

THE PEER TEAM REPORT

SECTION I : INTRODUCTION

The College volunteered to be assessed by the National Assessment and Accreditation Council (NAAC), Bangalore and submitted the Self - Study Report in April 2003. The Council constituted a Peer Team comprising **Prof. P.K.Rajan**, Vice-Chancellor, Kannur University, Kerala, as Chairperson, and **Prof. K.G.Narayana Pillai**, Director, College Development Council, Mahathma Gandhi University, Kottayam, Kerala and **Dr. John Morais**, Principal, Guru Nanak College, Chennai, Tamil Nadu as Members. The Team visited the College for two days, 10th -11th November, 2003. The visit was ably coordinated by **Mr.B.R. Manjunath**, Academic Consultant, NAAC.

The Shri Dharmasthala Manjunatheshwara College was established in 1966 with the motto 'Samyak Darshana Jnana Charitrani', meaning 'Integration of right perception, knowledge and conduct', by the Shri Dharmasthala Manjunatheshwara Education (SDME) Society with the aim of bringing higher education to the door steps of the under-privileged in the rural Dakshina Karnataka area. The College is one of the premier higher education institutions in Belthangady taluk in South Canara district, at present affiliated to Mangalore University. The College was earlier affiliated to the erstwhile Mysore University. At the time of its inception there were only 165 students and 13 teachers including the Principal. Over the years, the College has evolved into a multi-faculty institution and is now offering 04 UG and 2 PG courses. In all, there are 17 programme options. In addition, it has also designed and implemented 18 self-financing short-term and enrichment courses. At present, the student strength stands at a total of 1049, i.e. 935 in UG and 114 in PG; 56% of these are girls. Forty-three 'aided', 57 'unaided' teachers and 52 administrative and 7 technical staff work in the institution with a sense of purpose and dedication. The College got recognition under section 2(f) and 12(B) of UGC in 1981.

The College follows annual system for all courses except BCA and the postgraduate courses. The unit cost of education in the College is Rs. 6813.

Ideally situated in an area of about 7 acres of land in a sylvan rural set-up with an evergreen panoramic background of Western Ghats, about 65 kms off Mangalore city, the

College has easy access with good public transport facility. It is owned and governed by SDME Society which also manages a network of 13 other institutions. The Society is sincerely committed to the cause of higher education and works for the development of the institution in all respects. The professed aim of the College is to mould intellectually creative, morally responsible and socially committed citizens by providing appropriate curricular and co-curricular education and training.

The Peer Team carefully perused and analyzed the Self-Study Report submitted by the institution. During the institutional visit of two days, the Team went through all the relevant supportive documents and papers submitted by the institution. The Team visited all the academic departments and various facilities such as Library, Laboratories, Computer Center, Hostels, Canteen, Sports and Games facilities, etc.. The Team also had extensive interactions with the members of the Governing body, Principal, Faculty, Students, Non-Teaching Staff, Parents, Alumni and functionaries of various associations, clubs, committees and other extension activity groups. Based on the above exercise, and keeping in view the seven criteria identified by NAAC, the assessment of the institution is given in the ensuing pages.

SECTION II : CRITERION-WISE ANALYSIS

CRITERION I : CURRICULAR ASPECTS

As an affiliated College of Mangalore University, the College follows the syllabi prescribed by the University for its UG and PG programmes in annual and semester patterns. Though the system offers only limited scope for autonomy in designing and redesigning the curriculum, the College exercises flexibility and innovative approach in providing teaching – learning experiences. However, the College enjoys freedom in designing the syllabi and curriculum of the self-financing short-term and enrichment courses. The College offers 4 conventional UG courses in Arts , Science, Commerce, and Computer Applications with triple-subject combinations and 2 PG courses, in Psychology and Social Welfare. In all, there are 17 program options. In addition, the College has started three self-financing courses recently. The College is also a center for Karnataka State Open University (KSOU) enabling students to have added flexibility and access to wider course options. The College has also been successful in introducing a few short-term self-financing courses in Journalism,

Pharmacognosy, Computer Application, Instrumentation, Office Automation, Home Management, Yoga, Jyothisha, Spoken English, DTP, Tissue culture, Tailoring, etc. which can augment the employability of the students. The students have the opportunity to pursue the skill-oriented enrichment courses that enable them to acquire a competitive edge, alongside their regular studies. These diversified programmes are compatible and broadly in conformity with the goals and objectives of the institution.

The faculty members representing the Academic Council, Boards of Studies, Boards of Examiners, etc. actively involve in redesigning the curricula at the University level. It is noteworthy to mention that the faculty of the Botany department has been instrumental in designing the Pharmacognosy syllabus and the Psychology faculty in designing the PG Psychology syllabus. Through the Curriculum Committee the institution collects periodic structured feedback from the students, employers, academic peers and other stake-holders and uses it to assess the efficiency and acceptability of the programmes. The authorities have taken the feedback record in all seriousness and initiated steps to rectify the deficiencies. Observations of the Local Inspection Committee of the University are also scrupulously followed. Teachers use the feedback analysis with a positive approach to improve the quality of instruction. The commitment of the College authorities in offering value education to the students deserves special mention.

CRITERION II: TEACHING – LEARNING AND EVALUATION

Government and University norms are followed for student admission. Reservation policy of the government is observed throughout. Students are selected considering their academic merit, performance in interview and entrance test. Some weightage is given for local students also. Special weightage is given for aptitude of students in admissions to certain courses such as writing skills for Journalism, interest in Social work for MSW, and so on. The College implements Induction programs and Bridge courses to orient students to efficient learning.

Students are assessed continuously throughout the year inside and outside the classroom, through periodic tests, viva-voce, lab performance, field work, project report, participation in community work, attendance, etc.. Twenty percent weightage is given for internal assessment in University examinations. Special diagnostic tests are designed for the

educationally disadvantaged and for poor performers, and appropriate remedial coaching is given to them. Earmarked fund for remedial coaching from UGC is also availed and utilized for the purpose. Advanced learners are identified and entrusted with the task of leading seminars and group discussions and undertaking summer research projects in reputed institutions like IISc. In addition, such students are given additional in-service training, special coaching and monetary incentives for attending seminars and presenting papers. The College has been maintaining consistently good record of results and has also produced many rank holders in University examinations almost every year.

The syllabi are unitized. Academic calendar is prepared for the whole year well in advance and is given to the students. Teachers are encouraged to follow lesson planning. Special classes are arranged as and when needed to ensure timely completion of syllabi.

Learner-centered teaching methods such as group work, role-play, project work, field visit, case studies, debates, etc. supplement classroom teaching. Audio-Visual equipments such as LCD, OHP, Slide projector, models and charts are used in the classrooms. Faculty members of many departments have developed Computer - Aided Learning (CAL) packages. Self-learning methods through books and journals, internet, CD ROMs, CAL packages etc. are encouraged. The teachers make themselves available for personal interaction.

Eighty percent classes are engaged by full-time faculty. Of the 100 teachers, 43 are 'aided' and 57 'unaided'. The aided teachers are paid by the Government and the unaided teachers by the Management. The recruitment of unaided teachers is done as per Government norms, by a Human Resource Management Cell. The Principal has the freedom to appoint unaided and adhoc teachers with the approval of the Management.

Methods of evaluation and other related details for both theory and practical courses are communicated to the students at the beginning of the academic year. Students are appreciative of the support from the Management, the Principal and teachers in their academic lives. The curriculum design and transaction focuses on teaching as well as overall development of students. Students are also encouraged to participate in inter-collegiate seminars, quiz and symposia. Character formation and personality development is emphasized in all activities.

Self-appraisal reports of the teachers in prescribed format are collected half-yearly. They are assessed by the HOD and the Principal and suggestions for improvement are conveyed to the teachers confidentially. Performance of teachers is also assessed by students on a half-yearly basis in structured formats. The results are analyzed and the outcome is communicated to the faculty concerned.

The teachers are encouraged to arrange and attend Faculty Development Programmes in the College in the form of inter- and intra-institutional meetings, seminars, group discussions etc.. They are also allowed to attend Refresher and Orientation Courses of the UGC. It may be mentioned that a good number of teachers have attended such courses during the last two years.

The Peer Team notes with appreciation the College has been recognized as a Lead College by the State Education Department for TQM and has also been identified by the affiliating University as one of the 'Colleges with potential for excellence' for consideration by the UGC.

CRITERION III : RESEARCH , CONSULTANCY AND EXTENSION

Out of the 43 aided teachers, 7 have PhD and 2 have MPhil degree and out of 57 unaided teachers 2 have PhD and 2 have MPhil degree. Nine teachers have registered for part-time research leading to PhD. The College promotes research aptitude of teachers by deputing them to do research under the FIP of UGC. Seven teachers have taken PhD degree under this scheme during the IX plan period. However, no department has been recognized as an approved center of research and no teacher has been identified as a recognized research guide so far. PG students are undertaking project work as part of their course. Students of vocational UG courses also do project work. The teacher researchers are given leave, infrastructure facilities, seed money and so on to enable them to pursue their research. The Research Committee of the College helps in the preparation of proposals to be forwarded to the funding agencies. About 25% of the faculty are involved in research, but participation in research needs to be strengthened to a great extent.

At present there are 2 on-going projects worth Rs.14 lakhs, of which 12 lakhs is from DK Zilla Panchayath and Rs.2 lakhs from the UGC under COSIP. Concerted efforts are to be made to motivate the teachers to submit good projects, including inter and multidisciplinary ones to the State and National funding agencies. This will enable the College to strengthen its research potential and promote research aptitude among students. The PG students may take up collaborative research programmes of an interdisciplinary nature. Teachers may be motivated to actively associate with national and international professional research bodies/associations.

Formal consultancy is yet to take roots in the College. The College authorities may consider constitution of an interdisciplinary consultancy group with the involvement of faculty members from different departments. They may be able to guide the local NGOs and GOs in preparing good developmental projects to be submitted to the national and international funding agencies. They can also undertake monitoring and evaluation of state and national level projects implemented locally.

Extension activities are quite impressive and are mainly undertaken by NSS and NCC. There are two NSS units with 260 students which is about 25% of the total student strength. The NSS units have completed over the last three years over 270 projects and won several prestigious awards for their commendable work. The NCC in the College has two units: Army Unit with 100 students and Navy Unit with 50. Several cadets have taken part in RD Parade at State and National levels. There is also 'Rovers and Rangers' with Band Set. Starting of an NCC Air Wing would provide wider choice for students.

A faculty member holds additional charge of the extension activities. Activities are undertaken in relevant areas such as community development, social work, health and hygiene, medical camps, deaddiction, water conservation, literacy programmes, AIDS and environment awareness, etc.. There is provision for career guidance to students. Strong community relationship exists in the campus. The College organizes community-oriented programmes on issues such as National Integration, communal harmony, watershed management, food adulteration, deaddiction, drug abuse etc. with the involvement of GOs and NGOs. Various departments can also consider organizing such programmes in the nearby villages, utilizing their own expertise with the aim of taking the institution to the villages.

College authorities promote involvement of teachers by permitting appropriate alternate arrangements in the academic schedules.

CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES

The College is situated in a spacious campus spread out over an area of 6.94 acres of land. The campus is beautiful, aesthetically planned, and houses the main building, library, indoor stadium, outdoor stadium, printing press and canteen. In addition, the SDM Trust owns 100 acres of land nearby, which is also at the disposal of the institution. The institution provides 2,77,179 sq.ft. of building space including the main College buildings, hostels, quarters and auditorium. The main building accommodates 39 lecture halls, audiovisual room, library, multifacility center, two seminar halls, administrative section, press etc.. This space is sufficient to accommodate the academic programmes and administrative functions. There are 42 quarters provided for the staff. The growth of the infrastructure has kept pace with the academic progress of the institution. The class-room and laboratories are adequately furnished. Feedback from the stakeholders on infrastructure and learning resources in structured format is collected and is discretely used for the further improvement of the same.

The library is located in an independent building, which has 1020 sq.ft. built-up area. It is well ventilated and well-furnished. Separate space has been set apart for reading purpose. There are 9 staff members in the library headed by a qualified librarian. The library has a collection of 68,743 books with 50,860 titles, and subscribes to 114 journals and magazines. It is optimally utilized by the UG and PG students and in addition, it is made accessible to the PUC students of the sister institution in the campus, Karnataka Open University students of the campus sub-center, research scholars and the public. The library is linked with 13 other well-known libraries, including the British Council Library and American Information Library, Chennai, for inter-library borrowing. It functions from 8 a.m. to 5.15 p.m. on all working days and from 8 a.m. to 1.15 p.m. on Saturdays, and follows the open access system. The library has reprographic facilities as well as Internet and CD ROM facilities. Computerization of the Library is in progress.

The College has a boys hostel where 240 students are provided subsidized food and accommodation, 'Siddavana gurukula', a unique kind of place which is a free hostel for boys

where admission criteria are poverty and merit, and a girls hostel for 254 students. In addition, there are several other private hostels for girls, the conditions of which are regularly monitored by the Student Welfare Committee. There are also two guesthouses with necessary facilities. The Internet center with modern E-learning devices provides service from 8 a.m. to 8 p.m. at subsidized rates through card system. Separate spacious vehicle parking facility, round-the-clock drinking water facility, water filters and coolers, Vijaya Bank extension counter, sub-post office, a good canteen with modern cooking facilities, coin-phone facility, STD booth, cooperative store, Photostat machine, and a host of other facilities cater to the day-to-day requirements of students in the campus. The Facilities Committee meets once in a month, assesses the facilities, and sets right defects if any. The College also has a workshop and instrumentation center with facilities for repair of furniture, electrification etc..

Sports and games are given special importance in the College. Adequate facilities have been created for promoting sports talent among the students. The College has a state-of-art indoor multipurpose stadium, an outdoor multipurpose stadium, a multi-gym and adequate games and athletic facilities. The Peer Team commends the Management contribution of Rs. 4 lakh for sports promotion in the College. The inspiring infrastructure and the enabling support from all quarters have resulted in winning 217 medals in University level competitions and 34 and 14 at the State and National level competitions respectively over the past five years.

Though there is no separate health center in the College, a Medical Officer on call, and two emergency vehicles that are made available in the campus meet the medical requirements of the campus population. Annual health check-up is arranged by the College. In addition, students and staff can avail of the facilities in the nearby Naturopathy Hospital owned by the same Management.

CRITERION V: STUDENT SUPPORT AND PROGRESSION

The student support and progression has been viewed by the College as an important aspect in the holistic development of the students. The College maintains and monitors the alumni profile. The institution obtains feed-back from students with respect to teaching,

infrastructure, faculty behavior and the data obtained are analyzed and used to remedy the shortcomings.

The student progression and examination results are consistently good. In some subjects the result goes up to 100%. On an average, the College has been securing over 3 ranks per year. Higher rates of dropout noted in certain subjects may be due to shifting of students to professional courses. The College Office is prompt in disbursing scholarships and freeships instituted by the State and Central Government, the Management and the philanthropic individuals in time. About 46% students are getting one kind of financial aid or the other.

The institution offers academic and other types of counseling through professionals. A Career Guidance Cell is also functioning in the College, in collaboration with Rotary Club. The Cell guides the students to select courses of higher study and employment. There is strong encouragement for students to participate in extension activities, NCC, NSS, Yoga etc..

The College publishes updated prospectus and calendar which contain admission rules, courses offered, fee structure, facilities provided and other details. The Peer Team noted at its meeting with students and parents that the necessary information is effectively disseminated amongst them.

Various associations and clubs organize a large number of activities throughout the year providing opportunities to students for not only development of overall personality but also special talents and skills. The students are actively involved in the preparation of wall magazines and annual magazines through which they present their literary talents. The Peer Team is happy to record its appreciation of the diversified activities arranged in the College, in close association with the alumni and parents, with the laudable aim of supporting and nurturing the academic and other talents of the students.

CRITERION VI: ORGANIZATION AND MANAGEMENT

The College is ably managed by a Governing Council headed by the Chairperson who is also the Dharmadhikari of Shri Kshetra Dharmasthala. The Governing Council is mainly responsible for translating the objectives into programs. The Council is also responsible for policy decisions and expansion and development of the College.

The Principal looks after the day-to-day internal administration and financial management of the College. He is assisted by the Heads of Departments in academic, by the IQAC in extra-curricular, and by the Office in financial matters. The College has an elaborate committee system for effectively coordinating curricular, co-curricular, extra-curricular, social and cultural programmes of the College.

The salary of the 'aided' teachers and non-teaching staff are paid by the Government. As there has been a freeze on teacher recruitment by the Government for the last few years, the unaided teachers are appointed and their salaries paid by the Management. The College gets grants from the UGC. The accounts are regularly audited by professionals and found to be in order.

The College conducts professional development programmes such as computer orientation, auditing and accounting procedures, service register management, inventory management etc. for the non-teaching staff. The Students Union of the College is actively involved in effectively planning and conducting the various co-curricular activities.

The College has 64 kbps leased line access with its computers networked through the LAN system connecting all departments. The internet, EPABX facilities, press, media, AIR, and Doordarshan are effectively used for mass media communications.

Evaluation of students, self-appraisal of teachers, evaluation of teachers by students, and performance assessment of non-teaching staff by the Principal are done systematically. The departments maintain the records of academic performance of students in an orderly manner. There is a grievance redressal mechanism existing in the College to redress the grievances of students, teachers and non-teaching staff.

Various types of loans are available to the teaching and non-teaching staff through the SDM College Welfare Fund. The Management has contributed seed money to this fund. Interest-free loans in certain cases are available to all teaching and non-teaching staff for short term.

The Alumni Association is active in the College. It has contributed seed money to the mid-day meal scheme, provided audiovisual equipments and other welfare schemes.

The Peer Team notes with satisfaction that there exists an atmosphere of mutual trust and cooperation among all components of the institution, the students, the teachers, the non-teaching staff and the Management in the campus.

CRITERIA VII: HEALTHY PRACTICES:

Reflecting the philosophy and vision, the SDM College has adopted several healthy practices that are helping in the overall personality development of the students. Some of the significant healthy practices noted by the Peer Team are as follows:

- ❖ The harmonious relationship that exists among the Management, the Principal, the faculty, the non-teaching staff and the students and the healthy cordial atmosphere which enables them to work as a team to achieve the stated vision and goals.
- ❖ The College provides add-on courses outside the conventional programs through short-term self-financing courses like, office automation, home management, astrology and Yoga and enrichment courses.
- ❖ Generous attitude of the Management towards providing opportunities/facilities for academic progress of the teaching staff.
- ❖ The College lays special emphasis in value-based education and provides free hostel, food and other facilities to the poor and talented students through Gurukula system.
- ❖ Sufficient opportunities for on-the-job training for students, particularly those from Journalism, Social Work and Psychology.
- ❖ The consistent and impressive performance by students in sports and games, NCC, NSS and cultural activities.
- ❖ Computer Aided Learning packages that are used for self-learning as well as teaching.
- ❖ Impressive subject-related extension and co-curricular activities by departments like Chemistry, Physics, Botany and Political Science and so on that have contributed to overall development of personality of the students.
- ❖ Visionary and pragmatic leadership that has kept the college tuned to the present day and future academic realities.

SECTION III : OVERALL ANALYSIS

The Peer Team had the benefit of a comprehensive and clearly brought-out Self-Study Report of the College, prepared with great effort and meticulous care. The Team had a pre-visit image of the College registered in clear details by this excellent document. The two-day visit to the institution undertaken by the Team proved the veracity of this initial impression that the SDM College, Ujire has been able to live up to the great ideals for which it was originally established by its founding fathers in 1966. The Team is of the view that this institution that exists in a socially and economically backward rural sector of South Canara district is doing yeoman service not only in terms of its efficiency in academic transactions but also in terms of its great impact on the immediate society it is meant to serve.

Every education institution remains, and sustains itself, on three pillars – the faculty, the students and the Management. The Peer Team has found that the SDM College, Ujire is able to perform creditably because of the harmonious relationship that exists among the teachers, students and the Management. The administrative staff also do their job very well in strengthening this harmony. The members of the faculty are found to be full of enthusiasm and dedication; both aided and unaided teachers do their work conscientiously. The students are, on the whole, seen to be regular and attentive in classes and to maintain a satisfactory level of discipline and decorum. In their interaction with the Peer Team, they expressed their appreciation of the institution and also made responsible proposals for further improvement. As far as the management is concerned, this College is fortunate in having a leadership at the apex that blends vision with pragmatism. The College offers a number of courses, both aided and un-aided, which meet the requirements of students. The short-term courses and enrichment courses, offered along with the regular courses, help the students to be better-equipped for actual life situations. The College has set a good record in infrastructure availability too. The library is good and modernized. Internet facility is available and inter-departmental networking has been established. Class room facilities, laboratories, seminar halls with sophisticated arrangements, facilities for sports and games, canteen, banking facilities – all these are remarkably good. Tutorial system is effective; student participation is ensured at various levels through the students' union, College magazine, wall magazines, etc. The NCC and the NSS maintain a high level of efficiency in their functioning. The evaluation process with internal assessment works smoothly. A multi-level committee system ensures transparency in administration. The Parents' association and the Alumni association also take

keen interest in the development of the College. The most noticeable feature in the College campus is the academic atmosphere that prevails. The awards / ranks won by students at University / Zonal levels as well as the recognition won by teachers help in providing a new confidence and formulating new plans.

The Peer Team is appreciative of all these positive achievements of the College. However, there are also a few shortcomings which need to be overcome at the earliest. For instance, the dynamism essential for vertical mobility in excellence is not adequately found in the College at present. The attention is largely focused on a smooth running of whatever exists on a horizontal plane. Creation of Postgraduate studies in new disciplines and elevation of at least a few competent Departments as research centers needs to engage more serious attention. The qualification status of the faculty, with only 10% having PhD, leaves much to be desired; there is little effort to undertake more research projects within the available conditions; there appears to be a lack of sufficient motivation / orientation in seeking advanced levels of research; even the research opportunities offered by the UGC or other funding agencies are not fully made use of. In the present situation of ever-dwindling number of permanent faculty in the Colleges in the State, this shortcoming needs to be addressed in all sincerity in the interest of the future reputation of the College.

While complimenting the College for all its academic accomplishments, the Peer Team wishes to share the above concerns with the College authorities and place the following suggestions which can help in toning up the functioning of the College in a future perspective:

- ❖ Undergraduate departments with potential may be developed into centers of postgraduate studies based on the existing norms in the University. Areas like Pharmacognosy, Chemistry and Rural technology may be considered in this regard.
- ❖ The College may try to secure 'Research Center' status for at least some of its Departments and 'Research Guide' status to at least some teachers with PhD, and the University may be approached for this purpose.
- ❖ In the appointment of teachers, permanent as well as unaided, NET qualification may be insisted upon as far as possible.
- ❖ Teachers may be encouraged to undertake doctoral research and also short-term research projects. The Research Cell already constituted in the College may take necessary steps

for regular processing and monitoring of information from various funding agencies in this regard and for follow-up work.

- ❖ The College may expedite efforts for securing funding from the UGC for innovative programmes and remedial programmes for underprivileged sections.
- ❖ More extensive programmes of computer literacy may be devised to optimize the use of the Computer Centre.
- ❖ In view of the programme for promotion of Spoken English skills in the College on a large scale, steps may be expedited to establish a language laboratory in the College.
- ❖ The possibility of creating an Endowment in the College specifically for providing aid to the economically poor students may be explored.
- ❖ The College may establish a mechanism for identifying its growth needs on a priority basis in consistence with its vision plan and chalk out an implementation programme for the next ten years.
- ❖ Programmes for faculty development and training of administrative staff on a short-term basis may be prepared and implemented as often as required.
- ❖ Steps for involving the alumni in the development of the institution may be activated.

The Peer team places on record its appreciation of the dynamic leadership provided by the Principal as well as the enlightened Management in leading the College towards new heights.

The SDM College, Ujire has a proud record of achievements to its credit. The Peer Team wishes the College all the best in the future and sincerely hopes that the College will grow into a great center of advanced learning with national and international recognition.

THE PEER TEAM:

1) Prof. P.K.Rajan (Chairperson)

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11.11.03

2) Prof. K.G.Narayana Pillai (Member)

Handwritten signature
11.11.2003

3) Dr. John Morais (Member)

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11/11/03

I concur with the report

Handwritten signature
Principal

Principal,
Sri D. M. College,
UJIRE - 574 240.