

**PEER TEAM REPORT ON
INSTITUTIONAL RE-ACCREDITATION OF
Jayaraj Annapackiam College for Women (Autonomous),
Periyakulam-625601 Dist. Theni,
(Tamil Nadu)**

Section I: GENERAL	Information
1.1 Name & Address of the Institution:	Jayaraj Annapackiam College for Women (Autonomous), Periyakulam-625601 Dist. Theni, (Tamil Nadu)
1.2 Year of Establishment:	1971
1.3 Current Academic Activities at the Institution (Numbers):	
• Faculty:	Four – Science, Commerce, Arts & Management
• Departments/ Centres:	11 (Eleven)
• Programmes/ Courses offered:	UG 16, PG 09, M.Phil 06, Ph.D. 06, Certificate 14, Diploma 06, Foundation 01, Total 58
• Permanent Faculty Members:	58 Permanent & 61 Temporary
• Permanent Support Staff:	Technical 28; Administrative 45
• Students:	UG - 1684, PG -317 , M.Phil - 06 , Ph.D - 12 Any other - 13. Total - 2032
1.4 Three major features in the institutional Context (As perceived by the Peer Team):	<ul style="list-style-type: none"> • Minority, Autonomous , 2(f) and 12(b) UGC recognized Govt. aided, Affiliated women institution • Institution with Environmental ambience and upgraded academic infrastructure facility • Located in rural area catering to diverse needs of educationally and Social backward Women rural students.
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	13 th , 14 th & 15 th March, 2014
1.6 Composition of the Peer Team which undertook the on- site visit:	
Chairperson	Prof. B. Hanumaiah
Member Co-ordinator	Prof. T.N. Mathur
Member	Prof. Dr. T.C. Kara

B. Hanumaiah

Section II: CRITERION WISE ANALYSIS	
2.1 Curricular Aspects:	
2.1.1 Curricular Design & Development	<ul style="list-style-type: none"> • Autonomous college designs and develops courses as per Local & Regional need, employability and Women empowerment. • ICT a vital component in the curriculum. • College follows guidelines of TANSICHE and UGC in restructuring the courses. • Consultation with Academic experts within and outside is efficiently done for developing curriculum.
2.1.2 Academic Flexibility:	<ul style="list-style-type: none"> • Choice based credit system, credit transfer, semester system adopted by the college • 7 UG, 6 PG, 6 M.Phil and 6 Ph.D. programmes are on self-financing mode. • Options are available to take up additional courses (dual degree & twinning programme) along with their regular curriculum.
2.1.3 Curriculum Enrichment:	<ul style="list-style-type: none"> • Value added courses are held beyond college hours. • Curriculum is reviewed and modified once in three years. • 17 new courses have been added during last five years.
2.1.4 Feedback System:	<ul style="list-style-type: none"> • Formal feedback from students does exist. • Informal feedback from all other stakeholders such as parents, alumni and industry experts in designing and modified the curriculum. • The feedback obtained from other sources such as subject experts and invitees taken to modify the curriculum or in introduction of new programmes.

B. H. P.

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. • Systematically administered admission process. • Institution follows Govt. reservation policy in admission; 50% seats reserved for minority students.
2.2.2 Catering to Student Diversity:	<ul style="list-style-type: none"> • Bridge course for freshers and orientation courses for senior students organized. • Remedial courses and add-on courses conducted; caters needs of differently abled students. • The mentorship program practiced .
2.2.3 Teaching-Learning Process:	<ul style="list-style-type: none"> • Academic calendar and teaching plan are in place. • The college tries to make the learning process student centric by adopting interactive and collaborative learning. • ICT enabled teaching-learning process has been in place with interactive boards, library with e-resources through INFLIBNET.
2.2.4 Teacher Quality:	<ul style="list-style-type: none"> • Out of 119 (58 permanent & 61 temporary) faculty members 38 Ph.D., 53 M.Phil, 3 NET/SLET and 25 with PG degree. • Few teachers received awards and recognition for their excellence in teaching. • 15 vacancies exist out of 73 sanctioned posts and temporary faculty to teach new programmes. • Teachers attended faculty development programme regularly. • Partially adhere to UGC/Govt. norms in recruiting temporary teachers by the management.
2.2.5 Evaluation Process and Reforms:	<ul style="list-style-type: none"> • Student progress monitored through two internal exams. • Transparent examination and evaluation system. • Visible reforms in examination system. • Grievance redressal mechanism for students adequate.
2.2.6 Student Performance and Learning Outcomes:	<ul style="list-style-type: none"> • The institution monitors and ensures the achievement of the learning outcomes through class tests and assignments. • Poor performance is usually conveyed to the Parents for better learning outcome. • Result is 100% in some departments at PG level however in other department like Physics,

B. Hanif

	English and Commerce it is less than 70% in last sessions.UG result varying from 57% to 98%.
2.3 Research, Consultancy & Extension:	
2.3.1 Promotion of Research:	<ul style="list-style-type: none"> • Functional Research committee to facilitate research activity is in place. • Zoology & History departments recognized as research centres and 13 teachers are recognized research guides. • Institution encourages faculty members to undertake research and provide seed money to present/publish papers.
2.3.2 Resource Mobilization for Research:	<ul style="list-style-type: none"> • Six major and Four minor ongoing research projects of Rs. 58,73,900 funded by UGC. • Rs. 50 lakhs sanctioned by UGC to establish Basic Science Research Laboratory in Chemistry, Physics and Zoology.
2.3.3 Research Facilities:	<ul style="list-style-type: none"> • Internet connectivity and e-library facility for research available. • Overall research facilities need to be further strengthened.
2.3.4 Research Publications and Awards :	<ul style="list-style-type: none"> • 38 National and 172 International papers in Journals having impact factor and some books published by the faculty members • Faculty members presented 240 papers in different National and 137 in International conferences. • Some faculty members visited abroad to present their papers.
2.3.5 Consultancy:	<ul style="list-style-type: none"> • Some of the faculty members have been offering consultancy services mainly on an honorary basis.
2.3.6 Extension Activities and Institutional Social Responsibility:	<ul style="list-style-type: none"> • Extension activities mainly through NSS, NCC, YRC and JACEP are provided. • Active involvement in community development programmes and other awareness programme are seen. • College has been rewarded both at State and National level for their extension and social activities.
2.3.7 Collaborations	<ul style="list-style-type: none"> • Collaborative activities with NGO's and service organizations and up gradation for curriculum and research are made. • Institution has MoU with some State and National organizations and has student interaction programme for research with Liverpool Hope University, U.K.

B. H. A. i. p

2.4 Infrastructure and Learning Resources:	
2.4.1 Physical Facilities:	<ul style="list-style-type: none"> • Located in a campus area of 58.74 acres with 19949.16 sq.mts. built up area. • Necessary Physical Infrastructure facilities available for the academic activities. • Reasonably good class rooms, equipped laboratories, conference hall, indoor and outdoor auditorium are available. • Hostel, Sports centre, Chapel, Bank, R.O Plant, Day care centre, Canteen, Guest House, Power generators, Ramps and Gym for physically handicapped(HEPSN), vehicle parking shed are the other facilities.
2.4.2 Library as a Learning Resource:	<ul style="list-style-type: none"> • Library has an advisory committee and advanced system of operations, digital library. • 40867 print books, , 86 Journals, 57 magazines, 1919 back volumes, 25,738 reference books and 1000 e-resources through INFLIBNET and N-List ,390 CDs are available. • Effective and user friendly central library with 15 computers, 2 printers having 1 mbps internet connectivity and Reprographic facility.
2.4.3 IT Infrastructure	<ul style="list-style-type: none"> • Three Computer Lab and Dedicated Computer facility with 324 computer systems and LAN connectivity; college has its own website. • ICT enabled classrooms with LCD (18 Nos.), OHPs and interactive boards are available. • One Language Laboratory with 50 Computer system is in place.
2.4.4 Maintenance of Campus Facilities:	<ul style="list-style-type: none"> • The college secretary and maintenance staff take care of campus maintenance with sufficient fund. • The college has annual maintenance contract to maintain computers for equipments.
2.5 Student Support and Progression:	
2.5.1 Student Mentoring and Support:	<ul style="list-style-type: none"> • Student mentoring, placement and career guidance cell, women cell, counselling cell and minority coaching cell are available. • The college publishes updated College handbook regularly. • Government and management scholarships are available as per norms.
2.5.2 Student Progression:	<ul style="list-style-type: none"> • Dropout rate at PG is 4% and at UG 12% during 2012-13. • 36% of the students go for PG studies, 16% for M.Phil and 1% for Ph.D. programme; 10

B. Hanif

	<p>students cleared NET/SLET exam during assessment period.</p> <ul style="list-style-type: none"> • The pass percentage and completion rate is quite impressive.
2.5.3 Student Participation and Activities:	<ul style="list-style-type: none"> • Students are encouraged to participate in extra-curricular/Sports/cultural and extension activities. • Alumni Association and student council are in place. • The college published its college magazines and News Letter "JAC NEWS".
2.6 Governance, Leadership and Management:	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> • The benevolent, philanthropic, empowering rural women and involved management with clarity of vision and mission • The academic and administrative bodies of the college meet regularly. • Good coordination exists among the Management, Principal and all stakeholders.
2.6.2 Strategy Development and Deployment	<ul style="list-style-type: none"> • Academic plan is prepared at the beginning of the session. • Institutional and quality approach to decision making; Academic audit committee is in place. • The college has used its autonomy to plan and start new courses.
2.6.3 Faculty Empowerment Strategies:	<ul style="list-style-type: none"> • Evaluation of faculty by student's feedback and self-appraisal methods is followed. • Staff is allowed to participate in different training programmes for professional development. • Contributory provident Fund, festival gift scheme for temporary staff; ACPF, CPS and New Health Insurance Scheme are in place.
2.6.4 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> • Financial support from state Government and UGC and management is available. • Audit mechanism is in place. • Alumni and parents need to be involved in resource mobilization.
2.6.5 Internal Quality Assurance System:	<ul style="list-style-type: none"> • IQAC constituted during 2004-2005 and submitted AQAR regularly to NAAC. • IQAC making efforts to internalize and institutionalize the various quality activities. • Value-addition in teaching-learning process quality is visible.
2.7 Innovations and Best Practices:	
2.7.1 Environment Consciousness:	<ul style="list-style-type: none"> • Use of Solar energy is one of sources for lights, in Physics department, Sister residence and Streets.

B. H. S.

	<ul style="list-style-type: none"> • Rain water harvesting, check Dam, Waste management and carbon neutrality efforts are visible. • Green audit of campus is carried out by staff periodically. • Greenery in the campus reflects high degree of environmental consciousness.
2.7.2 Innovations:	<ul style="list-style-type: none"> • 17 New interdisciplinary courses introduced. • Biometric attendance, CCTV cameras in Library and CIA mark entry through intranet. • Solar lights and Solar water heaters in the campus are installed.
2.7.3 Best Practices:	<ul style="list-style-type: none"> • Use of Solar energy; Fully Automated office. • Inculcate team spirit and leadership qualities through JACEP. • Day care centre and Vocational training in Printing, tailoring and Sanitary napkin preparation through SARWODEEP.

Section III: OVERALL ANALYSIS	Observations (Please limit to five major ones for each and use telegraphic language) (It is not necessary to denote all the five bullets for each)
3.1 Institutional Strengths:	<ul style="list-style-type: none"> • Committed faculty & Good work culture • Proactive management with Philanthropic approach. • Reasonably good ICT and Physical infrastructure for effective use of teaching - learning process. • Facilities for Socially and Economically backward rural woman as well as physically challenged students. • vocational training programmes and job oriented courses through SARWODEEP.
3.2 Institutional Weaknesses:	<ul style="list-style-type: none"> • The Governments restriction in filling the permanent vacancies; Quality of teachers and their temporary nature. • Enhancement of Quantity and Quality of Research output • Consultancy and Collaborative Research activity. • Transparent budget allocation for different department and activities.
3.3 Institutional Opportunities:	<ul style="list-style-type: none"> • Offer new programmes in Emerging areas in Humanities and Social science. • Mobilizing funds for research & Infrastructure development. • Establish Linkages and MoUs with Industries and Research organization of repute.

B. Hanif

	<ul style="list-style-type: none"> • Consultancy and Collaborative activities in ICT & Local business sector. • Promotion of Sports & Games activities.
3.4 Institutional Challenges:	<ul style="list-style-type: none"> • More practical input based on real time application included in curriculum. • Creating right ambiance for institutionalized quality, innovative, research & effectively tapping of fund from UGC, CSIR , DST , DPT , DRDO and so on. • Developing the Communication skills and life skills among students. • Changing the mindset of rural women students towards innovation and Creativity. • Consolidating the past achievements and developing new thrust areas so that the Institution get the CPE status. • To develop learning strategy such as Coaching for administrative services to prepare rural women students to face recent challenges.

Section IV: Recommendations for Quality Enhancement of the Institution

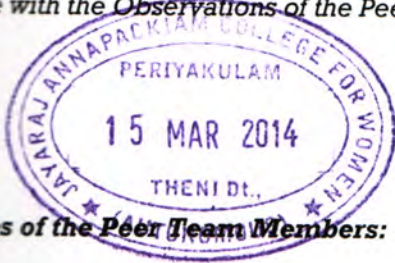
- Introduction of courses of greater relevance in Humanities and Social Sciences such as Economics, Political Science, Psychology, Geography , Sociology and Social work as major subject.
- To motivate the faculty to apply for major/minor research projects from various funding agency.
- Coaching classes for administrative jobs such as Tamilnadu Public Service Commission, UPSC , Banks etc.
- Faculty may be encouraged to attend Conferences & Seminars so that they may get good exposure to face the recent Global challenges.
- Participatory decision making & planning and administration with decentralization process and incorporation of subject experts in faculty recruitment committees.
- Alumni association to be registered and utilization of their resources for college development.
- Enhancement of Sport and Games activities.
- Structural MoUs and linkages with external and neighborhood agencies.
- Creditable expertise on consultancy to generate revenue is to be taken care by Consultancy cell.
- The activities of IQAC of the College needs to be strengthened and it should set standards for the institution.
- The management may take initiative to enhance the salary of both teaching and

R. Hanip

administrative staff and to provide more welfare scheme.

- 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.



R. Nair
15/3/14

Signature of the Head of the Institution
Seal of the Institution
Jayaraj Annapackiam College
for women (Autonomous)
Periyakulam - 625 601,
Theni District

Signatures of the Peer Team Members:

Name and Designation		Signature with date
Prof. B. Hanumaiah (Former Vice-Chancellor Babasaheb Bhimrao Ambedkar University) Res.: #26, Sai Nilaya, 1 st Main, Shabarinagar, Byatarayanpura (Bellary main Road), Bangalore-560092	Chairperson	 15.3.14
Prof. T.N. Mathur Former Dean and Professor Department of Economic Administration and Financial Management, University of Rajasthan, Jaipur-302004, Rajasthan	Member Co-ordinator	 15/3/14
Prof. Dr. T.C. Kara (Former Principal Fakir Mohan Autonomous College) Res.: Krishnapuri, Plot No. 195/196, Malipada, Near IIIT, Bhubaneswar-7551003, Orissa	Member	 15/03/14
Dr. M.S. Shyamasundar Deputy Advisor, NAAC	NAAC Officer	

Place: Periyakulam, Dist. Theni

Date : 15th March, 2014