



# **INSTITUTIONAL ASSESSMENT AND ACCREDITATION** **(Effective from July 2017)**

**Accreditation - (Cycle - 3)**

## **PEER TEAM REPORT ON** **INSTITUTIONAL ACCREDITATION OF** **MES KEVEEYAM COLLEGE VALANCHERY**

**Valanchery**  
**Kerala**  
**676552**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**  
**An Autonomous Institution of the University Grants Commission**  
**P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

**Section I:GENERAL INFORMATION**

1.Name & Address of the institution:	MES KEVEEYAM COLLEGE VALANCHERY Valanchery Kerala 676552	
2.Year of Establishment	1981	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	11	
Programmes/Course offered:	18	
Permanent Faculty Members:	27	
Permanent Support Staff:	22	
Students:	1304	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. The significant presence of women staff and students on campus 2. Supportive and cooperative management 3. Well equipped Infrastructure and green campus	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 03-09-2021 To : 04-09-2021	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. ASHUTOSH GHOSH	Vice Chancellor,Rani Rashmoni Green University
Member Co-ordinator:	MS. PARESH JOSHI	Professor,Veer Narmad South Gujarat University Surat
Member:	DR. D MARIA ANTONY RAJ	Principal,SACRED HEART COLLEGE
NAAC Co - ordinator:	Dr. B.s. Ponmudiraj	

## Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

### Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics (QIM) in Criterion 1)

1.1	Curricular Planning and Implementation
1.1.1 QIM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross-cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

### Qualitative analysis of Criterion 1

M.E.S Keveeyam College Valanchery, being an affiliated institution of University of Calicut, adapts to the syllabi under CBCS pattern offered by the university to the respective programmes. The handbook and calendar prepared by the college include internal exam dates, college rules & regulations, fee structure, duties and responsibilities of faculty members. The college offers 11 Under Graduate programmes including two B. Voc programmes, six PG Programmes and two Ph D programmes through CBCS pattern as per the norms of University of Calicut.

The college plans its curricular transactions by accommodating the University calendar into its academic calendar prepared by the academic monitoring cell in consultation with IQAC. It facilitates an academic atmosphere instrumental to the smooth conduct of the programmes. The college conducts national and regional seminars, awareness programmes, to meet the varied demands for the overall development of the students.

The college offers Certificate courses apart from the courses prescribed in the syllabi to make the students adept in professional skills. Additional Skill Acquisition Programme (ASAP) offers communication and life skill courses to the students. Each department encourages the students to register to the online courses through NPTEL.

Curricular planning is further ensured by the participation of faculty members in the Board of Studies. Faculty of different departments have been participating in syllabus revision workshops and are part of question-paper-setting of universities and autonomous colleges. Three Academic Chairs functioning in the college, inculcate humanism, secularism and value-based education in the student community. Environmentally friendly perspectives and programmes are implemented and organized by the college in line with the environmental policy. IQAC undertakes curriculum feedback from the teachers, students, parents and alumni, analyses them and recommends measures for improvement.

Curriculum feedback collected and analysed. In order to complete the system of feedback, the College should prepare an ATR based on the analysis other the purpose of feedback is not fulfilled. Remedial teaching should be formalised. System should be created to ensure that the curricular aspects are well-documented.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

#### Qualitative analysis of Criterion 2

The college has a teaching-learning system that ensures the attainment of programme and course outcomes. There has been a steady rise in the enrolment of students to the college as seen by the high demand ratio and the intake of even foreign students. An average of 91% of reserved seats were filled in the last five years. The number of teachers recruited is steadily increased to ensure a good student-teacher ratio. All sanctioned posts are filled with experienced teachers, some of them are Ph D. The learning level of students is assessed early on to cater to individual needs through specialized programmes like WWS, TRANSIT, FOCUS, ASAP, SSP and remedial classes among others.

The deficiencies are addressed to bridge the gap in learning for under-achievers while gifted students are guided to reach for higher goals like competitions outside college and working towards better career or learning opportunities. Helen's House takes care of differently-abled students by providing consultations with physicians and other miscellaneous support like arranging scribes etc.

Experiential and participative learning methods are practiced in classrooms along with specialized workshops and seminars for enhanced learning. Interactive learning is encouraged with teacher as the facilitator for proper attainment of the outcomes. The use of PowerPoint presentations, Google classroom, blogs and online videos are regular augmentations that enhance the teaching process. In addition to science labs, the college has well-equipped commerce and language labs for augmenting learning.

Students are also asked to complete NPTEL course. It is noteworthy that the college has well-equipped e-content development centre which further enhances the application of ICT in teaching and learning. There is a mentoring system in place to guide the students to optimal achievement. The mentors conduct individual and group mentoring sessions to motivate and support them. A systematic mechanism of internal assessment of students measures the attainment of programme and course outcomes which are regularly analysed. The results have been good as the result of 82% in the external evaluation and the number of students going on to pursue higher education or higher degrees in reputed institutions. Some teachers have received national awards.

The teachers should be motivated to complete PH.D. at the earliest. Systems should be developed to measure the attainment of various learning outcomes. Internal assessment grievance process should have a time bound approach.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

### Qualitative analysis of Criterion 3

The Department of Chemistry and the Department of Commerce have been approved as research centres by the University of Calicut. A research complex with research instruments funded by DST-FIST, facilitates advanced research. It is noteworthy that faculty members have undertaken major and minor research projects and Rs. 1.8 crore has been sanctioned during the last five years by various agencies. To enhance interest in research among faculty, the college management has constituted the Dr N K Muhammed Research Grant.

Students, as well as faculty members, are encouraged to present papers in international and national conferences and seminars and some financial aid is provided. The Department of Chemistry publishes the journal ChemY to promote research publications of young scholars. The college has 13 MoUs and about 91 linkages with eminent institutions of which some are functional. The Institution Innovation Council Organised Innovators Meet, Innovative Idea Contest and Prototype Presentation Contest. It also participated in the Smart India Hackathon and in the national Proof of Concept competition conducted by MHRD Innovation Cell. The college also participated in the Atal Ranking of Institutions on Innovations and Achievements (ARIIA) 2018 and 2019.

The ED club of the college conducted workshops and industrial visits to create awareness of Entrepreneurship among students. Workshops on Intellectual Property Rights have been conducted. The college is also registered for the Young Innovators Programme (YIP). The faculty along with the students work in fulfilling the institution's social responsibility through different extension activities organised by departments or various cells and forums like NCC and NSS. Gramodaya (Model Village for Eco-Friendly and Sustainable Social Development) is the flagship programme of institution for rural upliftment.

YuvarakshaSamooahasuraksha (Campaign against narcotics), Chembuds (Science Awareness programme for higher secondary students), SmrithipathangalThedi (Programme for tribal people) are some of the highlights of the outreach programmes. The college as a partner institution of the Unnat Bharat Abhiyan of MHRD and have adopted five villages in the nearby.

The teachers should be motivated to take Ph. D. guideships. The number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices should be scaled up. Teachers who receive state, national and international recognition/awards should be recognised and rewarded. The teachers should motivated to publish research in UGC Care and Scopus Indexed journals.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

#### Qualitative analysis of Criterion 4

The college, located in a rural area, has a total built up area of 10105.5 sq.m spread over four blocks- Entrance block, Main block, Library block and Commerce block. The college has 17 laboratories for UG, PG and PhD programmes. This includes integrated classrooms of MSc Zoology. Department of Chemistry has DST-FIST funded Research Laboratory and Polymer processing Lab. The Research Instrumentation Hall is equipped with advanced equipment. The e-Learning centre provides the facility for digital learning and video conferencing.

The college has a well-maintained herbal garden named '*SUSRUTHAM*.' An open-air classroom named '*ILLUMINA*' provides an eco-ambience. Student Support Centre provides space to coordinate activities of various cells, forums and clubs and separate examination hall capable of accommodating 150 examinees. There is a well-equipped spacious college library with a total area of 1059.7 sq.m. The rack area is in the mezzanine floor. There is a Network Resource Centre functioning in the library. The Language Lab under Department of English consists of 24 computers. The college has adequate facilities for sports. There is a playground in the campus which is used for outdoor games like Cricket, Football, Baseball and Basketball. There is a well-equipped multi-gymnasium having training equipment.

Presently Library is fully automated with KOHA. The registered user can access e-journals, e-books and other electronic resources using N-LIST of INFLIBNET. Institutional resources like previous year question papers, newspaper clippings, e-books and dissertation thesis are made available to the users through D space integrated with KOHA. Students are given an access to NDL (National Digital Library).

The Online Public Access Catalogue (OPAC) facility is there. The library is open on all days from 8.30 am to 5 pm. Reprographic service, reference service and lending service is available. Purified drinking water facility is also available in the library. Annual stock verification and maintenance of books are carried out well in time. Library Advisory Committee which comprises of representatives of teachers and students helps to review the library system.

The college has robust IT infrastructure. All the classrooms are equipped with LCD projector and internet facility. 32 LCD projectors, 2 interactive boards were newly installed. Presently there are five Computer labs with LAN and internet facility for the use of students. A Network resource centre and E-Learning Centre assists the students to access internet and e-resources. Access to e-journals and e-books are provided by the N-LIST. The institution is equipped with 216 computers of which 42 are provided in the office and departments.

Power supply is ensured by Uninterrupted Power Supplies (UPS) of total of 76 kV and two generators of 125kV and 10 kV. Biometric attendance system is followed for staff members. Fully functioning ERP software Total Campus Solution designed by Meshi Logic, Calicut, Kerala, is in place. Financial management software from D'Katia technologies was installed in January 2018. A mobile Application also introduced from 2018 February onwards for hassle-free attendance. The college has waste management system in place. As per policy the college has some inhouse staff and on call staff for the maintenance of infrastructure.

The overall usage of library by teachers and students can be improved. The college should further improve systems and procedures for maintaining and utilizing physical, academic and support facilities.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

#### Qualitative analysis of Criterion 5

The college has well-structured student Union as the guidelines of Calicut University. College Union takes responsibility in organizing Sports Day, Arts Day, College Day and celebration of festivals. SQAC, Library, Advisory Committee, Women Development Cell, Electoral Literacy Club, NSS have student coordinators. The statutory bodies like Anti-ragging cell, Anti-sexual harassment cell, Grievance redressal cell also have the representation of students.

It is noteworthy that the college has a registered Alumni Association which active and helps college in various ways. Every outgoing student is enrolled to this association. Alumni has significantly contributed to the infrastructural facilities, providing air conditioner to AV hall during 2014-2015. Alumni meetings are organized regularly by all the departments. During the Departmental Alumni meets, the scholarships to meritorious students are given by Alumni.

Students are given financial support to attend National and International seminars. The college library is equipped with an incubation centre TRANSIT for post-graduate students and FOCUS for under-graduate students. Special coaching is given for competitive exams like NET, SET, JAM, CAT, MAT is organized by the college. It is remarkable that a significant number of students have passed NET, SET examination. Vocational and entrepreneurial development programmes are organized.

The placement cell is functional. However, the college should appoint a dedicated placement officer for improving placement on campus. Average percentage of students benefited by scholarships, free ships, etc. provided by the institution besides government schemes during the last five years can be further improved.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QIM	Incremental improvements made during the preceding five years ( <i>in case of first cycle</i> )  Post accreditation quality initiatives ( <i>second and subsequent cycles</i> )

#### Qualitative analysis of Criterion 6

The governing body collects the inputs of the Principal and IQAC while formulating the plan of action of the institution. The Principal, College Council, IQAC and faculty members along with other stakeholders collaborate effectively to fulfil the vision and mission of the institution. The college practices decentralised participatory governance. The departments prepare an action plan on the academic, curricular and co-curricular activities and the implementation and planning of the action plan is monitored by the IQAC and college council. The faculty members are encouraged to participate in professional development programmes. The college organises some programmes for professional development and faculty development programmes regularly. The IQAC drafted a strategic plan document, Vision 2020 for the institution.

The College Council is constituted as per the University Statute to formulate plans for executing the decisions taken by the top management. IQAC looks after the qualitative aspects of the college. Parents are also included in the organizational set-up through PTA which is headed by the principal. The college has

collaboration with Aligarh Muslim University to conduct academic leadership training programmes under CALEM project of MHRD at our college. There is also a Group Insurance scheme for faculty and staff. The students are asked to mark the assessment of a teacher using software implemented by the IQAC. The principal analyses the assessment report and hands over to the concerned teacher.

The government funds are taken care of by the Planning board, UGC Cell, DST-FIST cell and RUSA cell of the college. FOCUS (Fostering competence among undergraduate students) is a programme launched with the financial support of the management in January 2018. TRANSIT (Incubation Centre for Post Graduate Students for Competitive Examinations) is conducted with the objective of orienting and training PG students for competitive exams. Dr. N.K. Mohammed Research Grant will be awarded for one faculty member in a year as an initiative to promote research culture

Some of the significant initiatives include, 8 new programmes (UG, PG and PhD) were introduced, B. Voc Programmes, enrolment of foreign students, Mentor-mentee system, Recognition of Department of Commerce as Research centre, Promotion of Innovation ecosystem through the MHRD Innovation Council, Young Innovators Programme (YIP), Village adoption programme Gramodaya, Partner institution of MHRD's Unnat Bharat, Abhiyan and adoption of five villages, Group Insurance Scheme for students, Faculty development programme in collaboration with Aligarh Muslim University under CALEM scheme of MHRD

The Institution has a transparent and well-planned financial management system and there exists a mechanism of external and internal audit for both Government and Management accounts separately. The college has been able to implement various of the recommendations made by the previous peer team.

The average percentage of teachers provided with financial support should be further improved. The college can initiate Staff Welfare Fund managed by them. Feedback from all the stakeholders is taken which can be further improved.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> <li>1. Safety and Security</li> <li>2. Counselling</li> <li>3. Common Room</li> </ol>
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> <li>• Solid waste management</li> <li>• Liquid waste management</li> <li>• E-waste management</li> </ul>
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> <li>• Students, staff using <ol style="list-style-type: none"> <li>a) Bicycles</li> <li>b) Public Transport</li> <li>c) Pedestrian friendly roads</li> </ol> </li> <li>• Plastic-free campus</li> <li>• Paperless office</li> <li>• Green landscaping with trees and plants</li> </ul>
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

#### Qualitative analysis of Criterion 7

Over the last five years, 55 programmes related to gender equity have been conducted. The college organises various programmes intended to instil national values, fundamental duties etc. among the community of the college. Surveillance cameras have been placed across the college campus, including entrance and department corridors. The college provides accommodation facilities to women staff and students in its own hostel with a safe and homely atmosphere. Pre-marital counselling is also arranged for students in collaboration with the Department of Minority Welfare. The college provides separate spaces, namely 'Boys' Centre' and 'Girls'

Centre' for male and female students for them to relax and socialise among themselves. Both are attached with washrooms.

The Department of Chemistry has undertaken a research project on Chemically and Thermally Modified Chicken Feathers as Reinforcements for Rubber-based Biocomposites funded by KSCSTE (Kerala State Council for Science, Technology and Environment).

The college has a mechanism for waste management. The college has a proper waste management system in place for solid, liquid, and e-wastes. Rain water harvesting is in place. The college has a lush green campus. A green audit was conducted through an external agency and a green protocol was adopted.

College regularly celebrates national festivals and observe days to commemorate national personalities. Republic day and Independence Day are celebrated every year. The College observes Children's Day to commemorate the birthday of Pandit Jawaharlal Nehru among others. Care @ Home is an initiative by the college for the educational upliftment of poor children, deprived of either of their parents. Women's presence both in students and staff and women empowerment initiative is a distinctive feature of the HEI. Solace to the Destitute (To nurture empathy and compassion to less fortunate fellow beings) is one of the best practices of our institution. The programmes like Care @Home, Home for homeless, Scaffolders underline the institution's commitment towards society. The college had applied and has been granted a Premarital Counselling Centre by Directorate of Minority Welfare under Government of Kerala. The Research Facilitation Centre is another best practice of the college to foster a research culture not merely in the college, but to the scholar community beyond our college.

### Section III: OVERALL ANALYSIS based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC) (up to 500 words)

#### Strength:

- Supportive and proactive leadership and management
- Govt. Funded programmes DST-FIST, Unnat Bharat Abhiyan, Study in India and Institution Innovation Council
- Systems in place for preparation of competitive exams Through FOCUS and TRANSIT
- Mentor institution under PARAMARSH scheme
- Offers vocational programmes at the undergraduate level- B. Voc
- Enrolment of students from foreign countries
- Qualified and committed staff
- Well-equipped classrooms and labs
- Eco-friendly campus and regular conduct of environmental sensitization programmes
- Highly supportive PTA & Alumni

#### Weaknesses:

- Functional MoUs tie-up with industries
- Lower rate of placement
- Research publications in UGC Care and Scopus Indexed Journals
- Delay in exam and results by university
- Limited Autonomy in syllabus design

#### Opportunities:

- Introduction of job-oriented programmes at all levels
- Increase in the number of foreign students *under Study in India*
- Strengthening the research echo system on campus
- Strengthening industry academia interface
- Involvement of girls in sport activities
- Strengthening skill development initiatives for enhancing employability
- Encourage students to participate in NPTEL, SWAYAM, Mooc and other online courses
- Sharing of facilities in the research instrumentation centre and thereby establishing linkages with reputed institutions.

Provide training for girl students to emerge as successful entrepreneurs

#### Challenges:

- Government policy does not support introduction of new courses relevant to the need of the society
- The curriculum and workload do not support faculty to give more focus on research
- Lack of motivation for girl students to pursue higher education as many get married after during their graduation
- Nonconformity from the notified schedule of examinations by the University and delay in the publications of results

#### Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- The college should develop indoor sports facility
- Conduct job fairs, campus drives and appointment of dedicated placement officer
- Upgradation of research facility especially laboratories
- More PG courses and research programmes to be introduced
- Strengthening the research and publication
- Integration of Skill Development in all courses for enhancing employability
- Welfare schemes for teaching and non-teaching staff
- Considering the women's presence a Department of Women Studies can be contemplated
- All department should take initiatives for procuring grants from Govt. and Non-Gvt organizations

**I have gone through the observations of the Peer Team as mentioned in this report**

**Signature of the Head of the Institution**

**Seal of the Institution**

Sl.No	Name		Signature with date
1	DR. ASHUTOSH GHOSH	Chairperson	
2	MS. PARESH JOSHI	Member Co-ordinator	
3	DR. D MARIA ANTONY RAJ	Member	
4	Dr. B.s. Ponmudiraj	NAAC Co - ordinator	

Place

Date

NAAC