ODlhYTE3YWFhODkwMjk0ODgwM2RkZmNmZmY3N2FiYjAzNDJkYzcyYzgxZWJjMzZjYjMwM2M4NGMwNDUifQ==)

INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle -4)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF
SUBBALAKSHMI LAKSHMIPATHY COLLEGE OF SCIENCE
C-36530
Tamil Nadu
MADURAI
625022

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:	SUBBALAKSHMI LAKSHMIPATHY COLLEGE OF SCIENCE MADURAI Tamil Nadu 625022
2.Year of Establishment	1994
3.Current Academic Activities at the Institution(Numbers):	
• Faculties/Schools:	-
• Departments/Centres:	10
• Programmes/Course offered:	13
• Permanent Faculty Members:	52
• Permanent Support Staff:	14
• Students:	1210
4.Three major features in the institutional Context (As perceived by the Peer Team):	1. Well developed campus with best Infrastructure 2. Catering to the needs of students from rural areas 3. Job oriented courses in collaboration with Professionals
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	Visit Date From : 28-09-2018 Visit Date To : 29-09-2018
6.Composition of Peer Team which undertook the on site visit:	

Chairman:	S C Bagri
Member Co - ordinator:	Satya Singh
Member:	Sajimol Augustine
NAAC Co - ordinator:	Dr. A.V. Prasad

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	**Curriculum Design and Development**	
1.1.1 QlM	Curricula developed /adopted have relevance to the local/ national / regional/global developmental needs with learning objectives including program outcomes, program specific outcomes and course outcomes of all the program offered by the Institution	
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	Feexback System

Qualitative analysis of Criterion 1

Subbalakshmi Lakshmipathy College of Science, a Self- Financing and an Autonomous College affiliated to Madurai Kamaraj University, Madurai, Tamil Nadu, was started to serve the rural student community. The Institution has introduced Job-oriented courses after careful consideration of the Employment potentials. The curriculum of each programme, apart from its relevant academic components, includes Value skills suitable for each programme. Besides, the Institution imparts Life-Skills like Swimming, Driving etc. Environmental subjects and Value Education are mandatory for all students. All the ongoing courses include regular academic components like projects, internships and field study. Animation and Visual Communication Programmes are functioning very well as there is Cent percent placement. The students of Marine Catering and Hotel Management can become suitable manpower in Merchant Ships and can also find jobs with Cruise Liners, Star Hotels, in Airlines and in other segments of the Hospitality sector. The students of Networking can become System Administrators, Network Administrators and Network Engineers in all organizations. With growing importance of logistics at present, the students of BBA (Logistics and Shipping Management) can find placements in both in service and support sector. No organization can afford not to have Software for its sustainability; the students of IT and CS, duly trained in Software development, can easily find Job opportunity in any industry. With the knowledge in recent trends of fire fighting, rescue and hazard assessment in safety field using the latest fire fighting techniques & tools, the students of Fire and Industrial Safety can become Safety Managers, Safety Officers and Safety Engineer. The special feature of B.Com (Banking & Insurance) is that the students are asked to complete, in addition to the traditional Commerce courses, Certification Courses like "Diploma in Banking & Finance (DBF)" and "Licentiate in Insurance" to enhance their employability. The Commerce syllabus is updated with the current GST concepts. The students of MBA have the unique advantage of the Practice School Convention, adopted by the college as part of their curriculum. This Practice School has elicited uniform appreciation from the stakeholders. The students are also trained in managerial skills through value added courses such as Diploma in Banking

& Finance (DBF), Securities Market (SM) and Supply Chain Management (SCM). The course content, study methodology and regular updating adopted at the SLCS equip the students with the requisite academic and practical aptitude to give them an extra edge and meet Industrial requirements.

	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	Preparation and adherence to Academic Calendar and Teaching plans by the institution
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.4 QlM	Positive impact of reforms on the examination procedures and processes including IT integration and continuous internal assessment on the examination management system
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 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	**Student Satisfaction Survey**

Qualitative analysis of Criterion 2

At the beginning of every academic year, the students are identified as Slow Learners and Advanced Learners based on their performance in the Class Tests and Internal Tests. All the departments arrange remedial classes for slow learners after regular class hours and the faculty provides them study materials and assignments to develop reading and writing skills. The student mentors and the Heads of the Departments monitor this program. The Academic performance levels of these students are periodically monitored after every exam and the improvement level is also assessed. The Advanced learners are encouraged to handle special Seminars, Peer Teaching and Quiz Programs from time to time. They are given exclusive attention and are encouraged to participate in various competitive examinations, Seminars, Workshops and Conferences both inside and outside the colleges. They are also provided with additional assistance in Advanced Aptitude Training and are encouraged to take up Certificate Courses and Online Certification Examinations. They are also motivated to help the slow learners in their particular class and guide them with their inputs and share their knowledge with them. All the students are encouraged and guided in various teaching methodologies by all the departments. All teaching and learning activities are student oriented. Traditional teaching methods, together with audiovisual aids are used in such a way that students learn optimally and the intended learning outcomes are realized. The teachers redesign the teaching plan based on the observations and suggestions received after the analysis of the feedback and make the course more effective. Soft skill and Campus Recruitment Training are methods incorporated in the syllabi to help the students face Campus Interviews in a successful manner. All the departments conduct Course Counsellors Meet before the semester exams to ascertain the completion of syllabus. The feedback is given by the students with respect to the course content and this feedback is supplemented by the Online Feedback System. The Controller of Examination office conducts all the Examinations and Sessional and

Semester examinations. Results are published within 35 days after the last examination of the schedule. The integration of IT with the Examination System speeds up the entire Examination framework. The Program Outcomes, Program Specific Outcomes and Course outcomes for all the programs offered by the institution are clearly stated and displayed on the website. The results of semester examinations are analysed, the reasons for the poor academic performance of the students are identified and the College provides remedial coaching for the slow learners. The parents are also informed about the academic performance of their wards and regular interaction between the subject teachers and parents takes place under the Head of the Departments' monitoring.

Criterion3 - Research, Innovations and Extension *(Key Indicator and Qualitative Metrices(QlM) in Criterion3)*	
3.1	*Promotion of Research and Facilities*
3.2	*Resource Mobilization for Research*
3.3	*Innovation Ecosystem*
3.3.1 QlM	Institution has created an eco system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge
3.4	*Research Publications and Awards*
3.5	*Consultancy*
3.6	*Extension Activities*
3.6.1 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
3.7	*Collaboration*

Qualitative analysis of Criterion 3

The Research Cell of every Department encourages both the teachers and the students to participate in seminars, present papers and to develop skills through practice & research experience. The Institution has conducted Several Seminars, Workshops and Industrial Visits for developing a strong research attitude among students. The Management has been encouraging Research among the Staff through various initiatives such as seed money for attending the Seminars, Conferences and Workshops. However the Faculty members are to be encouraged to publish their research papers in peer reviewed research journals. Many Job-oriented and skill based programs are offered by the institution to provide a platform for the students to learn Entrepreneurship. The learning environment and the course syllabi encourage the students to plan for business start ups. There is an Incubation Centre functioning under the Entrepreneurship Development Cell. Students are encouraged to make use of the Incubation Centre and they have started new business enterprises. To transfer the knowledge to small and big business projects and to encourage creativity among students the college has established Entrepreneurship Development Cell (EDC), which acts as a support arm for Incubation Centre. The institution is planning to arrange interactions with entrepreneurs, bankers, professionals, potential customers and to create a mentorship scheme for student innovators, signing MOU with External Supportive Chapters from various associations, to organize Business Plan Competitions / Innovation Camps with active involvement of the industries & the alumni and to organise program like sales day in order to generate sales skills among the students. The regular activities of the NSS/ Red Cross/ YRC inculcate in the students, a strong commitment to serve the society. They create Health-Awareness, Civic Sense, and Social Awareness for the Community. 'Blood Donation' is another invaluable extension programme of this Institution. To create social consciousness and awareness on various subjects a number of talk shows were aired through the Shyamalavani 90.4 MHz, community radio of the institution.

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 resource 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 provides adequate facilities to enable the students to learn with ease and confidence which is supported by physical infrastructure. Spread over an area of 25 acres of land with the built up area of 20,065.96. sq.mts, the Institution has all necessary infrastructure to fulfil the specific regulations of the University. All the classrooms are spacious, well illuminated and ventilated, equipped with ample desks and benches, facilitating learning in a comfortable environment. Many classrooms have ICT enabled projection/presentation facilities. The college has sufficient laboratories and Computing Equipment for the students. All laboratories are equipped as per specifications, with necessary equipments, like licensed software for Computer related Departments like Computer

Science, Networking, Information Technology and Animation. Well-furnished training kitchens and other facilities for Marine Catering and Hotel Management, Sophisticated lab in Visual Communication Department and a Mock Bank for the Commerce Department are also available. To the credit of the Institution, it has a state-of-the-art air-conditioned Auditorium with 400 seating capacity. Short films produced by Visual Communication and Animation Students are screened regularly. It has adequate facilities for Cricket, Basket Ball, Volley Ball, Foot Ball, Badminton, Table Tennis, Chess, Carom and Physical fitness has been given utmost importance by the College and so apart from sports the college also provides a state-of-the-art Gymnasium for all students to make them healthy, strong, confident and skilled. The other amenities include Driving School, RO Water, Bakery, Separate Canteen for Staff and Students, UPS and Generator Backup for uninterrupted power supply and 24x7 Security with CCTV Cameras. The College has a state-of-the-art including a preview theatre with the latest DTS, a Seminar Hall; an Open-Air Theatre and ground for conducting Cultural Programmes and Festivals . The college Library has a large collection of books periodically. Online Public Access Catalogue (OPAC) helps the users check the availability of books as well as to reserve books. Biometric system is followed to issue books to the staff and students. With the help of fully automated software the following functions such as Book Ordering, Cataloguing, Circulation Management Transaction, System Administration, Stock Verification and Report Management are carried out. The ILMS is installed using the version 2006 helps the students in an effective manner. 20 Mbps internet bandwidth is available for the users with Ethernet and fibber backbone technology for round the clock Internet access. A majority of College students and staff use college bus for their commutation.

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

The Institution supports the students both financially and academically. The Management offers Admission Scholarships to students at UG and PG level based on their academic performance. Students studied in Subbalakshmi Lakshmipathy College of Science and Krishnammal Ramasubbaiyer School are given Admission Scholarship for pursuing higher studies under Subbalakshmi Lakshmipathy Foundation, irrespective of their academic performance. The Institution along with DINAMALAR offers Career Counselling to students from many parts of Tamil Nadu like Madurai, Dindigul, Salem, Trichy, Coimbatore, Tiruppur, Chennai and Puducherry. The college gives immense consideration for the participation of the students in its academic and administrative bodies. Strict enforcement of anti-ragging regulations is monitored by the committee and the Institution also makes the students to learn Human Values. Boards of Studies give room for students' representatives and the suggestions are carried forward. Alumni Associations of the Institution spread the message of mutual support as integral to living. The college has an active Alumni association (not registered), which contributes to the welfare of the institution. It shows a continuous patronage towards the institution by providing job references and offers placements on a regular basis. A separate page has been created for the alumni on Facebook under the name of CONNEXIONS. A separate group in Whatsapp has also been created in the name of SLCS ALUMNI. A reasonable number of students are benefited through this initiative. The institution is also planning to launch a separate webpage for its alumni where they can connect with each other and interact regarding the advancement of their career. The Institution aims at building up a strong alumni base thereby ensuring constant interaction with the corporate world. Its alumni contribute by volunteering to conduct workshops & seminars for the current students to give them better exposure to the real corporate world. Alumni also give feedback on competencies gained by them during their student life and provide information to improve curriculum by participating in the Board of Studies meeting every year.

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 administration of the Institution is effectively guided and monitored by the Management. As the focus is on providing quality education, skills, attitude and inculcating discipline, the mission of employability of the students becomes easier. Keeping this in mind the Management and the teachers deliberate on all issues concerning the Vision and Mission and implement activities related to them. The Management regularly upgrades the infrastructure, laboratories and training centres to meet the required standards on the recommendations of the teachers. Employability being the key focus of the institution, Management provides students ample opportunities for hands-on experience. The students are prepared to face all challenges in life with local, national & international communities. The students are motivated to undertake industrial visits and educational tours and the student are also involved in various activities in service of the society through the College National Service Scheme. Moreover, training is given professionally to the non-teaching staff also. In order to take higher education to rural communities, the institution through its Community Radio programs orients them about quality education, skills, attitude and discipline in their day to day life, with the active participation of the teachers. Outreach programs are also conducted to directly enlighten the rural communities about entrepreneurship, leadership qualities and financial discipline. The communities are enlightened in areas such as basic mathematics and banking procedures, health & hygiene, environmental issues, importance of values and cleanliness. PTA meeting is conducted every semester which has improved the academic environment in the institution. One of the strategic plans formulated in the campus is the Practice School concept to make the students get oriented towards actual working field experience during the course of study itself. The students can avail of nearly forty days per semester to attend the Practice School. Every student is assigned one organization for their internship and they attend the program regularly in the final semester.

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	Institution shows gender sensitivity in providing facilities such as a) Safety and Security b) Counselling c) 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 clean and hygienic Rest Rooms for the girl students in all the floors and an Ambulance is available round the clock. Medical Room is available for the girls with all the required facility and CCTV cameras are installed in Labs, Class rooms, Canteen, Mess, Main gate, etc. Uniform for students is a must; apart from adding aesthetic value to the total ambience for the Institution, it promotes the essential need of gender equity. For ensuring Safety and Security the Institution runs buses to commute the students from different localities to the college and back. Rain Water Harvesting is meticulously attended to, since the local water-scarcity is necessitates it. Another aspect of Social Responsibility is safe rule-compliant driving of the two and the four wheelers. This aspect is well-taken care of in the training provided to the students and Staff in two and four wheeler driving by an in-house Driving School approved by the Government of Tamil Nadu. Observing important National events and taking the merits of both regional and national great personalities help to develop the patriotic feelings in the students. All popular Tamil festivals are observed. Consistent efforts to make the students employable are well-revealed in Internships arranged for them and regular Parent-Teacher Meetings are found very conducive. Since the Institution offers unique Job-Oriented Programs, awareness is created among the students by all the Departments. The college provides a separate hostel (twin sharing room) and mess facilities for girl students inside the college campus itself. Women Empowerment Cell has been established and various meetings and regular counselling are conducted for the benefit of the girl students. An in-house vermi-compost production unit is functioning in the campus utilizing food waste generated from college mess and also biomass waste like weeds and plant debris on college campus. Bicycles and transport pooling helps to avoid environmental pollution. Campus is a plastic free zone. Donations or capitation fees are not collected.

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

Overall Analysis

Strengths

1. A well developed campus with state-of-the-art infrastructure and learning resources.
2. The college management is very pro-active with long term vision.
3. The College has a team of motivated and committed teaching and non-teaching staff.
4. It provides quality education to socially and economically backward students from local community.
5. Conducive environment for industrial collaboration.
6. Various linkages and MOU's are signed with National & International Organizations to strengthen research base.
7. The college has several extension and outreach programs through NSS which help keep its social links and imbibes social commitments.
8. It conducts Add-on Courses, Bridge Courses, Skill Development and Vocational Programs which are beneficial to the neighbouring agrarian population.
9. It has a decentralized administrative system that promotes efficiency and transparency in its institutional practices.
10. The institution promotes value- based education for inculcating social responsibility amongst students.
11. The college encourages active participation of the students in cultural and sport activities to foster holistic development.

Weaknesses

1. Quality Research Paper Publications in peer reviewed research journals.
2. Non existence of online MOOC and SWAYAM Courses.
3. Inadequate Extension and Consultancy services.
4. Poor Interdisciplinary approach for teaching and research.
5. Partially ICT enabled teaching and learning methods.
6. No provision for RFID card system for students and faculty.
7. Inactive PTA (Parent Teacher Association) involvement and support.

8. Ineffective Career Counselling Cell.

Opportunities

1. Opportunities to introduce new branches/Faculties like MBA (Agri-Business), Journalism, Tourism, BFA & MFA, MSW etc.
2. Collaborative work with a few foreign universities for academic exchange and research collaborations
3. The college can introduce additional multi disciplinary and multidimensional programmes of relevance.
4. The college should set up a Research Forum- a platform to encourage and undertake multi-disciplinary and collaborative research projects among students and faculty
5. There is a scope of enhancing the students intake by adopting multiple shift system.
6. Focussed research in frontier areas in all research departments and develop other PG departments as centres of research with help from AICTE – UGC.
7. Since the College is located in an economically and socially backward district, there is ample opportunity for extension and community activities.
8. There is scope for introduction of more industry oriented technical programmes/courses.
9. It has the opportunities for mobilising extra funds for research and infrastructural developmental schemes.
10. It has ample possibilities to undertake innovative and incubation centres for entrepreneurship and developmental programmes.
11. The College should strengthen IQAC by making it more proactive.
12. There is scope for relating class room activity to community experience and lab to land activities as well as field work.
13. To be developed in future as an institution of National importance by induction of various innovative programmes.
14. Newsletters and students magazines are to be published on a regular basis.

Challenges

1. The students have poor socio-economic background.
2. Parents from the under privileged belt have little interest in sending children to higher education institutions.
3. The college is unable to attract qualified faculty members.

4. The students, in general, have poor English language communication skills.
5. Since student intake is low, adopt measures to attract more students and to retain quality teachers.
6. The effort of PG departments to be upgraded to research centres.
7. Institution – industry interaction and collaborations should be strengthened.
8. Implementing more academic programmes to suit the man power requirement of the emerging global market conditions
9. Requirement of Government funding & resources to introduce new skill based programmes.
10. The College should meet the modern day development in teaching and research.

Section IV:Recommendations for Quality Enhancement of the Institution

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

- The Departments of Computer Science and Networking should be merged into a single unit and so should the departments of Visual Communication and Animation as well as BBA and MBA for effective pooling of teaching faculty as well as laboratory resources.

- With a view to ensure computer literacy, a NIELIT Study Centre should be set up with compulsory enrolment for at least O level course for all students.

- UGC/AICTE salary structured pay scales to be awarded to Teaching and Non-Teaching Staff.

- The examination process should include the departmental BOS(Board Of Studies) as the basic body for preparing the panel of Examiners for paper setting / Evaluation / Practical examinations, for which remuneration should be given according to state government orders / guidelines for all examination related work, including invigilation.

- The curriculum of Visual Communication as well as Animation should be modified to include more Technical based papers such as Computer Graphics, Digital Image Processing, Data Compression Techniques etc.

- An On-Campus crèche should be established for the benefit of Lady staff members as well as appointment of qualified resident Male/Female doctors for 24x7 medical care of students.

- The college may adopt appropriate mechanisms to attract potential Qualified Faculty from across the nation.

- On-line and enrichment courses offered by MOOC and SWAYAM to be introduced.

- Forming an effective registered alumni association is also suggested to facilitate campus interviews and placement opportunities for students.

- Collaborations with national/international funding agencies can be initiated for inter-exchange of faculty and students.

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

Signature of the Peer Team Members:

Sl.No	Name		Signature with date
1	S C Bagri	Chairperson	
2	Satya Singh	Member Co-ordinator	
3	Sajimol Augustine	Member	
4	Dr. A.V. Prasad	NAAC Co-ordinator	

Place: Date