

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
NEHRU MEMORIAL COLLEGE (AUTONOMOUS),  
PUTHANAMPATTI-621007. TIRUCHIRAPPALLI DISTRICT. TAMIL NADU**

Section I: GENERAL	Information
1.1 Name & Address of the Institution:	NEHRU MEMORIAL COLLEGE (AUTONOMOUS), PUTHANAMPATTI-621007. TIRUCHIRAPPALLI DISTRICT. TAMIL NADU.
1.2 Year of Establishment:	18 <sup>th</sup> June 1967
1.3 Current Academic Activities at the Institution (Numbers):	
• Faculties/ Schools:	Three
• Departments/ Centres:	Arts - 3, Science - 7 & Commerce 1 [Total - 11]
• Programmes/ Courses offered:	Total = 48 UG : 13 PG : 09 M.Phil. : 07 Ph.D. : 07 Certificate Courses : 03 Add on Courses : 05 PG Diploma : 07
• Permanent Faculty Members:	Aided - 43 (M- 29) (W - 14)
• Temporary Faculty Members:	Self-Financing - 117 (M-45) (W - 72)
• Permanent Support Staff:	Aided - 23 (M- 20) (W - 03)
• Temporary Support Staff:	Self-Financing - 70 (M- 60) (W -10)
• Students:	2229 (Male - 625) & (Female - 1604)
1.4 Three major features in the institutional context (As perceived by the Peer Team):	<ul style="list-style-type: none"> <li>• Serving the first generation learners in the remote rural area.</li> <li>• Access to quality education to the rural masses.</li> <li>• Co-educational institution predominantly for women.</li> <li>• Residential College as most of the students live in the campus.</li> </ul>
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	12 <sup>th</sup> , 13 <sup>th</sup> & 14 <sup>th</sup> September 2012
1.6 Composition of the Peer Team which undertook the on- site visit:	
Chairman	Prof.Dr.S.JAYARAMA REDDY Former Vice Chancellor, Sri Venkateswara University, Tirupati, Flat No.201, Ameya towers, St.No.12, Tarnaka, Hyderabad. Andhra Pradesh.
Member	Prof.D.SHIRIJAY DEVRAJ URS, Director, Institute of Development Studies, University of Mysore, Mysore.
Member	Sr. JUANITA, Principal, Mount Carmel College, Bangalore.
NAAC Officer	Dr. JAGANNATH PATIL Deputy Adviser, NAAC, Bangalore.

Section II: CRITERION WISE ANALYSIS	Observations (Strengths and/or Weaknesses) on Key-Aspects
2.1 <i>Curricular Aspects:</i>	<ul style="list-style-type: none"> <li>• Goals, objectives and their translation in to the academic programs are fairly aligned.</li> <li>• Range of courses meeting the needs of the students and community.</li> <li>• Self-Financed Courses in both UG &amp; PG</li> </ul>
2.1.1 Curricular Design & Development:	<ul style="list-style-type: none"> <li>• The curriculum is designed incorporating the recent trends and its suitability to industry and employment.</li> <li>• Curriculum is designed to meet the learning requirement of the students.</li> <li>• CBCS - is followed and computer literacy is mandatory.</li> <li>• Curriculum is revised four times in the last five years.</li> </ul>
2.1.2 Academic Flexibility:	<ul style="list-style-type: none"> <li>• Offers a number of programs enabling progression</li> <li>• Has adopted Choice Based Credit System (CBS) and offers a number of elective options.</li> <li>• The institution also offers variety of               <ol style="list-style-type: none"> <li>1)Major Based Elective Courses</li> <li>2)Non-Major Elective Courses and</li> <li>3)Skill Based Courses</li> </ol> </li> <li>• Apart from Add-on Courses, Soft Skill Programmes are also offered.</li> </ul>
2.1.3 Feedback on Curriculum	<p>Feedback is obtained from the following and factored in the various programs and courses</p> <ul style="list-style-type: none"> <li>• Students - Forms are issued to the students and are received from them.</li> <li>• Alumni - By getting feedback through e-mail and mail and directly from their arrival to the campus for convocation.</li> <li>• Employers / industries - By participation in the Board of Studies</li> <li>• Community - Through letters, pamphlets etc.</li> <li>• Academic Peers - by participation in the Governing Body/ Academic Council/ Board of Studies.</li> </ul>
2.1.4. Curriculum Update	<ul style="list-style-type: none"> <li>• Periodically updated</li> <li>• Contemporary issues are incorporated</li> <li>• Curriculum of other Institutions are compared</li> </ul>
2.1.5 Best Practices in Curricular Aspects (If any):	<ul style="list-style-type: none"> <li>• Early efforts in imparting Computer Education as as 1983</li> <li>• Periodic revision and updating continuously.</li> </ul>

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<b>2.2 Teaching-Learning &amp; Evaluation:</b>	
2.2.1 Admission Process and Student Profile	<ul style="list-style-type: none"> <li>• College publishes the prospectus and advertisements are given.</li> <li>• College website provides the details</li> <li>• Nominal fees charged for all programmes.</li> <li>• Free boarding and lodging are provided for high achievers and toppers.</li> <li>• Has a ratio of 4:1 application to professional courses.</li> <li>• Entrance Examination is conducted for MCA Programme.</li> </ul>
2.2.2 Catering to the Diverse Needs:	<ul style="list-style-type: none"> <li>• Bridge courses and remedial classes conducted</li> <li>• The functional Mathematics classes are conducted for the students of non-mathematics students.</li> <li>• Unit wise tests and class tests are conducted periodically.</li> <li>• Advance learners are advised and encouraged to take up add-on courses and projects are given.</li> <li>• Teachers are maintaining records of performance.</li> </ul>
2.2.3 Teaching-Learning Process:	<ul style="list-style-type: none"> <li>• Course wise teaching plan is prepared and monitored.</li> <li>• Teachers have been employing mixed pedagogy.</li> <li>• Teaching is more learner centric.</li> <li>• Modern Teaching aids are used occasionally.</li> <li>• Department Library and Main Library resources are used effectively.</li> </ul>
2.2.4 Teacher Quality:	<ul style="list-style-type: none"> <li>• The sanctioned strength of aided is 53 and 43 of those vacancies are filled in. The remaining vacancies are filled in by the management separately.</li> <li>• Under self-finance stream, 105 teachers are employed.</li> <li>• 55% of the faculty is women.</li> <li>• Participation in seminars, conferences enable faculty development.</li> <li>• 32% of the Staff have been resource persons at various academic fora.</li> </ul>
2.2.5 Evaluation Process and Reforms:	<ul style="list-style-type: none"> <li>• The evaluation methods adopted by the College are informed to all the students at the beginning of the academic year by the teachers.</li> <li>• The institution conducts CIA through class tests, seminar, rehearsal tests etc.</li> <li>• Has adequate mechanism for transparent evaluation.</li> <li>• Has standardized procedure for evaluation process.</li> </ul>



	<ul style="list-style-type: none"> <li>Grievances regarding evaluation results are addressed through issue of photo copies of Answer Scripts and revaluation.</li> <li>The Controller of Examinations manages the evaluation process at the institution in a systematic way.</li> </ul>
2.2.6 Best Practices in Teaching-Learning and Evaluation (If any):	<ul style="list-style-type: none"> <li>Bridge courses are conducted for educationally disadvantaged students at the entry level.</li> <li>Project based learning in all PG Programmes.</li> <li>Instant Examinations for the failed outgoing students.</li> </ul>
<b>2.3 Research, Consultancy &amp; Extension:</b>	
2.3.1 Promotion of Research:	<ul style="list-style-type: none"> <li>Seven departments offer Ph.D. Programs.</li> <li>Out of 43 Aided Staff members, 30 teachers have completed their Research Degree.</li> <li>The institution has taken initiatives to collaborate with National Research Organizations.</li> <li>Many Faculty members are involved in Minor &amp; Major Research Projects.</li> <li>99 students are pursuing M.Phil. and 44 students have registered for Ph.D.</li> <li>26 Research Scholars have completed their Ph.D. in the College.</li> </ul>
2.3.2 Research and Publications Output:	<ul style="list-style-type: none"> <li>Has significant faculty involvement in research.</li> <li>7 Research Projects with a total outlay of Rs.22 lakhs is taken up.</li> <li>DST-FIST Programme is sanctioned to Physics Department with a grant Rs.35lakhs.</li> <li>58 Research Publications by faculty.</li> </ul>
2.3.3 Consultancy:	<ul style="list-style-type: none"> <li>The institution has provided consultancy in the areas of vermin culture and poultry farming.</li> </ul>
2.3.4 Extension Activities:	<ul style="list-style-type: none"> <li>Involved in number of extension activities which have had a positive impact on students and community.</li> <li>NSS/NCC promotes extension activities.</li> <li>NCC Unit has received a number of awards and commendations.</li> </ul>
2.3.5 Collaborations:	<ul style="list-style-type: none"> <li>The departments of the institution have limited linkages with National Research Institutes.</li> </ul>
2.3.6 Best Practices in Research, Consultancy & Extension (If any):	<ul style="list-style-type: none"> <li>Project based learning</li> <li>Good Research efforts in Physics, Commerce and Zoology departments.</li> </ul>
<b>2.4 Infrastructure and Learning Resources:</b>	
2.4.1 Physical Facilities for Learning:	<ul style="list-style-type: none"> <li>The College is situated in a sprawling campus in 45.20 acres with a built up area of 3,68,640 sq.ft.</li> <li>9 different blocks are adequate for meeting</li> </ul>

	<p>all the requirements.</p> <ul style="list-style-type: none"> <li>• The College has 59 class rooms, 21 staff rooms and adequate space for other offices.</li> <li>• The College has an exclusive computer centre with 250 terminals, 3 air conditioned seminar, conference and audio/visual hall.</li> <li>• The institution provides transport facilities (7 buses &amp; 2 vans)</li> <li>• Uninterrupted High Tension Power Supply with 250 KVA is provided to laboratories, class rooms, hostels. Generators with completely automated power supply and generator backup is also provided.</li> <li>• Auditorium with a seating capacity of 3000.</li> <li>• Limited Wi-Fi facility in the campus.</li> </ul>
2.4.2 Maintenance of Infrastructure:	<ul style="list-style-type: none"> <li>• Budget of Rs.40lakhs is provided for maintenance.</li> </ul>
2.4.3 Library as a Learning Resources	<ul style="list-style-type: none"> <li>• Library has a collection of 41217 books and 74 magazines and journals and good number of e-resources.</li> <li>• Library Resources are augmented every year with new editions and titles.</li> <li>• Efforts are being made to computerize the Library.</li> </ul>
2.4.4 ICT as Learning Resources:	<ul style="list-style-type: none"> <li>• Adequate computer facilities with 336 computers in the College which are distributed across departments and computer labs.</li> <li>• The Internet Lab houses 40 computers and the computer lab houses 250 computers.</li> <li>• Internet facility with broad band and Wi-Fi accessing is extended to the faculty and students.</li> <li>• College has 9 LCDS.</li> </ul>
2.4.5 Other Facilities:	<ul style="list-style-type: none"> <li>• The institution has adequate staff rooms, rest rooms, hostels with access to transport, library, internet and telephone facilities.</li> <li>• There are 3 hostels having a total of 389 rooms and accommodating 1900 students.</li> <li>• The institution has facility for outdoor and indoor games, including gymnasium.</li> <li>• Good kitchen and dining facilities in women's Hostels</li> <li>• RO treated water plant for safe drinking water.</li> </ul>
2.4.6 Best Practices in the development of Infrastructure and Learning Resources (If any):	<ul style="list-style-type: none"> <li>• Adequate infrastructure and hostel facilities for large number of students</li> <li>• Computer Lab and adequate number of computers. Language Lab is available.</li> <li>• Initiatives like setting up waste water recycling unit, vermi compost unit, Gobar Gas Plant &amp; ATM.</li> </ul>

<b>2.5 Student Support and Progression:</b>	
2.5.1 Student Progression:	<ul style="list-style-type: none"> <li>• The institution has a good progression rate of 80% from UG courses to PG courses. It has a progression rate of 30% from PG to Research.</li> <li>• The dropout rate is quite low.</li> </ul>
2.5.2 Student Support:	<ul style="list-style-type: none"> <li>• Every year the College publishes the updated prospectus, academic calendar and College Magazine.</li> <li>• The Placement cell collects information about employment opportunities.</li> <li>• The information of the students are collected in a centralized way for preparing a placement broucher and the same is utilized for placement activities.</li> <li>• Students are given guidance and counseling for facing the competitive examinations.</li> <li>• The Placement Cell has been active and helping students. 125 placements reported.</li> <li>• Grievance Redressal Cell, Sexual Harassment Cell and Research &amp; Development Committees are in place.</li> </ul>
2.5.3 Student Activities:	<ul style="list-style-type: none"> <li>• The institution provides access to general activities as well as co-curricular activities.</li> <li>• The students also participate in numerous sports activities conducted in various institutions and forums and have won many accolades.</li> </ul>
2.5.4 Best Practices in Student Support and Progression (If any):	<ul style="list-style-type: none"> <li>• Students are encouraged to participate in the seminars, workshops, conferences and cultural contest organized by other institutions.</li> <li>• The College has organized Career Guidance and Counseling to the final year students.</li> <li>• Employment opportunities for nearly 800 students under "Earn while your learn scheme".</li> <li>• Students have excelled in many sports activities.</li> <li>• Computer literacy programme is provided by the College to increase employability.</li> <li>• Hostel accommodation to nearly 80% of the students.</li> </ul>
<b>2.6 Governance and Leadership:</b>	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> <li>• Faculty members are actively involved in the decision making process of the institution.</li> <li>• The Management follows participatory style of administration giving functional freedom to the Principal in the academic decision making.</li> </ul>
2.6.2 Organizational Arrangements:	<ul style="list-style-type: none"> <li>• The institution is managed by statutory bodies which meet regularly to oversee the functioning of the institution.</li> </ul>



	<ul style="list-style-type: none"> <li>• Administration is decentralized.</li> <li>• Several Committees are formed at the College level for helping in the effective administration of the College.</li> </ul>
2.6.3 Strategy Development and Deployment:	<ul style="list-style-type: none"> <li>• The institution has attempted to evolve a perspective plan</li> <li>• Strategic action plan is being worked out.</li> <li>• Many projects outlined earlier have been completed.</li> </ul>
2.6.4 Human Resource Management:	<ul style="list-style-type: none"> <li>• The recruitment is done through the established procedure indicated by the Government.</li> <li>• Self-Appraisal of faculty is done every year and at the time of promotion.</li> <li>• The institution has an audit process to observe and monitor the functioning of the organization which is yet to be institutionalized.</li> </ul>
2.6.5 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> <li>• The management oversees the budgets and financial aspects of the institution.</li> <li>• The management is generous in providing substantial amount of funds to meet the exigencies.</li> <li>• The institution has internal auditor who also finalizes the books of accounts.</li> </ul>
2.6.6 Best Practices in Governance and Leadership (If any):	<ul style="list-style-type: none"> <li>• The Statutory bodies meet regularly to direct and oversee the functioning of the institution.</li> </ul>
<b>2.7 Innovative Practices:</b>	
2.7.1 Internal Quality Assurance System:	<ul style="list-style-type: none"> <li>• The institution undertakes academic audit to improve the quality.</li> <li>• The institution has established an Internal Quality Assurance Cell in 2011.</li> </ul>
2.7.2 Inclusive Practices:	<ul style="list-style-type: none"> <li>• Admission is based on reservation policy.</li> <li>• Students are required to participate in village development programmes.</li> </ul>
2.7.3 Stakeholder Relationships:	<ul style="list-style-type: none"> <li>• The alumni are involved in Board of studies as External or Industrial Experts.</li> <li>• Due representation for experts from industry and business is given in the academic council.</li> <li>• Outgoing students give their feedback about the academic programmes</li> <li>• The views of the parents are also considered.</li> </ul>
<b>Section III: OVERALL ANALYSIS</b>	
3.1 Institutional Strengths:	<ul style="list-style-type: none"> <li>• Adequate and reasonably good infrastructure</li> <li>• Committed Management and their support</li> <li>• Diverse Programmes</li> </ul>

	<ul style="list-style-type: none"> <li>• Hostel Facilities for a large number of students</li> <li>• Lab to Land programmes which have local relevance</li> <li>• Highly disciplined students.</li> <li>• Enthusiastic staff.</li> </ul>
3.2 Institutional Weaknesses:	<ul style="list-style-type: none"> <li>• Location in the interior rural region</li> <li>• First Generation learners who lack language and communication skills</li> <li>• Lack of support from industry and other organizations</li> <li>• Limited of e-learning resources</li> <li>• Inability to meet the increasing hostel requirements</li> </ul>
3.3 Institutional Opportunities:	<ul style="list-style-type: none"> <li>• Considerable scope for strengthening research activities</li> <li>• Establishment of linkages with institutions for extension activities</li> <li>• Strengthening and consolidating the existing Academic Programs</li> <li>• Augmenting infrastructure</li> </ul>
3.4 Institutional Challenges:	<ul style="list-style-type: none"> <li>• To enrol students from other regions and make some programmes viable</li> <li>• To motivate faculty to pursue their research interests.</li> <li>• To reduce the number of part-time faculty under self-financing scheme and help to bring them under main stream</li> <li>• To utilize resources from outside agencies including alumni</li> <li>• To optimize the use of infrastructure.</li> </ul>

#### Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to *ten major ones* and use telegraphic language)

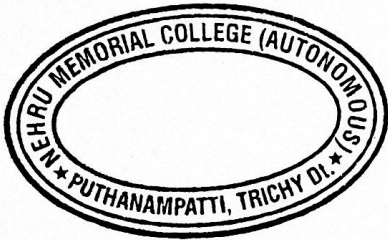
- The College needs to augment its infrastructure to help strengthening teaching – learning activities.
- Faculty and students may be further encouraged to practice use of ICT-enabled teaching-learning methods including internet and e-learning resources.
- Library needs to be modernized and strengthened in terms of space, collection and automation. Digital library may be set up.
- Meaningful long-term collaborations and linkages may be established for research and community outreach programmes.
- The initiatives of the College in offering language and other soft skills may be further strengthened and institutionalized.
- Extension activities may be enlarged and sports activities needs to be further strengthened.
- Additional facilities like Society may be provided including improving canteen facilities.
- Faculty may be further incentivized to pursue their academic interest to help further strengthen teaching and research
- Faculty Development opportunities should be expanded for wider and better exposure.



- Possibilities of setting up a Coaching Centre for Civil Services and other exams like CA, ICWA should be explored.
- Renumbering of ~~number~~ <sup>Answer</sup> sheets for PG Courses may be introduced.
- Autonomous Status may be utilized to adopt innovative teaching, learning practices
- College may initiate research programme by offering fellowships and training faculty in formulating research proposals for seeking grants.
- The excellent programme of "Earn while you learn" may be further strengthened to benefit students.
- Commerce and Economic Departments may help to setup a bank in the College to be run by the students.

Perspective plan may be prepared with the involvement of stakeholders.

I agree with the Observations of the Peer Team as mentioned in this report.



*G. K. Ramasami* 14/09/12  
Signature of the Head of the Institution

Seal of the Institution  
Dr. K. RAMASAMI, M.Sc., M.Phil.  
Ph.D., PGDCA

PRINCIPAL  
Nehru Memorial College,  
(Autonomous)  
Puthanampatti - 621 007.  
Tiruchirappalli District.

Signatures of the Peer Team Members:

Name and Designation		Signature with date
Prof.Dr.S.JAYARAMA REDDY Former Vice Chancellor, Sri Venkateswara University, Tirupati, Flat No.201, Ameya towers, St.No.12, Tarnaka, Hyderabad, Andhra Pradesh.	Chairman	<i>S. Jayarama Reddy</i> 14.9.2012
Prof.D.SHIRIJAY DEVRAJ URS, Director, Institute of Development Studies, University of Mysore, Mysore.	Member	<i>Shirijay Devraj Urs</i> 14 Sep 2012
Sr. JUANITA, Principal, Mount Carmel College, Bangalore.	Member	<i>J. Juanita</i> 14/9/12

Place: Puthanampattii

Date:14.09.2012