

Peer Team Report

on

Institutional Assessment and Reaccreditation

of

**A.V. College of Arts, Science and Commerce
Gaganmahal, Hyderabad – 500 029 (A.P.)**

**Dates of Visit
10th – 12th February 2014**



NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bangalore - 560 072, INDIA

**Peer Team Report on
Institutional Re-Accreditation of
A.V.College of Arts, Science & Commerce.
Gaganmahal, Hyderabad – 500 029 (A.P)**

Date: 10th-12th February 2014

Section I: GENERAL INFORMATION	
1.1 Name & Address of the Institution:	A.V. College of Arts, Science & Commerce Gaganmahal, Hyderabad – 500 029 (A.P)
1.2 Year of Establishment:	1968
1.3 Current Academic Activities at the Institution (Numbers)	
Faculties/Schools:	04 (Four: Science, Arts, Commerce & Management)
Departments/Centres	27 (Arts : 11; Science : 13; Commerce : 02; Management : 01)
Programmes offered	29 (UG : 18; PG : 09; Certificate Course : 02)
Permanent Faculty	116 (16 Grand-in-aid and 100 Unaided)
Temporary Faculty	Nil
Permanent Technical Staff	08
Permanent Administrative Staff	78
Students (As on 12 th February 2014)	2859(UG: 2185; PG:674)
1.4 Three Major features in the institutional Context (As perceived by the Peer Team)	<ul style="list-style-type: none"> • Urban, Grant-in-aid, Co-education College with Self-financing Programs. • Offers integrated education right from UG level up to doctoral level in the faculties of Arts, Science, Commerce and Management. • The College having a goal of imparting quality education in the regional language at an affordable cost utilizing ICT and inculcating the spirit of Patriotism and Social Justice among the Students.

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1.5 Dates of visit of the Peer Team (Visit schedule attached)	February 10 th – 12 th , 2014. Detailed visit schedule attached
1.6. Composition of the Peer Team which undertook the on-site visit:	
Chairperson:	Prof. (Dr) S. Sivasubramanian
Member- Coordinator:	Prof. T.N. Mathur
Member:	Dr. Walter de Sa
NAAC Officer:	Dr. M.S. Shyamasundar
<p align="center">Section II: CRITERION WISE ANALYSIS (Observations: Strength and / or Weaknesses on Key-Aspects)</p>	
<p align="center">2.1 Curricular Aspects:</p>	
2.1.1 Curricular Planning & Implementation:	<ul style="list-style-type: none"> The college adopts the curricula designed and developed by the affiliating Osmania University Six faculty members were of the BOS and another two were curriculum revision committee of the University during the assessment period; others do contribute to the Curriculum Development. The College has a well-designed mechanism in place for the effective implementation of the curriculum.
2.1.2 Academic Flexibility:	<ul style="list-style-type: none"> Program options are available for different degrees. Elective options are there for the combination of subjects at UG level and also for choosing the language. Choice Based Credit system is yet to be introduced by the University.
2.1.3 Curriculum Enrichment:	<ul style="list-style-type: none"> Efforts have been taken to supplement the University curriculum by introducing enrichment programs by way of certificate courses. The college offers industrial training to students of B.Com., B.Sc. (Comp. Sc.), M.Com., M.B.A., and M.C.A to better grasp the industry needs and ready them for employment.

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	<ul style="list-style-type: none"> The college arranges several guest lectures and programs for better career options and community orientation.
2.1.4 Feedback System :	<ul style="list-style-type: none"> Formal feedback from Students does exist. Informal Feedback from all the other stakeholders such as Parents, Alumni, Academic Peers, and Industry experts. The feedback obtained is analyzed and necessary follow-up measures taken to modify/improve the curriculum or introduction of new programs.
2.2 Teaching-Learning & Evaluation:	
2.2.1 Student Enrolment and Profile:	<ul style="list-style-type: none"> Institution ensures wide publicity and transparency in the admission process. Admission process is based on merit in the qualifying Examinations to the UG Program; Common Entrance Test by the University/APSHC for 70% of seats in the PG; the rest 30% is filled by the Managements following the guidelines laid down by APSHC; and as per the eligibility norms for the certificate courses. Different strata of students are there as the College adheres to the admission and reservation policies of the State of A.P.
2.2.2 Catering to Student Diversity:	<ul style="list-style-type: none"> Efforts are there to identify the slow and advanced learners. Slow learners are given special coaching, remedial classes while the advanced learners are provided various platforms to enhance their ability. There is a system in place to take care of physically challenged persons. The Mentorship program practiced may be institutionalized.
2.2.3 Teaching-Learning Process:	<ul style="list-style-type: none"> Academic Calendar and Teaching plan are there. The College tries to make the learning process student-centric by adopting interactive learning, collaborative learning and independent learning methodologies apart from enabling them to think critically and creatively by case study methods.. ICT enabled teaching-learning process has been in place with e-class rooms, Library with e-journals & e-books, the establishment of number of facilities for web based learning, availability of educational CDs and other electronic gadgets, Wi-Fi enabled campus etc.

<p>2.2.4 Teacher Quality:</p>	<ul style="list-style-type: none"> ▪ Faculty Recruitment is as per the norms of the state Government. ▪ Among the existing faculty 22% is Ph.D; 8% is M.Phil; 5% is NET/SLET qualified. Five teachers have won academic awards. ▪ Around 70% of the faculty have attended Orientation/Refresher courses, Seminars, Workshops and Conferences.
<p>2.2.5 Evaluation Process and Reforms:</p>	<ul style="list-style-type: none"> • Continuous evaluation of Students through slip tests, class tests, assignments etc. • The University has introduced Semester system since 2009-10 at PG level and there is provision for revaluation/re-totaling of examination papers. On-line question papers and on-line information on internal assessments are the two new initiatives implemented by the University. • There is grievance redressal mechanism for evaluation.
<p>2.2.6 Student Performance and Learning Outcomes:</p>	<ul style="list-style-type: none"> • The institution monitors and ensures the achievement of the learning outcomes through oral questions after every period, Class Tests, Assignments etc. • Data regarding the performance of students in internal and external evaluation is collected, analyzed and underperformers are counseled and helped to achieve better. • The average performance of this College in University Exams at UG is as low ~50%, while that of PG is >90%. The percentage of placement of students and performance in the competitive exams are also a measure of the learning outcome which seems to be good.
<p style="text-align: center;">2.3 Research, Consultancy & Extension</p>	
<p>2.3.1 Promotion of Research:</p>	<ul style="list-style-type: none"> • There is a Research Committee which takes care of promotion and monitoring of Research. • Several faculty members have been encouraged to take up doctoral Research and 8 have already got their Ph.D. At present 20 faculty members are pursuing Ph.D. There is well laid down mechanism to enable the faculty to carry out major/minor Projects smoothly.

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	<ul style="list-style-type: none"> The College Budget has a provision of seed money to the tune of 2 lakhs and 5 lakhs for Research equipment and another Rs.70,000 for the TA/DA & Registration Fee to attend Research Conferences which augers well.
2.3.2 Resource Mobilization for Research:	<ul style="list-style-type: none"> There is a specific provision of Rs 8.5 lakhs for Research related activities. The Institution had one major and 8 minor Research Projects worth more than 10 lakhs and as of now, there are only two ongoing minor Research Projects to the tune of 1.10 lakhs. The Institution has availed a sum of Rs.4 lakhs from Ms. Shakti Seeds Pvt. Ltd to purchase Research equipment. Similar possibilities from other industries can be explored by taking up industry related projects.
2.3.3 Research Facilities:	<ul style="list-style-type: none"> There is a separate Research Lab. There are 7 recognized Research Departments with the necessary facilities. The Research facilities available in the nearby national laboratories are also accessible to the Researchers of the College, Internet facilities and e-Journal facilities are made available through INFLIBNET-N-List and other on-line journal packages. 61 hard copies of journals are also made available.
2.3.4 Research Publications and Awards:	<ul style="list-style-type: none"> 68 Publications in Journals, around 10 with impact factor; 44 Books with ISBN numbers which are commendable. The faculty may be sensitized to publish the papers in impact factor journals which found place in indexed data bases. Four teachers have won the Best Teacher Awards and one teacher has won the award for his best book on literary criticism two teachers have become the Fellows of recognized Academies.
2.3.5 Consultancy:	<ul style="list-style-type: none"> Through Consultancy money is earned – but needs to be institutionalized. There are four MOUs between the College and industries/organizations. College utilizes the revenue generated to give incentives to the faculty and for the development of the Departments.

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<p>2.3.6 Extension Activities and Institutional Social Responsibility:</p>	<ul style="list-style-type: none"> • The College has two NSS Units and two NCC units. The extension activities are carried out mainly through these NSS volunteers and NCC cadets. The NCC unit performance is excellent. • The College inculcates social responsibilities among the boys and girls by ensuring their active participation in programs like Tree plantation, Anti-Tobacco, Anti-Corruption, Elimination of child labour, Blood donation, AIDS awareness, National voters day, Awareness on Health, Education and Social Problems etc., • The College has availed the services of GOs, and NGOs for their outreach and extension activities.
<p>2.3.7 Collaboration:</p>	<ul style="list-style-type: none"> • The College has linkages with Industries/Organizations for Collaborative Research, other academic purposes and employment opportunities. • The College has linkages with various national laboratories to use their equipment for Research but this need to be formalized through definite MOU's. • The linkages with A.P. Psychological Association for psychological counseling, Jana Vignana Vedika for removal of superstitious culture and development of scientific temper, Ramakrishna Mutt for value education deserves special mention.
<p style="text-align: center;">2.4 Infrastructure and Learning Resources:</p>	
<p>2.4.1 Physical Facilities:</p>	<ul style="list-style-type: none"> • Adequate (52) class rooms, (42) Laboratories and Computers for the teaching-learning process. Sufficient infrastructural facilities for co-curricular and extracurricular activities. • Infrastructural facilities have been augmented with the increase in Student strength. One fully equipped Auditorium, one Seminar Hall, Museum for Animals and Plants, Health Centre, Canteen, Girls common room, Botanical garden and RO water facility are all there.. • A separate Research Lab is there. But no Hostel facilities. Indoor and Outdoor game facilities are there.

2.4.2 Library as a Learning Resource:	<ul style="list-style-type: none"> • There exists a Library Advisory Committee. • The Library has 75455 books, 28 magazines/periodicals, 61 Journals, 50 CD ROMs and 10 News Papers; E-resources made available through INFLIBNET-N-List and through other on-line resources provided by Osmania University. It has reprographic facilities. • It is fully automated and OPAC facilities are there. The Library is unique as it has Talking Library and Brail system for physically challenged Students.
2.4.3 IT Infrastructure:	<ul style="list-style-type: none"> • There are 395 computer systems in various Labs, Departments and Offices; 3 Servers; 7 Lap-Tops; several licensed softwares and a Language Lab. • The College has a functional website and campus is Wi-Fi enabled. • 11 Smart Class Rooms and other e-learning resources are there. Power back-ups with four generators.
2.4.4 Maintenance of Campus Facilities:	<ul style="list-style-type: none"> • Adequate budget for repair and maintenance and optimal utilization of Budget allocation. • The college has separate staff for maintenance of computers and repair of other different facilities. • Reasonably well maintained
2.5 Student Support and Progression:	
2.5.1 Student Mentoring and Support:	<ul style="list-style-type: none"> • There exists a mentoring system in this College. Skill & Personality development programs, grooming leadership qualities through different Committees. Placement and Career Guidance Cell, and Alumni Association are all there. • Fee concession is provided to nearly 20 students every year. Several students get benefitted under the "Earn While You Learn Scheme" which has several unique dimensions. • There exists a proper grievance redressal mechanism apart from a functional Women Empowerment Cell and Anti-ragging Committee.

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2.5.2 Students Progression:	<ul style="list-style-type: none"> On an average 55% of the students' progress from UG to PG, ~ 2% M.Phil, ~ 1% Ph.D. Campus placement is 23% and the rest 19% get employment through other means. Visible efforts are there to decrease the dropout rate which is insignificant. Around 50% students pass in B.A., B.Sc., and B.Com, while the percentage of pass is more in P.G > 90%. However, the institution's academic Performance is better than the University's average and the neighboring colleges.
2.5.3 Student Participation and Activities:	<ul style="list-style-type: none"> There exists a Student Council whose members are nominated. Students do represent in different Committees. Students Cultural, Sports and other extracurricular activities are very much visible, There are achievers at the national and inter-Collegiate levels. The Students do contribute articles to the College annual magazine 'PRATHIBHA'. The Dept. of Commerce brings out a Wall-Magazine and the Departments MBA and Botany bring out News Letters.
2.6 Governance and Leadership:	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> Institution has a vision & mission to impart quality education in the regional language to face the global challenges through the ICT and aims to inculcate a quest for excellence. The institution has an effective leadership which monitors, evaluates and fosters the performance of the institution through participatory and flexible management practices. The employees are highly valued by the leadership and there exist a healthy employee-employer relationship.
2.6.2 Strategy Development and Deployment:	<ul style="list-style-type: none"> The Annual Plan is prepared having informal consultation with different Stakeholders. The institution has a structured feedback mechanism in place to be used in decision making and performance improvement. The structural organization is as per norms and the institution has MIS in place.

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2.6.3 Faculty Empowerment Strategies:	<ul style="list-style-type: none"> • HRM is in compliance with State Government norms and the State Govt. welfare schemes are made available to the grant-in aid teaching and non-teaching staff. The teachers and administrative Staff in the self-financing wing are also provided with ESI, PF, EPF, GIS etc. • Self-Appraisal of Teachers and the evaluation of Teachers by students do exist. There exists an effective grievance redressal mechanism for staff. • Professional development initiatives both for the teaching and non-teaching staff are there
2.6.4 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> • State Government funding for the salary of grant-in-aid staff; Developmental assistance from the UGC; Savings from Self-financing courses; funds from Alumni, Consultancy are the main sources of income. • Budgetary provisions are adequate and in case of deficiency, attempts are made to fill the gap by the top management. • Accounting and Auditing are there.
2.6.5 Internal Quality Assurance System:	<ul style="list-style-type: none"> • IQAC was established only in 2008. Since then, it has performed its functions systematically. • The IQAC has three student representatives and four external members in it. • There is informal way of auditing academic activities.
2.7 Innovations and Best Practices:	
2.7.1 Environment Consciousness:	<ul style="list-style-type: none"> • The College has an Eco-Club which does not conduct the green audit of the campus. However, the Campus is eco-friendly. • There are energy conservation efforts, use of renewable energy, and attempts towards achieving carbon neutrality. • Students are being motivated towards the cause of green and clean campus. The faculty and Students are sensitized towards hazardous waste and e-waste management practices.

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2.7.2 Innovations:	<ul style="list-style-type: none"> Using Social networks for discussion, assignments and notifications; Introduction of internet based group activities in subjects like Management and online evaluations. Saturday activities and "Golden Hour" to nurture creativity, communication skills, leadership qualities and inculcating team spirit. The College website is in-house developed and maintained which is user-friendly.
2.7.3 Best Practices:	<ul style="list-style-type: none"> "Earn while you learn" scheme practiced in a unique way for the benefit of poor Students. Several foreign students studying in the Institution. Inculcating social responsibilities among the students and practicing Yoga and Meditation in collaboration with Vivekananda Centre.

Section III: OVERALL ANALYSIS

3.1 Institutional Strengths:	<ul style="list-style-type: none"> Good infrastructure, supportive Management and high profile leadership. Motivated and committed Teaching, Administrative and Supporting Staff. Participatory and flexible governance thereby creating a sense of belongingness to the institution among different stakeholders. Good networking with the Industries and institutions for Research and other academic activities. Reasonably good ICT infrastructure and utilizing open source material for teaching-learning process by some Departments.
3.2 Institutional Weakness:	<ul style="list-style-type: none"> The performance of the students in the University examinations at the UG level. The qualification of teachers and their temporary nature. The Government is not filling up the permanent vacant positions. Inadequate free ships and scholarships from the management. Quantity and quality of Research output Absence of sufficient value added and job oriented courses.

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3.3 Institutional Opportunities :

- Starting programmes in emerging areas, value added job-oriented courses.
- Availing UGC funds to construct Hostels and Gymnasium etc. and improving the qualifications of the Teaching Staff
- Promoting Research ambience by the effective utilization of the services of the qualified faculty and enabling them to go for more extramural funding and sensitizing them to publish their articles in impact factor journals.
- Encouraging the Faculty and Students to use ICT for the teaching-learning process.
- To go for a bigger Auditorium to accommodate at least 1000 students with funds from UGC and Alumni.

3.4 Institutional Challenges:

- Strengthening the experience based, industry based and real time application based teaching – learning process.
- Creating a right ambience for institutionalized quality, original, innovative Research and effectively tapping the schemes of apex agencies such as UGC, CSIR, DST, DBT, DAE, DRDO and so on.
- Promotion of higher goals among Students and building up Communication Skills and other Life Skills.
- Changing the mind-set of Students towards innovation and creativity while sustaining the efforts towards self-reliance and good citizenship.
- Consolidating the past achievements and developing thrust areas to meet the challenges of time so that the institution attains the status of College with Potential for Excellence.

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Section IV: Recommendations for Quality Enhancement of the Institution

- Starting programs in emerging areas of relevance and job oriented courses.
- Providing ICT thrust in Teaching-Learning Process by the effective utility of the e-resources and converting the power-point presentations as CDs and making them the property of the College.
- Academic monitoring system to be developed to enhance the performance of the students at the UG level.
- Improving the qualifications of Teaching Staff as per UGC norms.
- Promoting Research culture by the effective utilization of the services of the qualified faculty and enabling them to get more extramural funding apart from motivating them to publish their findings in impact factor journals.
- Effective utilization of the highly placed and influential Alumni and the PTA for augmenting the infrastructural facilities.
- Establishing more Institution-Institution and Institution-Industry interface.
- Changing the mind-set of Students towards innovation and creativity while sustaining the efforts towards self-reliance and good citizenship.
- Promotion of higher goals among Students and building up Communication Skills and other Life Skills.
- Availing UGC funds to construct Hostels and Gymnasium.
- Suggestion boxes need to be installed in various blocks.

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- Sharing of the campus with other institutions may be avoided to enhance space availability to other professional PG courses.
- Perspective Plan to grow as an Institution with Potential for Excellence.

I agree with the observations of the Peer Team as mentioned in this report.
Seal of the Institution.



Signature of the Head of the Institution
Dr. M. Bhagvanth Reddy
M.Sc., Ph.D. 12/2/14

Principal
A.V. COLLEGE OF
ARTS, SCIENCE & COMMERCE
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Signatures of the Peer Team Members:

Name and Designation		Signature with Date
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Prof. T.N. Mathur Former Dean Faculty of Commerce Department of Economic Administration and Financial Management, University of Rajasthan, Jaipur - 302004, Rajasthan	Member-Coordinator	<i>T.N. Mathur</i> 12/2/14
Dr. Walter de Sa Principal St. Xavier's College of Arts, Science and Commerce P.B. No. 32, Bardez, Mapusa – 403 507, Goa	Member	<i>Walter de Sa</i> 12/02/2014
Dr. M.S. Shyamasundar Deputy Adviser, NAAC, P.O.Box No. 1075, Opp to NLSIU, Bangalore University Campus, Nagarbhavi, Bangalore – 560 072, Karnataka	NAAC Officer	

Place: Hyderabad (A.P)
Date : 12th February, 2014.