PEER TEAM REPORT
ON
INSTITUTIONAL REACCREDITATION
(THIRD CYCLE)

St. Aloysius College (Autonomous)
Mangaluru, Karnataka, India

9-11 March, 2015

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
P. O. Box. No. 1075, Nagarbhavi, Bangalore – 560 072

NAAC FOR QUALITY AND EXCELLENCE IN HIGHER EDUCATION

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St. Aloysius College (Autonomous)
Mangaluru, Karnataka

Section I: GENERAL	Information
1.1. Name & Address of the Institution:	St. Aloysius College (Autonomous), Light House Hill Road, Kodialbail Post, Mangaluru - 575 003, Karnataka.
1.2. Year of Establishment:	1880
1.3. Current Academic Activities at the Institution (Numbers):	
• Faculties / Schools:	Arts, Commerce, Science, Management, Computer Application and Social Work
• Departments / Centres:	UG – 29; PG – 18.
• Programmes / Courses offered:	UG – 6; PG – 18 .
• Permanent Faculty Members:	Male: 108; Female: 131; Total: 239.
• Permanent Support Staff:	Male: 82; Female: 56; Total: 138.
• Students:	Male: 2490; Female: 2273; Total: 4763 (2014-15).
1.4. Three major features in the institutional Context (As perceived by the Peer Team):	• UGC recognized, govt. aided and coeducational autonomous college. • College with CPE status, DST Star college, UGC Community College, State Govt. BTFS. • Well maintained campus with good academic ambience
1.5. Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	9th, 10th & 11th March, 2015.
1.6. Composition of the Peer Team which undertook the on-site visit:	
Chairperson	Prof. M. Gangadhara Rao Former Vice Chancellor, GITAM University, # 7-35/2, Vadapalem, Rushikonda, Visakhapatnam – 530 045, Andhra Pradesh.
Member Co-ordinator	Prof. Jacob John Kattakayam, (Former Director, UGC-ASC), Professor Emeritus, Dept. of Sociology, University of Kerala, Kariavattom, Trivandrum – 695 581, Kerala.

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Member	Dr. R.W. Alexander Jesudasan, Principal & Secretary, Madras Christian College (Autonomous) Tambaram East, Chennai – 600 059, Tamil Nadu.
NAAC Officer:	Dr. Sujata P. Shanbhag, Asst. Adviser, (NAAC), P.O. Box No: 1075, Nagarbhavi, Bangalore – 560 072, Karnataka.
Section II: **CRITERION WISE** **ANALYSIS**	Observations (Strengths and /or Weaknesses) on Key-Aspects
2.1 Curricular Aspects:	
2.1.1. Curricular Design and Development:	• Board of Studies for each programme; Academic Council and Governing Body for the entire college are in operation. • Curriculum designed from time to time for all UG, PG, Diploma, Certificate & Short term add-on courses based on UGC Guidelines. • Innovations are encouraged through value added courses and curriculum upgradation.
2.1.2. Academic Flexibility	• Wide range of programmes and subject options. • Soft skills, Add-on and Certificate courses offered. • Lateral and Vertical mobility exists.
2.1.3. Curriculum Enrichment:	• Curriculum is reviewed every year; but syllabus is generally revised every three years. • Computer awareness programmes, Women Empowerment cell programme, Value added programmes, employable and life skill programmes organized. • IQAC monitors and evaluate the quality of its enrichment programmes periodically.
2.1.4. Feedback System:	• Formal feedback from students, alumni, employers and industry are obtained and analyzed • Workshops and seminars for syllabi revision and redesigning organized and attended. • Online feedback system may also be introduced.
2.2. Teaching-Learning & Evaluation:	
2.2.1. Student Enrolment and Profile:	• College assures wide publicity and transparency of admissions through Newspapers, prospectus, website, etc. • Admissions to UG Programmes are based on merit with preferential option for the poor especially SC & ST students. • Admissions to PG Programmes are made through entrance test, group discussion and interview with preferential admission to SC & ST students.

2.2.2. Catering to Student Diversity:	• Orientation programmes, academic counseling, mentoring and class guide done. • Bridge courses, remedial classes and add-on courses are organized. • Needs of differently abled students are taken care of as per Government policies. • Advanced learners involved in peer learning.
2.2.3. Teaching-Learning Process:	• Predominantly lecture method and ICT enabled Teaching-Learning process visible. • Mentoring and counseling system in place. • Student projects at UG and PG levels, student seminars, case studies, internship are introduced to make learning student-centric. • Quality of teaching-learning is monitored through feedback from students, teachers' diaries and examination results.
2.2.4. Teacher Quality:	• 57 teachers (23%) with Ph. D., 24 (10%) with M. Phil. Degrees out of 247 teachers. • Participation of teachers in conferences, seminars and workshops is encouraged. • Management appointed faculty (86%) outnumber Govt. aided faculty (14%). • Most of the teachers are young and many of them to acquire Doctoral qualification.
2.2.5. Evaluation Process and Reforms:	• Faculty and students are fully informed about the evaluation process and reforms from time to time. • Students are evaluated through internal and external examinations; seminars; quiz; assignments, viva-voce etc. • Computerized, transparent and centralized evaluation system with timely declaration of results.
2.2.6. Student Performance and Learning Outcomes:	• Pass percentage in UG programmes varied from 75 to 100 with two-thirds of them in first class. Pass percentage in PG programmes varied from 65 to 100 with most of them in first class. • Student performance is also evaluated regularly in co-curricular, extra-curricular, extension, campus and placement activities. • Issues identified in student performance are discussed at different levels and appropriate remedial steps are taken for improvement.
2.3. Research, Consultancy & Extension:	
2.3.1. Promotion of Research:	• Research Committee with policy in place. • College has Mangalore University recognized research centre in Bio-technology; and St. Aloysius Advanced Research Centre affiliated to Tumkur University in seven subjects. • 11 major and 135 minor research projects received from UGC and other funding agencies.

	• Three International Seminars/workshops and fifty one National Seminars/workshops organized during the last four years.
2.3.2. Resource Mobilization for Research:	• 4% of total college budget earmarked for research needs to be enhanced. • UGC, BRNS, DBT, DST, MJES funded research projects by faculty. • College also financing three ongoing research projects - one Major project and two Minor projects with total grant of Rs. 4 lakhs.
2.3.3. Research Facilities:	• Infrastructure facilities provided to research staff. • Modern library facilities and IT facilities are available for researchers. • Laboratories with equipment and other facilities.
2.3.4. Research Publication and Awards:	• Publications in peer reviewed journals; and presentation of papers in International, National and Regional conferences. • Some teachers guided Ph. D. scholars and won awards. • College publishes 4 peer reviewed research journals. • Research culture to be promoted among all faculty members and the quality of research publications to be enhanced.
2.3.5. Consultancy:	• Structured Consultancy cell is functional. • Significant revenue generated through Consultancy. • College encourages the faculty for consultation through flexible class time table and fee sharing.
2.3.6. Extension Activities and Institutional Social Responsibility:	• Centre for Social Concern; Pathway Cell; Sahodaya, etc. organize number of awareness programmes on malaria, HIV-AIDS, Hygiene, blood donation, environment etc. in its eight adopted villages and for differently abled persons. • Community Radio and TV broadcast/telecast various programmes useful to community. • Extension activities with 3 NSS units, 3 NCC units and other clubs. • Community college network *in vogue.*
2.3.7. Collaborations:	• Collaboration with most of the agencies resulted in organizing joint conferences and workshops. • College entered into MoUs with number of organizations – National and International - for student field work, research projects, organization of seminars and workshops and for academic interaction and training. • Collaboration also resulted in curriculum development; on the job training; faculty exchange and development; research and publication.
2.4. Infrastructure and Learning Resources	
2.4.1. Physical Facilities:	• Spacious building complex with class rooms, laboratories, libraries, administrative rooms, conference halls etc. in both the campuses with 53.7 Acres of area.

	• Many infrastructural facilities useful for teaching and research, administration and extension activities created during the last five years. • Many faculty members are provided with cubicles.
2.4.2. Library as a Learning Resource:	• College has four separate well furnished libraries. • All the libraries have 4,806 Sq.mt. of space with seating capacity of 425 persons. • Libraries have 1.50 lakh books; 2,058 CDs/DVDs; 31.5 lakhs E-books, journals and reports. • Book bank facility, e-resources, OPAC, DELNET, N-list, J-gate, IEEE, EBSCO are there.
2.4.3. IT Infrastructure:	• College has 775 computers with LAN and Wi-Fi facilities and computer student ratio is 1:6. • Annual budget provides for procurement, upgrading and maintenance of computers. • College has ICT enabled 79 class rooms and all its seminar hall in addition to videoconferencing facility. • All class rooms are to be installed with ICT facilities and interactive smart class boards.
2.4.4. Maintenance of Campus Facilities:	• College budget provides for maintenance grant for buildings, furniture, equipment, computers etc. • College has fullfledged maintenance department with two full time maintenance officers and supporting staff. • Generators, Voltage stabilizers/ UPS/inverters are installed to ensure continuous power supply and to protect costly equipment from voltage fluctuations.
2.5. Student Support and Progression :	
2.5.1. Student Mentoring and Support :	• More than 300 students of economically weaker sections are provided mid-day meals at nominal rate every year by the management. • Remedial classes, bridge courses, coaching for CPT, civil services/NET etc. are provided in the college. • Management motivated many philanthropists to provide scholarship/freeships to many UG & PG students during the last four years. • Hostel facilities and medical facilities are provided to both boys and girls.
2.5.2. Student Progression:	• Pass percentage varied from 75 to 100 in UG programmes; and from 65 to 100 in PG programmes and most of the students got first class. • Around 60% of students of UG and 4% of PG go for higher education. • Dropout percentage varied from 1 to 4 in UG and it is NIL in PG. • A few students are qualified in NET/CSIR/JRF and GATE examinations.

2.5.3. Students Participation and Activities:	• Students are encouraged to participate in sports and extracurricular activities through different measures thereby wining many medals and prizes at different levels. • Students had many achievements through their participation in NCC and NSS activities. • Student representation is provided in many committees including Board of Studies, Cooperative Stores etc. • College has registered Alumni Association formed in 2000 and is active in assisting the college.
2.6. Governance, Leadership and Management:	
2.6.1. Institutional Vision and Leadership:	• Vision and mission are clearly stated. • Institution has leadership and it is provided through the different committees with specific goals. • Participatory management system exists.
2.6.2. Strategy Development and Deployment:	• Principal is given necessary powers to implement the policies of the College. • Organizational hierarchy decentralized in decision making powers by providing academic and financial autonomy. • Different quality improvement strategies in teaching, research and extension activities are followed.
2.6.3. Faculty Empowerment Strategies:	• Faculty is encouraged to attend seminars, workshops, orientation and refresher courses and to take up major and minor research projects. • Self appraisal reports of faculty are verified by the HOD and forwarded to the principal and necessary suggestions are given for improvement of their overall performance. • Loans from housing society and cooperative societies; medical bills reimbursement; scholarships to children; staff quarters; provision of additional increment for NET/Ph.D., qualified staff; encouragement to do research work etc., in addition to ESI and PF facilities.
2.6.4. Financial Management and Resource Mobilization:	• Accounting and regular auditing in place with full computerization. • Major sources of institutional receipts are Govt. and UGC grants and Management Funds. • Fund mobilization through fee collection, user fee, benefactors, scholarship and rentals.
2.6.5. Internal Quality Assurance System:	• IQAC constituted and entrusted with task of designing and monitoring quality assurance processes • Most of the decisions made by IQAC are implemented. • Academic audit is introduced.

2.7. Innovations and Best Practices	
2.7.1. Environment Consciousness:	• Plants are protected in both the campuses. • Good initiatives taken to make the campus eco-friendly. • Environmental studies are mandatory for all streams. • Environmental consciousness and energy preservation programmes are commendable.
2.7.2. Innovations:	• Setting up of BT Finishing School with two Advanced Diploma programmes. • Introduction of Career Oriented 22 Certificate Programmes; 16 Add-on courses; 5 Diploma and 5 PG Diploma Programmes. • Introduction of Project work in most of the programmes; and compulsory Internship in Commerce and Management Programmes. • Introduction of Community Radio and outreach TV programmes useful to neighboring communities. • Installation of CC TV cameras and solar energy in the college.
2.7.3. Best Practices	• Social concern and commitment through SAHAAYA for UG and RURAL EXPOSURE for PG students. • Carrying out co-curricular and extracurricular activities through 36 co-curricular and 18 extracurricular associations by making every student a member of any one association. • Offering of merit scholarships by the management to around 250 students. • Publication of 22 newsletters and 4 research journals every year to promote creative writing skills among students.
Section – III: **OVERALL ANALYSIS**	
3.1. Institutional Strengths:	• 135 years old established college with Government aid, substantial UGC assistance and strong management support. • Well developed campuses with necessary physical and infra- structural facilities. • Wide range of programme option and value added courses. • Well structured student support with good learning outcomes and progression. • College recognized as 'College with Potential for Excellence' by UGC; 'Star College' by DBT; Community College by UGC and 'Bio Technology Finishing School' by Government of Karnataka.
3.2. Institutional Weaknesses:	• Increasing financial burden with increasing self financing courses. • Declining student strength in UG programmes of basic sciences, humanities and social work. • Only 23% of the faculty hold Ph.D., qualification • Constraints from the University inspite of having 'Autonomous Status'. • Difficulty in retaining talented and well qualified staff with existing 'private affiliated college' status.

3.3. Institutional Opportunities:	• Upgrading College into a University. • Strengthen networks and linkages with industries and organizations. • Enhance research culture and Ph. D. qualification in all departments. • Intensive use of ICT enabled teaching learning methods by faculty and students. • To keep pace with modern day development in teaching and research.
3.4. Institutional Challenges:	• Developing research culture among all faculty and students. • Inviting donations from alumni and the public to strengthen the financial base of the college. • Orienting and training faculty and non teaching staff in the use of IT. • Establishing training centre to help students in appearing for different competitive examinations. • Developing into a truly model University.

SECTION IV
Recommendations for Quality Enhancement of the Institution

• Take steps to develop the college into a University.

• Explore to generate more funds from M.P./M.L.A LAD funds; alumni; industrialists and from the public.

• Develop all class rooms into smart class rooms.

• Teachers may be given incentives – financial and non financial – to publish research papers in reputed national and international journals.

• All teachers without Ph.D., qualification are to be encouraged and insisted upon to get themselves registered for Ph.D. immediately and secure Degree in the next five years.

• More number of teachers be facilitated to participate in national and international seminars and conferences.

• Quality of research including publication in refereed journals be improved.

• More teachers may apply for major research projects from UGC and other funding agencies.

• More number of books and peer-reviewed Indian and foreign journals may be purchased.

• Strengthen network with industry and other institutions.

• All teachers irrespective of their status may be sent to UGC Academic Staff Colleges for attending Orientation programmes and Refresher courses.

- Strengthening of Consultancy services through identifying and publicizing the expertise of all faculty members among different industries, NGOs and Government.

- Strengthening of Incubation Centre activities to motivate many students to become entrepreneurs.

- College being a great reservoir of histrionic talents may consider the possibility of starting a Department of Fine Arts, Music and Dance offering Full time/Part time Diploma/Degree courses.

I agree with the Observations of the Peer Team as mentioned in this report.

Signature of the Head of the Institution
Seal of the Institution

Principal
ST.ALOYSIUS COLLEGE (AUTONOMOUS)
MANGALORE-575003

Signatures of the Peer Team Members:

Name	Designation	Signature with date
Prof. M. Gangadhara Rao	Chairperson	11/03/15
Prof. Jacob John Kattakayam	Member Co-ordinator	11/03/2015
Dr. R.W. Alexander Jesudasan	Member	11.03.2015
Dr. Sujata P. Shanbhag	NAAC Co-ordinator	

Place: Mangaluru, Karnataka

Date: 11th March, 2015

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