INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle - 4)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF
JAYARAJ ANNAPACKIAM COLLEGE FOR WOMEN (AUTONOMOUS)
C-17047

Periyakulam
Tamil Nadu
625601

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:	JAYARAJ ANNAPACKIAM COLLEGE FOR WOMEN (AUTONOMOUS) Periyakulam Tamil Nadu 625601
2.Year of Establishment	1971
3.Current Academic Activities at the Institution(Numbers):	
Faculties/Schools:	4
Departments/Centres:	11
Programmes/Course offered:	39
Permanent Faculty Members:	134
Permanent Support Staff:	84
Students:	2839
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. • Promotion of Research, Innovation & Extension 2. • Diverse automated library with over 50,000+ books 3. • "Earn while learn scheme" for the students through Departments and Entrepreneur Cell
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 28-01-2021 To : 29-01-2021
6.Composition of Peer Team which undertook the on site visit:	

	Name	Designation & Organisation Name
Chairperson	DR. MUSTAFA SHAH	FormerVice Chancellor(in-charge),UNIVERSITY OF KASHMIR
Member Co-ordinator:	DR. JAISHREE SURYAWANSHI	Professor,Deen Dayal Upadhyay Kaushal Kendra Dr Babasaheb Ambedkar Marathwada University Aurangabad
Member:	DR. SANJUKTA MOHAPATRA	FormerPrincipal,SHAILABALA WOMENS COLLEGE CUTTACK ODISHA
NAAC Co - ordinator:	Dr. Sujata Shanbhag	

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	Feedback System

Qualitative analysis of Criterion 1
Jayaraj Annapackiam College for Women (Autonomous), Periyakulam, renowned for its yeoman service in the field of Higher Education exclusively for women, was established on 5th July 1971. It is a pioneering institution committed to the cause of women empowerment through academic excellence and formation of character. The college was affiliated to Madurai Kamaraj University, Madurai up to September 2002 and presently to Mother Teresa Women's University, Kodaikanal since October 2002. The college was granted autonomy in 2004 which gives the more academic freedom to the Institution to frame the curricula to cater to the needs of the students. Curricular revisions are carried out by identifying the local diverse needs. Outcome Based Education with POs, PSOs and COs have been initiated and displayed on Institutional Website. More skill-based programs/courses may be introduced to achieve the growth in the employment part. The college has developed the **Curriculum by giving importance to the Gender, Environment and Sustainability, Human Values and Professional Ethics. Courses on Feminism in Tamil Literature, Feminist writing, Women's Writing, Women Studies, Women in India's Freedom Struggle, Women Entrepreneurship are some to be highlighted. Curriculum is integrated with cross cutting issues through Value Added Education**

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 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 college complies with the Government Reservation Policy for Minority institutions and gives preference to economically and socially backward rural students, first generation learners, the differently abled and outstanding sports persons. Learning Levels of the students are being assessed through Class Tests, CIAs etc. Bridge courses are introduced for the fresher. Issuance of hands-on-project material, conduction of familiarization workshops, various quiz/presentation competitions are being arranged for the slow/advanced learners. Several participative learning methodologies are adopted by the institution such as group discussions, group projects, panel discussions etc. More emphasis on research component can be given to create the awareness about the research & innovation. Academic Calendar and teaching plans are well-mapped and found displayed on the institutional website. IT integration and CIAs are well-adopted in the examination procedures. Issuance of hall tickets, declaration of results is being made online. Programme outcomes, Programme specific outcomes and course outcomes for all programs offered and evaluated by the institution are stated and displayed on the website. IQAC is involved in the framing of the Programme Outcomes. Performance levels are categorized under grade system.

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 college promotes research culture among staff and students by forming a Research Committee, constituting of Dean of Research and resourceful researchers from each department as members and has created ecosystem for Research & Innovation. Entrepreneur Development Cell (EDC), Central Instrumentation Center are the assets. Good number of the awards for innovation; several designs for market viable products are ready-to-form; 09 startups have been incubated so far. More emphasis can be given to patent filing, revenue generation through consultancies, corporate trainings, tapping of funds from CSRs activities through Industry-Institution Linkages. Extension activities were conducted during last five years; 07 villages are adopted, and various activities were planned under Unnat Bharat Abhiyan, Swachcha Bharat Abhiyan. Awareness programs and rally are being organized on literacy, tree plantation, health and hygiene, communal harmony, processing and value addition of products, free medical camps, solid waste management, avoiding the use of plastics and self-employment

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 institute has excellent infrastructure with over 66 ICT-Equipped Classrooms, Seminar Halls, State-of-the-art research facilities through laboratories, IT Facilities including computers, Wi-Fi, Library and other facilities. Also, stay facility; safety and security found are adequate. Indoor and Outdoor sports / games facilities are remarkable. 100 bedded sports hostels are an added advantage in the physical facilities. Library is fully automated using ILMS "Nirmals". Library has good number of rare books including Books published before the year 1950's, Bounded Journals / Magazines from the year 1978, Encyclopedias, Question papers and College Magazines. The IT facilities including Wi-Fi is well-versed. Adequate number of computers along with the bandwidth of the Internet Connectivity. Maintenance and utilization of the physical facilities governed by the Secretary under supervision of Heads of the Departments.

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 institute has an active students council. Student representatives are involved in various functional bodies. Institute has a strong Alumni Engagement with contribution of around 5 to 10 lakhs during last five years. Distinguished alumni can be involved in understanding the regional needs and demands; also for raising the alumni fund for the institutional development.

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
Institutional governance found in tune with the Vision and Mission statement of the institution. Perspective plans are prepared by the Governing Councils. Decentralization and participative management approach are adopted in the council / general functioning of the institution. Organogram of the organizational structure is displayed on the Institutional website. Administrative Set Up, various policies and procedures are well-defined and available online. Minutes of meetings and implementation of various activities found effective in tune with the vision and mission statement. Staff Club, Financial Support, Leaves and infrastructural support is being provided to the teaching/non-teaching staff. Provisions for the medical advances can be made for teaching/non-teaching staffs. Performance appraisal mechanism is being adopted annually for teaching and non-teaching staff. Academic Performance Indicator by UGC and Feedbacks are looked during the appraisal procedures. Internal and external financial audited are being conducted yearly and audit reports are displayed on the institutional website. Institute has provided with funding for research and academic activities from various government / non-government sources such as UGC, DST-FIST, ICHR etc. Institution has Vibrant

IQAC Cell. Participated in NIRF. IQAC found responsive in review of teaching-learning processes, structures and learning outcomes. IQAC is conducting internal and external academic and administrative audit for institutional performance evaluation.Three UGC sponsored Diploma courses under Community College scheme have been introduced.

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
CCTV Surveillance available. Multiple Security Checking. Disciplined approach. Mentor-Mentee scheme for counseling. Common Rooms Facility. Separation of bio-degradable, non-degradable wastes. Successful utilization of Wastewater. Optimum level usage of e-wastes. Active rainwater harvesting system. Maximum usage of Institutional / Public Transport. Minimized usage of papers. Plastic free campus. Green landscaping with trees and plants. National Science Day, National Mathematics Day, Youth Awakening Day, National Unity Day are being celebrated in the Institution. Payments/Salary are through NEFT, PFMS only. Fees structure and payment platforms are online. Participative Management, minutes of meetings available on the institutional website. Jayaraj Annapackiam College St. Anne's Federal Assembly (JACSAFA). Environmental Consciousness. "Empowerment of rural women to be the agents of social change"

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

Strength:

Strengths:

1. **Pollution free and lush green campus.**
2. **Cost effective residential facility for girls with hygienic food facility, security and safety.**
3. **Adequate student-teacher ratio.**
4. **Adequate infrastructure facilities.**
5. **Higher education for persons with special needs is available.**
6. **Community College offers skill-based programs and B-Voc. program.**
7. **Adequate citation, indexing publications are available.**

Weaknesses:

1. **Consultancy and Industrial connected activities are inadequate.**
2. **Inadequate Government funds and grants.**
3. **Inadequate transport facility for students.**

Opportunities:

1. **Scope to apply for a Deemed – to be University to UGC**
2. **Potential for getting grants-in-aid/ funds from various organizations through CSR Projects.**
3. **Scope for expanding base of Alumni net work for academic and placement possibilities as well as for entrepreneurship, incubation and innovation, work shops and training programs.**
4. **Improve research performance through actively driving doctoral programs and seeding research.**
5. **International and national collaboration and sponsored research programs can be undertaken.**

Challenges:

1. **Regularly modernizing/ updating labs with advanced technology.**
2. **Achieving higher NIRF Ranking.**
3. **Implementing Online courses.**
4. **Motivating more girls for pursuing higher education from rural areas.**

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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 transport facilities for students may be added.

- Group Insurance, Medical leave / Maternity leave for self financing faculties.

- Office may be fully automated for a better operation.

- Home Science as a major course may be introduced being a skilled based program for a women institution.

- More courses may be added in the Arts stream like Economics, Statistics, Philosophy, Pol. Science, Psychology, Sociology etc.

- The Library may provide digital current content analysis on a monthly basis for both faculty and students.

- Permitting use of latest ICT tools and mobile based teaching learning activities, existing ICT needs to be strengthened.

- More efforts may be made to tap industrial connections for students' internship and CSR projects for funding.

- More number of minor and major research projects may be undertaken.

- Create and support special scheme for faculties' research avenues particularly for doctoral programs and encourage facilities to publish more in quality journals. More emphasis can be given to patent filing.

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

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Sl.No	Name		Signature with date
1	DR. MUSTAFA SHAH	Chairperson	
2	DR. JAISHREE SURYAWANSHI	Member Co-ordinator	
3	DR. SANJUKTA MOHAPATRA	Member	
4	Dr. Sujata Shanbhag	NAAC Co - ordinator	

Place

Date

Sl.No	Name		
1	DR. MUSTAFA SHAH	Chairperson	
2	DR. JAISHREE SURYAWANSHI	Member Co-ordinator	
3	DR. SANJUKTA MOHAPATRA	Member	

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