



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

**Accreditation - (Cycle - 4)**

**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:	4	
Departments/Centres:	18	
Programmes/Course offered:	35	
Permanent Faculty Members:	104	
Permanent Support Staff:	21	
Students:	3466	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Highly reputed institution in the area having a very good history of achievements 2. Committed to the cause of promoting women education 3. The Institution has potential faculty. adequate infrastructure and supportive management	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 16-01-2025 To : 17-01-2025	
6.Composition of Peer Team which undertook the on site visit:		
	<b>Name</b>	<b>Designation &amp; Organisation Name</b>
Chairperson	DR. UPINDER DHAR	Vice Chancellor,SHRI VAISHNAV VIDYAPEETH VISHWAVIDYALAYA
Member Co-ordinator:	MR. RAMU NARASE GOWDA	FormerProfessor,Adichunchanagiri University
Member:	DR. RAJINDER SINGH	Principal,Sanatan Dharma College Ambala Cantt Haryana
NAAC Co - ordinator:	Dr. Vinita Sahu	

## Section II: Metric and Criterion 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 planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment**

MES Kalladi College ensures effective curriculum planning and delivery through a structured and documented process. The Academic Monitoring Committee (AMC) and Internal Quality Assurance Cell (IQAC) prepare an academic calendar in alignment with the University of Calicut schedule ensuring the timely execution of curricular, Co-curricular and extra curricular activities.

Each department formulates action plans and faculty members prepare individual teaching plans. Orientation programs introduce the newly admitted students to the institution's academic framework. The bridge courses help to address learning gaps and prepare students for advanced topics. ICT-enabled tools, teacher diaries, departmental reports and feedback mechanisms support the curriculum delivery process.

Internal assessments consisting of 20% of the evaluation, include classroom participation, assignments, seminars and test papers. Results are transparently communicated to students and parents during class PTA meetings. Regular tutorial sessions address individual student needs and an annual academic audit by the IQAC evaluates curriculum implementation.

Teachers also contribute to curriculum design through their membership in the Board of studies, Faculty of Science, Faculty of Language and Literature. The college offers many relevant add-on certificate courses to meet contemporary requirements.

The college effectively integrates university guidelines with innovative practices, enhancing collaboration with stakeholders and leveraging advanced learning analytics could further strengthen the process. Overall, the institution maintains a balanced approach fostering a learner-centric and inclusive academic environment.

#### 1.3 Curriculum Enrichment

##### 1.3.1 QIM ***Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum***

The institution integrates cross-cutting issues into its curriculum through a combination of university-mandated courses and institutional initiatives. Courses such as Environmental Studies, Disaster Management, Gender Studies, and Consumer Protection are integral to the undergraduate curriculum, ensuring student awareness of key societal concerns.

Professional ethics are emphasized through programs on Intellectual Property Rights, research ethics and workshops facilitated by IQAC. Gender equity is promoted through initiatives like "Gender Equity in the Digital Era" and "Sustainable Gender Equity: An Overview," alongside awareness programs on domestic violence and sexual harassment prevention conducted by the Women's Cell.

Human values are fostered through impactful activities such as Padheyam, Vayojana Samrakshana Yagnjam. The students' involvement in Palliative Home Care and visits to old age homes and children's homes help to cultivate empathy, compassion and social responsibility among them.

Environmental sustainability is addressed through campaigns like Vanamahotsavam, seedball preparation, and observances of World Environment Day and Ozone Day. Projects such as organic farming, butterfly gardens, and tree plantation drives enhance biodiversity awareness. Bhoomitrasena and the Biodiversity Clubs actively engage students in sustainability efforts.

These programs effectively integrate societal and ethical dimensions into the curriculum. Strengthening multidisciplinary collaborations and introducing more experiential learning opportunities can further enhance the impact of these efforts. Overall, the initiatives reflect a comprehensive approach to address contemporary societal challenges through education and co-curricular activities.

### Qualitative analysis of Criterion 1

The institute employs a structured approach to curriculum planning and delivery, ensuring alignment with University of Calicut. The institution's well-documented processes include an academic calendar, internal assessments, orientation programs.

The college offers 137 certificate and value-added courses, focusing on skill development and producing employable graduates and post graduates. During last five years, 73.71% of students have participated in these courses, showcasing the institution's commitment to holistic education.

The integration of cross-cutting issues such as professional ethics, gender equity, environmental sustainability and human values enriches the learning experience of the students. Programs such as Padheyam, Vayojana Samrakshana Yagnjam and tree plantation drives, coupled with courses on Environmental Studies and Gender Studies, ensure an inclusive and socially responsible academic culture.

Stakeholders' feedback mechanisms enable continuous improvements in curriculum delivery and enriching the curriculum.

### Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)

#### 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 and teachers use ICT-enabled tools including online resources for effective teaching and learning process**

The institution adopts diverse student-centric teaching methods to enhance learning experiences. Experiential learning is integrated into the curriculum through activities like field trips, hands-on training, and real-world projects. Programs such as cybersecurity workshops, water quality testing, LED assembly training, and organic farming allow students to apply theoretical knowledge practically.

Participative learning is encouraged through various clubs and activities like Kelkkam (Listening Club), Nalekkoru Kathir (Paddy Cultivation) and literary initiatives like Litcart. The students are actively involved in exhibitions, day observances and entrepreneurial projects, fostering

	<p>collaboration and critical thinking.</p> <p>Problem-solving methodologies are emphasized through investigatory projects, workshops, and counseling sessions. Initiatives like Udhyami (entrepreneurship promotion) and IoT-enabled projects like Magic Mirror empower students to address real-world challenges creatively.</p> <p>The teachers extensively use ICT-enabled tools, including LMS platforms, interactive LED panels, and digital resources. Students are also encouraged to create digital content like videos, blogs, and e-books. Online platforms such as NPTEL and SWAYAM support self-paced learning.</p> <p>The institution blends traditional and modern teaching approaches effectively. While existing methods are commendable. Integration of advanced technologies and interdisciplinary projects can elevate learning outcomes.</p>
2.5	Evaluation Process and Reforms
2.5.1 QIM	<p><b>Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient</b></p> <p>The mechanism for internal and external assessments at the institution is designed to ensure transparency and efficiency. The college publishes the academic calendar, evaluation schemes, and exam timetables on its website and in handbooks, ensuring clear communication to students and parents. The induction program explains the examination system, including components, patterns and timelines in detail.</p> <p>External assessments carry 80% of the weightage, with question papers set by university experts and evaluated according to a defined scheme. Practical exams are conducted by both internal and external examiners with oversight from the Chief Superintendent, ensuring smooth examination processes.</p> <p>Internal assessment, 20% of the evaluation, comprises of classroom participation, internal exams, assignments, and seminars. The internal examination committee manages this process, ensuring timely completion and transparency. The students are provided with answer scripts for review and evaluation scores are published on the college website for confirmation. Regular tutorial meetings and PTA sessions offer opportunities for students and parents to discuss academic progress.</p> <p>The grievance redressal system operates at three levels: department, college and university. At the departmental level, issues are addressed by a committee comprising of faculty and student representatives. Unresolved grievances are escalated to the college level and if necessary, to the university. The system is designed to be efficient with issues like attendance and marks promptly addressed through consultation, revaluation, or retests.</p>
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	<p><b><i>Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website</i></b></p> <p>The institution effectively implements Outcome-Based Education (OBE) in line with the National Education Policy (NEP), focusing on holistic development and skill enhancement. Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) are clearly defined and aligned with Bloom’s Taxonomy to ensure a structured learning experience. These outcomes are communicated through various channels for transparency.</p> <p>POs and COs are prominently displayed on the college website and in the handbook, making them</p>

easily accessible to all stakeholders. The college ensures that teachers are well-versed in OBE through workshops organized by the university and the Internal Quality Assurance Cell (IQAC) which further supports teachers' understanding of the learning outcomes. The students are introduced to these outcomes during the induction programme and departments conduct orientation sessions to clarify expectations. POs and COs are also displayed on department notice boards for continuous student reference.

The parents are kept informed about the learning outcomes through PTA meetings, induction programmes, and dedicated WhatsApp groups, fostering collaboration between the college and parents in supporting students' academic progress. This systematic dissemination of outcomes motivates students, enhances focus, and promotes academic success, ensuring that the educational objectives are consistently reinforced across all levels.

2.6.2  
QIM

***Attainment of POs and COs are evaluated.***

Explain with evidence in a maximum of 500 words

The institution has established a well-structured system to achieve the attainment of Programme Outcomes (POs) and Course Outcomes (COs), ensuring alignment with Outcome-Based Education (OBE) principles. Both direct and indirect assessments are employed to evaluate student performance and program effectiveness. Direct assessment is primarily based on students' scores from internal and external evaluations, with a clear focus on aligning assessments with Bloom's taxonomy. The weightage for direct assessment is 80%, with internal evaluations of 20%.

Indirect assessment through Course Exit Surveys provides valuable feedback from students on their perceived achievement of learning outcomes, offering insights into areas requiring improvement. COs are mapped to POs and Programme Specific Outcomes (PSOs) and a threshold percentage is set to determine attainment levels, categorized as Level 1, 2, or 3 based on student performance.

The institution conducts a thorough gap analysis to identify the causes for disparities between expected and actual outcomes. Corrective measures are then implemented to address identified weaknesses. The overall attainment of COs is summarized by integrating direct assessment results with feedback from indirect assessments ensuring a comprehensive evaluation of the program's success. This approach ensures continuous improvement in the teaching-learning process and supports the achievement of the defined learning outcomes.

**Qualitative analysis of Criterion 2**

The institution has exhibited strong performance in various aspects of academic and student outcomes. The enrolment percentage stands at 87.53%, reflecting strong student participation in the institution's programs. More importantly 82.79% of seats in reserved categories are filled, adhering to the applicable reservation policies and ensuring equal educational opportunities for all.

The student-to-teacher ratio is optimal, with 93.18% of teachers employed are full-time, ensuring a well-supported learning environment. Furthermore, 75.41% of the faculty members possess required qualifications such as NET, SET, or Ph.D., enhancing the quality of education.

The pass percentage is recorded at 85.88%, indicating that majority of students have successfully completed their courses. The assessment of Programme and Course Outcomes is robust, supported by both direct and

indirect methods, including student feedback and gap analysis, ensuring continuous improvement in educational practices. Integration of technology in teaching, enhances both faculty and student engagement.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.2	Innovation Ecosystem
3.2.1 QIM	<p><b>Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident</b></p> <p>The institution has established a robust ecosystem that promotes innovation, entrepreneurship and the Indian Knowledge System (IKS). It is supported by various initiatives such as the Entrepreneurship Development (ED) Club, the Innovation and Entrepreneurship Development Cell (IEDC), the Institution's Innovation Council (IIC), and the Young Innovators Programme (YIP). These platforms encourage students to engage in entrepreneurial activities, innovate, and develop solutions to real-world problems. The college also has a Technology Business Incubation Centre that offers mentorship and resources helping students like those behind the HEXEN start-up turn ideas into business ventures.</p> <p>In addition to fostering innovation, the institution is committed to create awareness about Intellectual Property Rights (IPR) through seminars and workshops. The IPR Cell plays a crucial role in educating students and faculty about the importance of intellectual property protection.</p> <p>Moreover, the college celebrates and preserves India's cultural heritage by organizing events such as National seminars, traditional art workshops and festivals, emphasizing the promotion of Indian Knowledge Systems. These initiatives collectively contribute to a comprehensive learning environment that integrates innovation, entrepreneurship, and cultural preservation.</p>
3.4	Extension Activities
3.4.1 QIM	<p><b>Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.</b></p> <p>The institution has effectively engaged the students in a variety of extension activities aimed at addressing social issues and fostering holistic development. These activities have a significant impact on both the community and the students. Workshops on energy efficiency such as the LED Tube &amp; Lights Assembling Workshop, and campaigns like the Star Rating Awareness Program, have contributed to sustainable energy practices in the local community. The Department of Computer Science has bridged the digital divide by promoting digital literacy in rural areas while the Department of Chemistry supported the community during the pandemic with a Hand Sanitizer Making Workshop.</p> <p>The Department of English has considerably enhanced communication and critical thinking skills through interactive workshops and the Department of Botany actively participated in environmental conservation, including seed ball preparation and afforestation projects. Mathematics Department's online tuition classes during COVID helped bridge educational gaps, while the Psychology Department raised awareness about mental health.</p> <p>Other initiatives such as honoring farmers, conducting responsible tourism sessions, and organizing medical camps have further empowered students with practical skills. The involvement</p>

	of NCC, NSS, and other cells in activities like flood relief, blood donation camps, and cleanliness drives contributed to a stronger sense of social responsibility among students. These extension activities have enriched students' learning experiences and positively impacted on the community, creating a long lasting influence.
3.4.2 QIM	<p><b>Awards and recognitions received for extension activities from government / government recognised bodies</b></p> <p>The institution has received significant recognition for its impactful extension activities, underscoring its commitment to community service. The college's involvement in the National Rural Entrepreneurship Mission highlights its role in fostering rural entrepreneurship, while the participation of the Department of Botany in the "Agrigram" project earned a national certificate for excellence in sustainable agriculture. The NSS unit has been honored with the Best NSS Unit Award and the Best NSS Volunteer award to Mohammed Fawas P by the Government of Kerala in 2020.</p> <p>The college also excelled in organizing blood donation camps and community outreach programs, earning accolades from various local bodies. Recognition from the Forest Department for seed ball preparation, the World Wildlife Fund for Tiger Day observance, and Kumaramputhur Grama Panchayat for various initiatives, including paddy cultivation and pond cleaning, reflect the institution's broad impact in the community. The college's efforts in promoting environmental sustainability, digital literacy, and welfare projects have earned it multiple awards, reinforcing its reputation as a socially responsible institution.</p>

### Qualitative analysis of Criterion 3

During the past five years, M E S Kalladi College has successfully secured INR 35.42 Lakhs in grants from both government and non-governmental agencies, reflecting its commitment to research and development. 52 workshops, seminars, and conferences, including those on Research Methodology, IPR, and entrepreneurship, have been organized fostering academic growth and awareness. The faculty members have contributed to research with an average publication rate of 0.23 papers per teacher in UGC-listed journals. 0.14 chapters per teacher and participation in national conferences further demonstrate the institution's research output. The college has conducted 81 extension and outreach programs through NSS/NCC, involving significant community participation. The college has received prestigious awards for its extension activities, from government bodies and NGOs. The college has 28 functional MoUs and linkages with institutions and industries, enhancing opportunities for internships, training, and collaborative research, contributing to holistic development for students and faculty.



Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	<p><b>The Institution has adequate infrastructure and other facilities for,</b></p> <ul style="list-style-type: none"> <li>• teaching – learning, viz., classrooms, laboratories, computing equipment etc</li> <li>• ICT – enabled facilities such as smart class, LMS etc.</li> </ul> <p><b>Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)</b></p> <p>The institution is equipped with state-of-the-art infrastructure that supports diverse teaching-learning needs, research and student well-being. Spread across 26 acres, the college offers a comprehensive range of facilities within six well-structured buildings, ensuring ample space for academic, research, and administrative activities. The institution boasts 83 classrooms, 19 laboratories, and specialized research centers, along with 35 ICT-enabled classrooms equipped with smart interactive panels and Wi-Fi/LAN facilities. The college’s computing infrastructure includes 256 computers, along with necessary peripherals, ensuring students and faculty have access to the tools needed for modern education.</p> <p>Cultural and sports facilities are also a key highlight with spaces designed to promote extracurricular engagement. The college has several auditoriums including the open auditorium with a 3000 seating capacity and air-conditioned halls like Tagore Hall and Satyajit Ray Theatre. Sports amenities include a gymnasium, a multipurpose indoor stadium, and an extensive outdoor athletic track and fields for football, cricket, and archery.</p> <p>Further support is provided for mental well-being through dedicated yoga and counseling centers. The campus is also inclusive of with provisions such as ramps, disabled-friendly washrooms, and other accessibility measures for students with disabilities.</p> <p>In addition to academic and physical facilities, the college emphasizes sustainability with eco-friendly initiatives like herbal gardens, a vermi-composting unit, and biogas plants. The campus infrastructure, combined with its focus on student support, well-being, and environmental sustainability, ensures that M E S Kalladi College provides a holistic and enriching learning environment.</p>
4.2	Library as a Learning Resource
4.2.1 QIM	<p><b><i>Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students</i></b></p> <p>The Central Library of the institution has a well-equipped, automated facility that supports the academic and research needs of students, faculty and researchers. Spanning 5,700 square feet of climate-controlled space, the library integrates modern technology with traditional resources to create an efficient and user-friendly environment. The library uses the Koha Integrated Library Management System (ILMS), which is supported by RFID technology for circulation management, security, and easy book tracking. This system, along with the DSpace institutional repository software, ensures seamless access to resources, both physical and digital.</p> <p>The library boasts a diverse collection of 40,706 books, 40 subject journals, and 3,135,000 e-books and e-journals available through institutional membership in N-LIST making it a valuable</p>

hub for learning. Also, specialized sections like rare books, a career corner, and the Gandhi Shelf offer curated resources for specific student needs. The e-brary section with dedicated workstations and Wi-Fi connectivity enables easy access to digital content.

The library also prioritizes inclusivity by offering services for visually impaired users, including a Braille dictionary and NVDA software. The advisory committee plays a key role in regularly reviewing library services to enhance its offerings. Operating from 8:30 a.m. to 4:45 p.m., the library ensures ample access to its resources. With ongoing investments in books, journals, and e-resources, the library continuously evolves to meet the growing academic demands of the college community.

#### 4.3 IT Infrastructure

##### 4.3.1 **Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection** QIM

*Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words*

The institution has made significant strides in enhancing its IT infrastructure, ensuring that both academic and administrative functions are streamlined through modern technologies. During the past five years, the ICT infrastructure has grown by approximately 200%, with the addition of 48 LCD projectors, 35 interactive panels, and various other ICT-related equipments, transforming the learning environment. The campus is well-equipped with four computer labs and a fully automated digital library using KOHA software, providing students with ample access to digital resources.

The institution's campus network has been upgraded to support optical cables and Gigabyte Smart switches, ensuring fast and reliable internet connectivity. In 2022, the internet bandwidth was increased to 100 Mbps, and the network now supports both Wi-Fi and high-speed internet via a 100 Mbps leased line from Reliance Jio Infocom Limited. These updates have significantly improved the college's online services facilitating smooth e-learning experiences for both students and faculty.

To further enhance administrative processes, the college has implemented ERP software in 2013, which has since evolved with the introduction of mobile applications and new student management software in 2023. These innovations enable efficient student management, attendance tracking, and performance evaluation. The use of Learning Management Systems (LMS) like Moodle, Microsoft Teams, and Google Classroom has been expanded, supporting organized and effective teaching.

With the addition of a full-time System Administrator and Technical Assistant the college ensures the smooth functioning of its IT facilities, reflecting its commitment to fostering a technology-driven academic environment.

#### Qualitative analysis of Criterion 4

M.E.S Kalladi College has demonstrated consistent progress in enhancing its infrastructure and technology integration. The institution has allocated 51.79% of its expenditure towards infrastructure development ensuring that classrooms, laboratories, and ICT facilities are well-equipped to support effective teaching and learning. The campus boasts 48 ICT-enabled classrooms. 35 interactive panel and a digital library, providing

students with a conducive learning environment.

The college has automated its library with Koha ILMS, offering access to 40,706 books, 40 journals, and 6,000 e-journals. The library's resources are supplemented by various digital platforms like Shodhganga and N-LIST, ensuring comprehensive academic support.

The college has upgraded its IT infrastructure, increasing internet bandwidth to 100 Mbps and implementing a fully structured network with optical fiber, supporting efficient academic and administrative processes. These efforts reflect the institution's commitment to providing a resource-rich environment for students and faculty.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)

5.4	Alumni Engagement
5.4.1 QIM	<p><b>There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services</b></p>
	<p>The Alumni Association plays a vital role in contributing to the institution's growth and development. Established under the Societies Act of 1860, the association is effectively governed by an executive committee and supported by a senior faculty member as the coordinator. The association regularly organizes alumni meetings, fostering a strong connection among former students and the college, with active participation in global chapters, including those in the UAE, Qatar, and Saudi Arabia.</p>
	<p>The alumni's financial contributions have had a substantial impact on enhancing the infrastructure. Notable contributions include the installation of interactive panels in classrooms, renovation of the college library and the installation of a lift in the main block. The NCC Alumni Association has also contributed to the establishment of the 'AMAR JAWAN' war memorial and obstacle courses for cadet training.</p>
	<p>Beyond financial support, the alumni association engages in numerous non-financial contributions, such as organizing seminars, workshops, and educational programs. Distinguished alumni are frequently invited as resource persons for various events. The Football Alumni Association's seminar and honoring ceremony in 2022 exemplify their commitment to promoting both educational and extracurricular development. Additionally, the Alumni Association of the Department of Chemistry provided adequate financial assistance to a student undergoing cancer treatment.</p>
	<p>The alumni's active participation, both financially and non-financially, reflects their strong connectivity to the college, contributing to the institution's continued growth and success.</p>

Qualitative analysis of Criterion 5

During the last five years, a large percentage of students (75.95%) have been benefited from scholarships and freeships, demonstrating the institution's commitment in making education accessible. The college offers a variety of capacity development and skill enhancement activities such as yoga and health, and ICT/computing skill, which all contribute to the holistic development of students.

53.74% of students have been benefited from competitive examination coaching and career counseling. The institution also ensures student welfare through robust grievance redressal mechanisms, including policies on prevention of sexual harassment and ragging.

The institution has achieved notable success in placements (61.2%) and progression to higher education. The students excel in sports and cultural activities. The alumni association, as evidenced by its ongoing contributions, continues to support the institution's growth and development creating a strong alumni network.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	<p><b><i>The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.</i></b></p> <p>The institute demonstrates a strong alignment between its institutional governance and leadership and its vision and mission. The college's commitment to offering quality education with a focus on social commitment, civic consciousness, and scientific temperament is evident in its academic and extracurricular activities. The institution's leadership ensures that these values are embedded within its practices, fostering a nurturing environment for both faculty and students. The implementation of the National Education Policy (NEP) further strengthens the college's curriculum, emphasizing multilingualism and a conducive academic environment that promotes growth.</p> <p>Decentralized governance is central is in place. The students, parents, teachers and alumni actively participate in decision-making processes. This collaborative approach has led to the successful realization of community-driven initiatives, such as a Palliative Care Ambulance and infrastructure improvements like a college bus and canteen renovation. These efforts reflect the shared commitment to institutional development and social welfare.</p> <p>The college's perspective plan, which is in line with its vision and mission, also incorporates the United Nations Sustainable Development Goals (UN-SDGs), ensuring that the institution's growth is both sustainable and impactful. Through its unwavering commitment to value-based education, the college provides equitable opportunities for all students, especially those from marginalized communities, promoting their personal and academic development. With this holistic approach to education and governance, the college is dedicated to empowering students and contributing to society.</p>
6.2	Strategy Development and Deployment
6.2.1 QIM	<p><b><i>The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc</i></b></p> <p>The effective deployment of the Institutional Perspective Plan (Vision 2025) at MES Kalladi College highlights a well-structured and comprehensive approach to institutional growth. The plan, formulated in 2019, outlines strategic goals in key areas such as infrastructure, human resource development, student support, research, and innovation. The institution has established a robust monitoring system to ensure the successful execution of these goals, with dedicated committees like the Campus Development Committee and ICT Monitoring Cell overseeing progress. This emphasis on evaluation and corrective action ensures that the college is on track to meet its ambitious objectives.</p> <p>The college's governance structure, led by the Principal and supported by various committees,</p>

ensures smooth functioning across academic and administrative domains. The presence of well-defined policies, including those related to quality, resource mobilization, gender equity, and staff appointments, further reinforces the institution's commitment to transparent and effective administration. Bodies such as the IQAC, Anti-Ragging Cell, and Women Cell play pivotal roles in maintaining academic quality, student welfare, and campus discipline.

Faculty appointments are governed by clear policies aligned with UGC and Government of Kerala regulations, ensuring that the institution attracts qualified staff. The management's proactive approach to faculty and staff recruitment, coupled with its adherence to government regulations, supports the institution's aim of providing quality education. Thus the institute demonstrates its commitment to strategic planning, operational efficiency and a participatory governance model, ensuring its continued success and growth.

### 6.3 Faculty Empowerment Strategies

#### 6.3.1 QIM **The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

The institution has implemented a comprehensive performance appraisal system that fosters accountability, professional growth, and institutional effectiveness. The system evaluates both teaching and non-teaching staff through self-assessment and external evaluations, ensuring that performance is aligned with quality standards. Teaching staff undergoes evaluations that contribute to their promotion under the UGC Career Advancement Scheme, while non-teaching staff are appraised on efficiency and timely task completion. Regular performance reviews, along with incentives for teachers in the self-financing sector, reflect the institution's commitment to enhancing productivity and career progression.

In terms of welfare measures, the college provides a robust array of statutory and non-statutory schemes to ensure the well-being of its employees. These include provident fund, pension schemes, medical insurance, and annual increments. The institution supports staff at the time of difficulty with salary advances and offers various benefits such as festival allowances and compassionate appointments for family members of deceased staff. The college also prioritizes the well-being of the staff through measures to alleviate fatigue and monotony, such as organizing annual tours, celebrating festivals, and providing essential amenities like canteen services, gymnasiums, and medical support.

Career development opportunities are a priority at the institute. The institution offers professional development programs for faculty and administrative staff, research grants, and financial support for attending national and international workshops and conferences. By providing avenues for growth, career progression, and enhancing physical and mental well-being, the college demonstrates a holistic approach to supporting its staff, ensuring a motivated and satisfied workforce.

### 6.4 Financial Management and Resource Mobilization

#### 6.4.1 QIM **Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)**

The institution demonstrates a strong and well structured approach to resource mobilization and financial management, ensuring the optimal utilization of funds from various sources. The college has a well-established resource mobilization policy, utilizing multiple streams of funding such as grants from the Kerala Government's Higher Education Department, UGC, DST-FIST, and KSCSTE, along with tuition fees from self-finance students, contributions from the Parent

Teachers Association (PTA), alumni, and income from facility leasing. These diverse funding sources provide a stable financial base for the institution.

The college's funds are allocated efficiently through the Campus Development Committee, which formulates an annual budget and plans for the strategic use of funds in line with institutional needs. The College Purchase Committee manages procurement and allocates resources for projects, ensuring that expenditure is in line with the sanctioned budgets. Special fee collections are earmarked for educational resources such as library books and laboratory supplies, while UGC and government grants focus on infrastructure and research development.

In terms of financial accountability, the college adheres to rigorous auditing practices. An internal audit is conducted annually by a dedicated committee to review all financial records, ensuring transparency and adherence to financial norms. External audits by Chartered Accountants and Audit Section of the Deputy Director of Collegiate Education further ensure compliance with regulatory standards. This comprehensive auditing process reinforces the institution's commitment to financial integrity, effective resource management, and accountability.

## 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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

The Internal Quality Assurance Cell (IQAC) plays a crucial role in institutionalizing quality assurance strategies across various domains, particularly in teaching, learning, research and student support services. It has effectively embedded a culture of continuous quality improvement through periodic reviews of academic activities, teaching methodologies, and operational structures. The IQAC contributes significantly in preparing academic calendar, which is then tailored by each department to develop comprehensive academic plans incorporating diverse pedagogical methods like interactive lectures, student-led projects, and field visits.

One of the notable initiatives is the promotion of Information and Communication Technology (ICT) in teaching, enhancing content delivery. The IQAC has ensured that departments organize essential seminars on topics such as Intellectual Property Rights, Research Methodology, and Entrepreneurship, which broaden both student and faculty academic horizons. The promotion of research activities through grants and the initiation of the MESKCON international conference series has fostered a research-oriented culture.

The feedback system, another IQAC hallmark is comprehensive and allows for continuous quality enhancement. The systematic collection of feedback from students, faculty, alumni, and employers at the end of each academic year informs curriculum revisions and enhances institutional strategies. Furthermore, the IQAC supervises a robust outcome-based education system, with evaluations through examinations and course exit surveys. Overall, the IQAC has made substantial contributions to improving academic and administrative processes, ensuring that MES Kalladi College remains aligned with its Vision 2025 for future growth.

## Qualitative analysis of Criterion 6

The institution has established a strong framework for quality assurance, ensuring continuous improvement in key areas such as governance, administration, and academics. The leadership actively involves all the

stakeholders in decision-making, promoting transparency and inclusivity. E-governance systems have been effectively implemented across administration, finance, student support and examinations.

**22.97%** of the teaching staff have received financial assistance to participate in conferences, workshops and for professional memberships. A significant **57.97%** of teaching and non-teaching staff have participated in Faculty Development Programmes (FDPs), Management Development Programmes (MDPs) and other professional development initiatives, strengthening the institution's capabilities of human resource.

Financial resource mobilization is well-managed, with funds efficiently utilized for infrastructure, research, and student welfare. The institution also prioritizes regular audits and feedback mechanisms to assess and enhance the teaching-learning process. The IQAC has played a key role in implementing quality initiatives, contributing to the institution's ongoing commitment to excellence and growth.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	<p><b>Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.</b></p> <p><i>Describe the gender equity &amp; sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words</i></p> <p>The institution has made commendable strides in promoting gender equity both inside and outside the classroom. The institution's commitment to gender equality is reflected in its inclusive curriculum, which offers nine courses related to gender equity at the UG level. These courses are designed to sensitize students to various aspects of gender equality, human rights, and democratic values. The college also organizes numerous co-curricular activities and events such as workshops, seminars and celebrations of Women's Day and International Girl Child Day to enhance awareness and foster a culture of respect and equality.</p> <p>The Women Cell plays a key role in supporting female students, organizing skill development programs, and providing essential facilities such as clean restrooms, a napkin vending machine, and a daycare center for student mothers. Furthermore, the campus is equipped with accessible amenities, including ramps and lifts for physically challenged students. The institution also places a strong emphasis on the safety and security of female students, with measures like CCTV surveillance, security guards, and a dedicated Internal Complaints Committee.</p> <p>The institution has conducted a Gender Audit to assess its gender balance and address any disparities in areas like staff representation and leadership roles. The findings of the audit have led to actionable steps to further enhance gender equality, demonstrating the college's proactive approach to ensuring a supportive and inclusive environment for all students.</p>
7.1.4 QIM	<p><b>Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)</b></p> <p>The institution has demonstrated a strong commitment to fostering an inclusive environment, embracing diversity across cultural, linguistic, religious, and socio-economic backgrounds. The institution organizes various activities to promote tolerance and harmony, creating a space where students, teachers, and staff engage in mutual respect and understanding. The college celebrates a wide array of cultural festivals, such as Onam, Eid, Diwali, and Christmas, ensuring participation from all students, irrespective of their religious backgrounds. The institution promotes linguistic diversity through programs that highlight regional languages, including Malayalam and Hindi, and hosts events like Literacy Day and World Arabic Day.</p> <p>In terms of socio-economic inclusivity, the college offers scholarships, housing support, and emergency health schemes to ensure that students from all economic backgrounds are supported. The institution also prioritizes sensitization to constitutional obligations and democratic values, celebrating national days, honoring historical leaders, and raising awareness about important issues such as human rights, civic duties, and environmental protection. The celebration of important days like Independence Day, Republic Day, and National Voters Day, along with activities like voter registration drives, ensures that students are well-versed in their rights and responsibilities as citizens. The institution also integrates these values into its infrastructure,</p>



	naming halls and auditoriums after national leaders further reinforcing the importance of patriotism and civic duty among students.
7.2	Best Practices
7.2.1 QIM	<p><b>Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual</b></p> <p>The college has successfully implemented two best practices which have significantly contributed to the community and student development. The first, <b>SPARSH: Touching Rural Lives through Student Driven Community Services</b>, emphasizes healthcare, education, rural women empowerment, and environmental sustainability. Students actively engage in medical camps, palliative care, blood donation drives, and educational enhancement for local schools. These initiatives not only benefit the community but also nurture human values among the students.</p> <p>The second best practice, <b>Skill Training and Entrepreneurship Development</b>, addresses the skill gap by offering vocational programs and skill development courses, preparing students for employability and entrepreneurship. The college's collaboration with various agencies and initiatives like <b>Udhyami</b> and the <b>Technology Business Incubation Centre</b> helps students pursue entrepreneurial ventures. Despite facing challenges such as time constraints and limited financial support, these practices have proven successful in enhancing student skills, fostering innovation, and promoting social responsibility.</p>
7.3	Institutional Distinctiveness
7.3.1 QIM	<p><b>Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words</b></p> <p>The institution has made significant efforts in empowering the tribal community in its vicinity particularly in the Attappadi region. The college's commitment to the empowerment of Scheduled Tribes (ST) students is evident through various initiatives that focus on their holistic development. One of the key initiatives is the <b>Centre for Tribal Studies and Research (CTSR)</b> established in 2016 which conducts research to preserve and understand the tribal culture. The college also runs a <b>Medical Centre for Tribals</b> that provides healthcare services, including nutrition and awareness programs targeting health issues among the tribal population, especially women.</p> <p>The <b>Facilitation Centre for Tribal Students (FCTS)</b> offers career guidance, coaching for competitive exams and skill training, enhancing employment opportunities for ST students. The college also fosters cultural and social integration through mentoring and tutorial systems tailored to address the unique challenges faced by tribal students.</p> <p>The college contributes to community development through outreach programs such as <b>nutritional awareness, career development, and anti-drug campaigns</b>. These programs aim at addressing the educational and health-related challenges faced by the tribal communities. The celebration of <b>World Tribal Day</b> and <b>Millet Year</b> are examples of the college's attempts to promote and protect tribal rights and cultural heritage.</p> <p>The institution efforts towards the empowerment of the tribal community have been transformative addressing social, academic, economic and cultural challenges while also fostering a deep sense of belonging and pride among tribal students.</p>

#### Qualitative analysis of Criterion 7

The College demonstrates a profound commitment to gender equity and inclusivity effectively integrating

these values into its academic and co-curricular activities. The college's curriculum includes courses focused on gender equality. Various events like workshops, seminars and special observances such as Women's Day and International Girl Child Day foster awareness. The Women Cell actively supports female students, providing essential services like clean restrooms, napkin vending machines and a daycare center. The college has conducted a Gender Audit, identifying areas for improvement and reinforcing its commitment to gender equality through tangible measures. The institution also promotes tolerance and harmony across cultural, linguistic, and socio-economic backgrounds, celebrating diverse festivals and ensuring that all students, regardless of their background, feel included. The college's efforts in nurturing community engagement, promoting skill development and supporting marginalized groups such as tribal communities through various empowerment programs further reflect its dedication to inclusivity and social responsibility.

### **Section III: Overall Analysis based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC)**

#### **Overall Analysis**

##### **Strength:**

1. The college has state-of-the-art infrastructure.
2. The college is an eco-friendly green campus.
3. The college being a government aided follows all rules and regulations.
4. One of the oldest institutions in the region.

##### **Weaknesses:**

1. Insufficient industry collaborations.
2. Constraints in providing international exposure or exchange programs for students and faculty.
3. Dependence on traditional funding sources, with limited revenue from projects from industry, consultancies.
4. Limited entrepreneurial ventures and student-led startups.
5. Lesser number of research publications by faculty members in internationally reputed journals.
6. Lack of student admissions from other states of the country.

##### **Opportunities:**

1. Strengthening partnerships with industries for research projects, internships, and placements
2. Establishing global partnerships with universities and research institutions can open doors for student exchange programs, joint research initiatives, and exposure to international academic standards
3. Developing and offering online certification courses.
4. Strengthening TBIC will promote student entrepreneurship, offering more support and resources for successful startups.
5. To admit students from other state.
6. To obtain autonomous status.
7. Utilize the potential of all students community.

##### **Challenges:**

1. To improve foreign student enrollment to enhance global diversity and exposure.
2. To enhance student and faculty exchange programs

3. Continuous infrastructure improvements to keep pace with evolving academic and student needs.
4. To enhance student entrepreneurial ventures and start-ups to foster innovation.

#### **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)

- Encourage faculty members to publish more research papers in internationally reputed journals.
- Implement strategies to attract foreign students.
- Strengthen global partnerships by increasing faculty and student exchange programs.
- Strengthen the Technology Business Incubation Centre (TBIC) and provide more support for students to initiate their own start-ups, including mentorship, funding, and networking opportunities.
- Establish a focused strategy to enhance student participation in state, national, and international competitions.
- Establish more collaborations with industries for internships, placements, and research projects.
- Develop and integrate digital platforms for remote learning, online courses, and interactive materials to enhance student engagement and learning outcomes.
- Continue to enhance the campus infrastructure, particularly by expanding smart classrooms, e-libraries, and digital learning resources, to ensure a more modern and technologically advanced campus environment.

**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. UPINDER DHAR	Chairperson	
2	MR. RAMU NARASE GOWDA	Member Co-ordinator	
3	DR. RAJINDER SINGH	Member	
4	Dr. Vinita Sahu	NAAC Co - ordinator	

Place

Date