INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle - 3)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF
M E S KALLADI COLLEGE
C-8127

Mannarkkad
Kerala
678583

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:	M E S KALLADI COLLEGE Mannarkkad Kerala 678583	
2.Year of Establishment	1967	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	13	
Programmes/Course offered:	27	
Permanent Faculty Members:	115	
Permanent Support Staff:	25	
Students:	2658	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. • Minority higher education institute recognized and affiliated to University of Calicut, Kerala, especially to the educationally backward areas of Malabar. 2. • Proactive policies towards the girl students, transgender and divyangjan. 3. • Accredited 'A' grade in NAAC and ISO 9001:2015 Certified Institution	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 13-09-2019 To : 14-09-2019	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. R S DESHPANDE	FormerDirector,ISEC
Member Co-ordinator:	DR. RAJANISH KAMAT	Professor,SHIVAJI UNIVERSITY
Member:	DR. LAXMI NARAYAN KOLI	Professor,DAYALBAGH EDUCATIONAL INSTITUTE AGRA
NAAC Co - ordinator:	Dr. Ganesh Hegde	

Section II:CRITERION WISE ANALYSIS	

Observations (Strengths and/or Weaknesses) on each qualitative metrices 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)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrices(QlM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QlM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QlM	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

The college though located in the rural area has evolved gradually and now has 17 undergraduate, 8 postgraduate and two research programmes. Being an affiliated college under the University of Calicut the curriculum of the parent University is followed. Thirteen faculty members of college are working on the Board of Studies of the Calicut University. The Curriculum is revised every three years and necessary changes made. As a part of the compliance of the second cycle of NAAC accreditation, 12 new programmes have been introduced.

The curriculum delivery has been systematized through a methodical manner that comprises of Principal conducting the meeting of college council for strategizing the curriculum implementation which is followed by preparation of academic calendar by the respective department, heads of the respective departments further directing the meeting with faculties for subject allocation, preparation of session plan that is disseminated to students through the college website, LMS, and the mobile App. In the reporting period 17 certificate/diploma programs have been introduced by the college in niche domains such as cyber security, food processing technician, jewellery designing, vermi-composting just to name a few. These programs are well taken by the students looking at the enrolment for them. Feedback system exists and utilised.

The cross cutting issues are reflected and further sensitized through outreach, organization of seminars and in an experiential manner such as by promoting organic farming and other green initiatives. Gender Studies, Environmental Studies and Human Values have been made part of all the UG Programmes. A course on Yoga with contents on human values, stress tolerance, the purpose of life, analysis of thoughts, neutralization of anger is noteworthy initiative of the college. Professional ethics and entrepreneurship have been incorporated in the curriculum of P.G. programmes. Few useful value added programs such as Business communication, Cinematography, Dance Movement Therapy, Debating Skills, Digital Marketing, Food Processing Technology, Fundamentals of English Grammar, Public Speaking and Media communication and Anchoring have been conducted in the reporting period and enjoyed good demand from the student community. Practice

of feedback on the curriculum is in place; however the feedback from the parents on curriculum is not evident.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrices(QlM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QlM	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 QlM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QlM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QlM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QlM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QlM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QlM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QlM	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 QlM	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 admission of the students is through a Centralized online Admission Process (CAP) of the University of Calicut. Admissions to the Management, Sports and Differently Abled Quota are filled by the College and student diversity is maintained. Identification of advanced and slow learners is accomplished through the mentorship program. Remedial classes are taken for slow learners and weaker section students. The college makes effective use of the 'Scholar Support Programme' (SSP), initiated by the Government of Kerala. Study Materials and stationery kit to the students are issued by the end of each semester along with the Question Papers and CDs with resource material. A Monitoring Committee is in place. Walk With a Scholar (WWS) scheme is yet another scheme of the Government of Kerala implemented by the college to arrange specialized mentoring programs for students to impart the necessary orientation and to prepare them for employment or for progression to select areas for higher study. The college has identified 100 hours in an academic year (20 hours per Internal Mentor for 5 Mentors) for Internal Mentoring and 30 hours (5 sessions (hours) per External mentor for 6 External Mentors) in an academic year for External Mentoring. The college has also introduced the concept of various clubs in diversified areas such as English Language, Tourism, *Bhoomithra,* Literacy, Health, Debate and Forestry to enrich the skill sets of the students. A few bridge courses have been conducted for capacity enhancements of the students in different areas.

LMS in the form of software application named *'campus.technology'* is being used. The software facilitates academic planning, support for teaching and learning process and research and consultancy. The LMS further enables a useful platform for students to download study materials and connects them to the videos uploaded by faculties and helps doubt solving session on programmes any time anywhere. Mentoring support to the students as well as scenario analysis for attainment, provision to vary threshold to check attainment levels are some more options possible with this software suite. Interactive LED panels are being used in classrooms to facilitate ICT enabled teaching-learning.

POs, COs are in place however there mapping is yet to be done. The examination framework is driven by ICT and there is a provision to map its attainment same with POs and COs. The attainment levels set are however seems to be high and needs scientific methodology to fix them in order. Attainment of the graduate attributes per student is also calculated to some extent. There are 18 full time teachers with Ph.D. and 11 with M.Phil degree. The teachers have published research papers, articles and chapters in books, however this activity needs to be enhanced to achieve better awards and laurels

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrices(QlM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QlM	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 QlM	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 college has two research centres namely in history and chemistry offering full time and part time Ph.D. programmes. Eight teachers are available as research guides. Few research projects have been initiated and completed under the realms of the above mentioned research centres. Some of the noteworthy research projects pursued by the college in the field of nanotechnology are synthesis and characterization of NBR composites with chitosan nanoparticles, synthesis and photo catalytic properties of chromium doped $SrTiO_3$, Mesoporous hybrid nanomaterials for improving the efficiency of photocatalytic water splitting, Synthesis and Characterization of Novel Knoevenagel Condensation Products Under Green Conditions and Synthesis of Biologically Active Novel Heterocycles under Green Conditions. Other noteworthy research projects carried out in other than science departments are related to women empowerment, socio-economic issues and occupational and stress hazards and child development. Few major equipment such as UV-Visible Spectrophotometer, Systronics water analyser, Digital Melting/Boiling Point apparatus and Borosil water softener are available in the Chemistry research laboratory. However both the Physics and Chemistry laboratories needs to be upgraded with more sophisticated analytical instruments. Barring couple of research papers, there are no publications evident in the Scopus journals. The faculty needs to be encouraged to publish papers in Scopus and UGC CARE journals. The departments of Physics and Chemistry have been funded under the DST-FIST program. Overall research grants mobilized in the last five years is to the tune of Rs. 81,55,194/- .

Innovation ecosystem of the college is realized through the Research Promotion Council. The foremost objectives of the Council are yet to be realized. IPR Cell is in place and few seminars for sensitizing the IPR issues are conducted, however with no evidence of success in filing/publishing/grant of patents.

An incubation centre for Entrepreneurial Development (ED) club is in nascent state to inculcate the sprit of entrepreneurship amongst students. Apart from a major activity in LED light assembly and testing under MESCO the said club has other initiatives such as preparation of paintings and scrapbook, cultivation of mushroom and vegetable, making of Soap and eco-friendly cloth bag and apiculture training. There are 68 MoUs signed with various institutes/organizations.

The extension activities of the college are significant in terms of impact. An initiative named 'WELCHEM' under department of chemistry offers services such as dry rubber content analysis, water analysis and training in soap manufacture for the benefit of the society. Counselling Centre is established which organizes counselling courses. Under this initiative students interact with family counsellors, psychologists, advocates and other counselling experts. The college has started a programme named 'DREAMES' (MES-Drive for the Empowerment of Tribes in Attappady and drive for the improvement of the health status of tribal in Attappady) for enhancing the access of educational institutions to the tribal communities in Attappady. Inspite of good number of extension initiatives, however the number of students participating are less. More student participation should be encouraged in the extension activities.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrices(QlM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QlM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QlM	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 QlM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QlM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QlM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QlM	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 is located on the side of Palakkad-Calicut National Highway besides the scenic ambience of Silent Valley National Park and river *"Kunthipuzha",* in an area of 22.93 acres, with a built up area of 14735.6 m2 . The physical infrastructure include main block, silver jubilee block, academic block, Golden Jubilee block and R J Block. The sports facilities including athletic track, indoor stadium are well maintained and optimally utilized by the student community. The college has excellent infrastructure put in place during the occasion of silver and golden jubilee and named the blocks appropriately. Two well-maintained auditoria with a sufficiently large seating capacity are available. College also provides number of facilities for the *Divyangjan*,

that include physical facilities like small benches for low-height students, lift facility, pedestrian friendly roads, specially designed restroom, wheelchair facility at the gate, reserved Parking, washrooms for differently abled, Braille software in Library and Railing on all the staircases. A well-equipped day care centre is in place on the campus. Medical facilities are adequately provided to the students and staff of the college through the on-campus medical centre. IT infrastructure of the college comprises of large number of desktops, LCD projectors and CCTV surveillance system. Sufficient to work internet bandwidth is available with state of art firewall for ensuring security. The college uses up-to-date antivirus to safeguard the PCs. E-governance to a limited extent is achieved through the 'SPARK' project of the Govt. of Kerala. The Network Resource Centre along with the main computer laboratory networked with D-link switches ensures individualized learning experience and a suitable online paradigm for the students. The library is housed in an area of 5700 square feet and hosts the resources including 40528 books, 40 subject journals, 12 Magazines and 6 newspapers. It is completely automated using an open source software Koha and RFID Tagged ID cards. The library acts as a good resource for research by subscribing more than 6000+ e-journals and 31,35,000+ e-books through institutional membership under INFLIBNET N-List program. Plagiarism detection software 'Urkund' has been procured by the Library. Webster's Dictionary for visually impaired students is a value addition in the library. Rare collection in the library includes Palm leaf engravings of *Rig-Veda*. Proper budget allocation is done for the maintenance of the infrastructure and a maintenance policy is in place. The entire campus is well maintained with plastic free and garbage free environs.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrices(QlM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QlM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QlM	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

College has a good student support system. Student council in the college is formulated in the form of students clubs. In addition to the students council, the college has constituted students union as per the rules laid down by the Calicut University. Large pool of elected representatives to the tune of 67 in the academic year 2018-19 ensures instillation of leadership values amongst the students' community. College has on its current record an admission under transgender category and it is revealed that the related issues are addressed effectively.

The elected student leaders are nominated on various bodies including IQAC, however their representation should be further enhanced on the other decision making bodies. There is also further room to encourage the students in sports as there are quite a few awards/medals to the credit of the college. Good number of students seems to be appearing for the competitive examinations, however there are hardly few qualifying the same. More efforts are required in this direction. The students are entitled to various scholarships, prizes and fee concessions. All the students belonging to SC/ST/OBC are eligible for full concession and hostel fee concession, monthly stipend, annual lump-sum grant, university examination fee concession and hostel fee concession. The students are also beneficiary of the group insurance scheme. Other initiatives of the college helping the student progression are placement cell which is also helping in getting the internship to the

students. Career counselling cell is supporting the progression of the students by organizing career oriented programs. More over under its aegis Psychometric tests are conducted and personal counsellors are made available to assist the students. Yoga and meditation are the regular practices of the college. In view of the students coming from tribal areas, the college has focused efforts to sharpen the soft skills of the students through the language. The college has NCC wings in Army and Navy and few students have participated in the Republic Day parade.

The college has built a strong and well-connected alumni association and the former students placed in various walks of life meet regularly. However more efforts are required to leverage the benefits of the alumni association in overall well-being of the college. The Parent-Teacher organization is functioning effectively and the issues such as the conveyance for the students are being taken addressed.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrices(QlM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QlM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QlM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QlM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QlM	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 QlM	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 QlM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QlM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QlM	Institution conducts internal and external financial audits regularly
6.4.3 QlM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QlM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QlM	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 QlM	Incremental improvements made during the preceding five years *(in case of first cycle)* Post accreditation quality initiatives *(second and subsequent cycles)*

Qualitative analysis of Criterion 6

The college has been awarded minority status by the National Minority Education Commission and doing dedicated efforts. The Muslim Education society has to its credit 150 reputed institutions including 30 Colleges, 75 Schools and staff and students to the tune of around 1,00,000. The college is accredited with NAAC B++ Grade in first cycle in the year 2004 and re-accredited with 'A' Grade in 2013.

College Council is the apex governing body which has on board, Principal, all Heads of Departments, Librarian and two elected representatives of the permanent teaching staff. Organogram of the college well defines the role and responsibilities of its various authorities. The vision and mission of the college has been aptly framed. Perspective plan is in place which defines the milestones of the targets and the same is realized through effective leadership and governance. Improving research culture, promoting faculty development and industry interaction are major goals in the plan.

The policies formulated by the College Council are executed effectively. Service rules, guidelines and statutory provisions need to be systematically documented. The college attempts participative management through decentralisation and delegation of power. The faculty and staff are involved in the decision making process and are also involved in the execution of the policies. However department wise budgetary allocation need to be made and reflected in the college budget.

There are duly constituted bodies or cells in the institution for ease of administration but they need to maintain minutes and recording follow- up action. The college has a number of welfare schemes for staff including salary advance to newly appointed staff,

generous assistance to temporary staff for medical treatment, maternity/paternity leave and encashment of earned leave. The college management has started the PF/ESI scheme for the self-financing staff. The college has several components in its Performance Appraisal System .Self-appraisal is undertaken annually by the teaching staff. Student teacher evaluation is conducted every year and a report presented to the management. Upgrading knowledge by acquiring additional qualifications is also an important area for performance appraisal. Mechanisms for conducting internal and external audits are in place.

The IQAC role in institutionalising quality is enunciated in general terms. IQAC has successfully implemented the 'Student Quality Circle' and there is participation of Representatives from each class/batch in the same. IQAC meetings are conducted regularly. The IQAC is instrumental in participating in NIRF, AISHE, and Pradhan Mantri Kausal Kendra scheme. The ISO 9001:2015 certification of the college is done under the IQAC initiative. The college has exhibited incremental improvements in the last five years in the admissions, starting new courses, infrastructure additions, betterment in IT application, resources mobilization and more.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrices(QlM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QlM	1. Institution shows gender sensitivity in providing facilities such as: 1. Safety and Security 2. Counselling 3. Common Room
7.1.5 QlM	Waste Management steps including: • Solid waste management • Liquid waste management • E-waste management
7.1.6 QlM	Rain water harvesting structures and utilization in the campus
7.1.7 QlM	Green Practices • Students, staff using a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QlM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QlM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QlM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QlM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

The college has exhibited gender sensitivity in not only in its policy but also though its action plan. The issues of the transgender students have been effectively addressed by the college and the same is praiseworthy. The college also conducts Gender audit. Good safety and security is ensured and counselling is provided whenever needed. The green initiatives of the college comprises of exhibiting the green thoughts at various places, biogas plant, rain water harvesting setup, solar power plant, cycle club, ban on flux banners and vinyl posters and seed pen. Waste management system is in place. On campus museum focusing on tribal life is an

exemplary initiative. Common room exists for girls and entertainment room for the artists. College has undertaken good number of initiatives through various events to increase consciousness about national identities and symbols, fundamental duties and rights of Indian citizens and other constitutional obligations. There are good number of seminars and workshops conducted on promotion of universal values.

One of the best practices of the college is the project DREAMES i.e. 'MES Drive for the Socio-Cultural Empowerment of Tribes in Attappady. The project aims at improving the education, health, and standard of living of Tribes in Attappady. The project is indicative of college initiative in improving the socio-economic conditions of the Tribes which is in tune with its vision and mission. Various activities under the said project include establishment of a health centre, donation of an Ambulance for emergency transportation, hosting mega medical camp, helping in construction of houses and self employment training.

Holistic integration of ICT in academics is yet another best practice of the college. ICT inculcation is evident through the interactive intelligent panels in various classrooms, Learning Management System (LMS), integrated Online MCQ for continuous internal evaluation, high speed internet connectivity, network resource centre and the INFLIBNET N-List facility. The Outcome Based Education is thus effectively implemented by the college by making judicious use of ICT. However there is further scope for increasing the green belt on the college campus.

Section III:OVERALL ANALYSISbased on Institutional strengths.Weaknesses,Opportunities & Challenges(SWOC)(up to 500 words)			
Overall Analysis			
Strength:	**Strength**	- Sprawling, beautiful and vibrant campus - College serves as education hub for Minorities, OBC and Tribal in - Very good infrastructure. - Highly supportive management - Good discipline amongst students - Holistic integration of ICT in academics	
	Weakness	- Girl students discontinuing education - Faculty capacity building in Ph.D. and communication skills - Transport for students from nearby villages - Research support for every department.	
	Opportunities	- Can attract students from abroad - Alumni support - Scope for more courses, add-on courses - Increasing research outcomes - Funding from outside community.	

| Challenges | English communication for staff and students Placement activities Connecting with employers Lack of autonomy | |

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)

- • More efforts in increasing placement of the students should be put in place

- • Add-on courses with value addition to the teaching learning process are suggested.

- • Industry connectivity and need based and job oriented programmes be started.

- • Research centre specialized in tribal studies be formulated and the grants in aid for the same may be explored by submitting a proposal to proper funding agency.

- • Efforts to get Autonomous status be pursued.

- • Invigorating innovation and incubation centres is also suggested to encourage students for entrepreneurship. More student participation in extension activities.

- • Perspective planning and strategy development of the college be taken on priority.

- • Self-appraisal of the teachers need to be used for setting remedial measures..

- • More research publications in scopus, web of science and UGC listed journals should be done by the faculty

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. R S DESHPANDE	Chairperson	
2	DR. RAJANISH KAMAT	Member Co-ordinator	
3	DR. LAXMI NARAYAN KOLI	Member	
4	Dr. Ganesh Hegde	NAAC Co - ordinator	

Place

Date

Sl.No	Name		Signature with date
1	DR. R S DESHPANDE	Chairperson	
2	DR. RAJANISH KAMAT	Member Co-ordinator	