive pre-placement training sessions by experts. These cover resume building, interview skills, and soft skills enhancement, preparing students to present their best selves to potential employers. To build confidence and identify areas for improvement, the TPO organizes mock interviews and skill assessments.

The institution prioritizes the development of industry-relevant skills, ensuring that students are not only academically proficient but also equipped with the practical skills demanded by the job market. Workshops, seminars, awareness programmes of latest trends in technology, and specialized training programmes are integral to the curriculum.

The institution has partnerships with industries, organizations and other well established institutions fostering collaborations that go beyond the classroom. These partnerships are pivotal in ensuring our students are aligned with the latest industry trends and expectations.

The college's commitment to diversity is reflected in the range of placement opportunities secured for its students. Whether in IT, finance, healthcare, education or other sectors, the institution strives to cater to the varied interests and aspirations of the student community.

Evidence of Success:

- The 'Placement Drives' consistently yield high placement rates, with a significant number of students securing job offers from reputable companies and organizations. The placement statistics of successful transitions of students from education to

employment indicate high placement rates among graduating students.

- The good and positive feedback from employers who have recruited graduates from the college, states satisfaction with the quality and preparedness of the candidates. The feedback from industry professionals is invaluable in refining our students' readiness for the job market.
- The alumnae of the college are well-represented in various industries, companies and organizations showcasing the success of the placement programme in facilitating career advancement. The feedback from alumnae highlights how the college's placement support has been instrumental in shaping their careers.
- The positive feedback from parents shows their satisfaction on student placement services of the college.

Problems Encountered:

- Competitive job market and adapting placement strategies to meet the evolving expectations of employers and industry standards.
- The college also has to deal with a conflict between semester-long internship projects and placements done during VI semester. Organizations start coming on campus in January. Due to their internship commitments, students are unable to attend placement drives.
- Getting discipline-appropriate placements seems challenging.
- Delayed response from organisations regarding offer letters and subsequent steps.
- Placement Drives typically run into the late nights.
- Students are being placed on hold by certain organizations for extended periods of time without being invited to join the office.

Resources Required:

- Apportionment of professional human resources for a dedicated 'Placement Cell' to support the TPO.
- Resources for organizing networking events, job fairs, and industry-specific meet-ups to facilitate interactions between students and potential employers.
- Strong connections with industry professionals, alumnae networks, and corporate partners.

Thus the 'Student Placements' programme is geared towards preparing students for successful careers through strategic initiatives, industry partnerships, and ongoing support. By focusing on diverse placement opportunities, evidence-based success metrics, and adaptability to challenges, the college ensures that students not only graduate with academic excellence but are also well-positioned for meaningful and rewarding professional experiences.