



INSTITUTIONAL ASSESSMENT AND ACCREDITATION (Effective from July 2017)

Accreditation - (Cycle -3)

PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
GOVERNMENT DEGREE COLLEGE
C-27232
Telangana
MULUGU
506343

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

Section I: GENERAL INFORMATION

1.Name & Address of the institution:	GOVERNMENT DEGREE COLLEGE MULUGU Telangana 506343
2.Year of Establishment	1999
3.Current Academic Activities at the Institution(Numbers):	
• Faculties/Schools:	3
• Departments/Centres:	9
• Programmes/Course offered:	7
• Permanent Faculty Members:	9
• Permanent Support Staff:	7
• Students:	321
4.Three major features in the institutional Context (As perceived by the Peer Team):	1. Government Degree College affiliated to Kakatiya University Telangana 2. Recognised under 2f and 12B of the UGC Act 1956 3. Mode of Education - English and Telugu
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	Visit Date From : 25-11-2021 Visit Date To : 26-11-2021
6.Composition of Peer Team which undertook the on site visit:	
Chairman:	Rajesh Singh
Member Co - ordinator:	Jagannath Lenka
Member:	Chaytanya Bora
NAAC Co - ordinator:	Dr. N R Mohan

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)

1.1	Curricular Planning and Implementation
1.1.1 QIM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

Government Degree College is situated in Mulugu, Near Shirdi Sai Temple, District-Mulugu, Telangana. The college is affiliated to Kakatiya University, Warangal, and offers BA, BSc and BCom Under Graduate programmes as per the statute of Affiliating University. The College follows the curriculum designed and developed by Kakatiya University. College initiates the process of curriculum delivery by preparing lesson plans. The college focuses mainly in academic planning, implementation, providing support, assessment, and evaluation. The college exhibits its strength by taking initiatives for the effective delivery of the curriculum. The college adopts certain specific teaching strategies such as Lecture methods, participative learning, cooperative learning, and fieldwork, etc. The institution needs to put the effort into understanding and implementing COs, POs and PSOs and display them properly in the departments and public domains set by the affiliating University.

The participation of the faculty members in the Board of Studies of Affiliating University makes the process of curriculum delivery of the college more meaningful and effective. For this purpose, the college develops its own academic calendar in tune with the academic calendar, guidelines of the Affiliating University. Faculty members maintain Academic Diary to complete the course curriculum as per the schedule, which is monitored by the Principal at the end of every month. The College develops a mechanism for identifying slow learners and advanced learners to cope with the demands of the curriculum.

Though the College is a multi-faculty one, it needs to offer more options for the students. The college arranges classes to enhance the competitive skills of the students who are interested in banking, insurance, and other financial institutions by experts. The college has two units of NSS under the university. The College has a system of monitoring students internally by means of sessional examinations, assignments, group discussions, etc. As a co-educational institution, a policy of the college "no gender discrimination" is commendable. The college regularly organizes different programs to sensitize the students regarding gender, environment, and sustainability, human values, and professional ethics, etc. The college has an established feedback policy. College addresses the cross-cutting issues which are relevant to Gender, Environment, and Sustainability.

Criterion2 - Teaching-learning and Evaluation
(Key Indicator and Qualitative Metrics(QIM) in Criterion2)

2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The admission process of the college is done through the DOST online system which gives the students a hundred percent choice to choose the college of his/her choice in the whole Telangana state and courses available in the selected colleges. The admissions are given on the basis of marks obtained by the student at the intermediate level. State Government rules for reservation of seats are followed at the time of admission.

A basic diagnostic test is conducted in the beginning of every academic year for the first-year students to identify the slow learners and the advanced learners. A bridge course is conducted for slow learners to fill up the gap. The Remedial coaching is conducted to backlog students to clear their failed papers. Advanced learners are encouraged by study projects and creative assignments.

The mentor-mentee system continuously encourages and motivates the students to cope up with academic and personal problems.

In addition to face-to-face contact classes, emphasis is given to student-centric activities such as student seminars, group talks, debates, Quiz competitions to bring the best out of the students. Most of the teachers use ICT for teaching and learning and students are encouraged to use ICT for Seminar presentations.

The mode of selection of teachers is generally done by the TSPSC by conducting Examinations at the state level and the selected teachers are appointed by the CCETS as per the merit to their respective zones.

Evaluation of the students is done through study projects, internal examinations, student seminars, and viva voce at the college level and through end semesters examinations conducted by affiliating University.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)

3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities

3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3

The Commissioner of Collegiate Education encourages the staff to participate in various national and international level seminars by extending **leave on duty** and also encourages the students by conducting "*Jignasa*" study projects at the state level. Financial assistance, research grants are not available this purpose.

The faculty members are encouraged to take up Minor and Major Research Projects. Four Minor Research Projects (MRPs) funded by the UGC SERO have been completed by the faculty during the period 2014 to 17.

So far 39 publications with ISBN and ISSN and 8 books have been published by the faculty members of the college from 2014 to 2018.

Innovative practices and incubation centre need to be established in the campus.

The institution has 2 NSS units, Women Empowerment Cell and ICC cell to conduct extension activities. The NSS organizes extension activities such as plantation, swatch Bharath, AIDS awareness programmes, and gender sensitization programmes. The women empowerment cell conducts all the women related extension activities. Infernal Complaints Cell (ICC) addresses the gender discrimination and sexual harassment.

Various clubs such as Eco Club conducts programmes on Clean and Green, Say No to Plastic, PHH Club organises health camps and awareness programmes on health and hygiene related issues.

The Consumer Club organizes consumer awareness programmes and celebrates "International Consumers Day" to enlighten the students about the consumer's rights and consumer grievances redressal mechanism at different levels.

The institution has MOUs with TASK; MOOCS-IIT Bombay Spoken Tutorial by the CCETS to ensure accessibility to choice based courses and promotes skill based technology and credit transfer of the electives in the semesters end examinations.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)

4.1	Physical Facilities
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4.1.1 QIM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	<i>Library as a Learning Resource</i>
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	<i>IT Infrastructure</i>
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	<i>Maintenance of Campus Infrastructure</i>
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

The Government Degree College has 67,507 Sq.ft. built-up area with well-ventilated and spacious 13 classrooms to accommodate the students. Out of these 3 classrooms are well equipped with ICT facilities. Three computer laboratories having 100 computers with internet connectivity. Moreover, it is worthwhile to mention that the college has exclusively 3 laboratories for science departments. It has necessary sports infrastructure viz. playground, gym centre, etc. It is observed that the college has been organising annual sports and cultural events such as kabaddi, badminton, football, kho-kho, other athletic field and tracks etc. Some students are participated in sports and cultural activities at university and one national level.

The college library is partially automated. SOUL 2.0 library software designed by INFLIBNET is used to perform library activities. The College Library has 12761 and 3502 reference books, etc for students and teachers. Moreover, it has 50 Rare books and good number of Special Reports including online e-books and e-journals.

LAN and Wi-Fi facilities are available in the computer laboratory. 40 MBPS internet connectivity through broad band/lease line is available. The college authority with the help of different committees consisting of teaching and non-teaching members maintains the infrastructure of the college. College needs have AMC for maintaining e-devices.

Criterion5 - Student Support and Progression
(Key Indicator and Qualitative Metrics(QIM) in Criterion5)

5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Qualitative analysis of Criterion 5

The college has not any Students' Council or Students' Union because Government of Telangana and the Affiliating university have banned students' election and constitution. Various Committees/councils of the college have well representation of students such as IQAC, Anti Ragging Cell, sports committee, discipline committee, library committee, research publication committee, NSS, Admission Committee, Anti Sexual Harassment cell, placement cell, etc. of the college.

The Alumni Association of the college is a registered organisation recently. It is worthwhile to mention that the Alumni Association of the college contributes immensely for academic progression and infrastructure development of the college. The Alumni Association of the college initiates welfare activities for the benefit of the students.

**Criterion6 - Governance, Leadership and Management
(Key Indicator and Qualitative Metrics(QIM) in Criterion6)**

6.1	<i>Institutional Vision and Leadership</i>
6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	<i>Strategy Development and Deployment</i>
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	<i>Faculty Empowerment Strategies</i>
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff

6.4	<i>Financial Management and Resource Mobilization</i>
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	<i>Internal Quality Assurance System</i>
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QIM	Incremental improvements made during the preceding five years (<i>in case of first cycle</i>) Post accreditation quality initiatives (<i>second and subsequent cycles</i>)

Qualitative analysis of Criterion 6

Vision and Mission of the college are well defined. Mission statement of the college is in tune with functions of the college and Higher Education Policies of the Nation. Infrastructure facilities of the college needs to maintain adequately.

The Principal of the college is active and dynamic and cooperative to all the teaching and non-teaching members. College authority follows decentralised practices of Management in taking different decisions of the college. Principal of the college is responsible to take decisions on day-to-day affairs and academic matters. Different statutory committees, working committees, etc. are formed with reasonable representation of faculty members, students, non-teaching staff, etc for smooth functioning of different activities of the college. However, major decisions of the college are taken by the CCET particularly on infrastructure and its academic upgradation.

Several committees such Academic Board, Subject Board, Finance Committee, Examinations Committee, Purchases Committee, etc are constituted for preparation of Plans and effective implementation of such. IQAC, SC/ST Cell, Grievance Redressal Cell, Anti Ragging Cell, Placement Cell are also visible and work for betterment of the college. Specifically, IQAC of the college has been performing various activities such as organisation of National seminar, conduction annual meeting, and preparation of AQAR and evaluation of performance of

teachers for promotion. A mechanised performance appraisal system for teaching and non-teaching staff is in place. The performance is measured by considering specified parameters.

College follows the policies laid down by Department of Higher Education, Government of Telangana. Therefore, perspective plan and deployment documents are in force considering the aspects like- Annual Calendar by CCE, Annual Institutional plan, etc.

On Financial Management and Resource Mobilization is concerned, College maintains Two-tier Auditing practices. Chartered Accountant is appointed for internal audit and Audit Team from Commissioner of Collegiate Education and Team from Auditor and General of Government of Telangana are responsible for statutory Audit of different Government funds of the college.

Students' fee, grants received from UGC and State Government are the main sources of revenue of the college. Planning Board, Construction Committee are responsible for preparation of different budgets of the college based demand and requirement of different departments and units or sections, This process ensures proper and effective utilization of the fund of the college.

IQAC of the college is formed as per norms of NAAC. IQAC initiates different academic activities of the college and suggests the faculty members to conduct remedial classes for the students. It also promotes application of ICT in teaching learning process. IQAC needs to effectively assess the feedback and take remedial measures to improve the quality of the education. IQAC is conducting Academic and Administrative Audit and participating in NIRF, ISO certification, submission of AQAR, and feedback mechanism for further improvement.

**Criterion7 - Institutional Values and Best Practices
(Key Indicator and Qualitative Metrics(QIM) in Criterion7)**

7.1	<i>Institutional Values and Social Responsibilities</i>
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7.1.2 QIM	1. Institution shows gender sensitivity in providing facilities such as:
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7.1.2 QIM	1. Safety and Security
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7.1.2 QIM	2. Counselling
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7.1.2 QIM	3. Common Room
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7.1.5 QIM	Waste Management steps including: <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • E-waste management
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	Green Practices <ul style="list-style-type: none"> • Students, staff using <ol style="list-style-type: none"> a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	<i>Best Practices</i>
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	<i>Institutional Distinctiveness</i>
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

The college has developed adequate safety and security measures for the students, teaching and non-teaching staffs. It has constituted different committees and cells to strengthen gender sensitivity and gender equality issues with well-established Rules and Regulations for safety of girls of the college. Several counselling programmes and workshops are organised by the authority to create a gender friendly and secured campus. Committees like Anti-Ragging Committee, and Grievance Redressal Committee for dealing with ragging, sexual harassment, grievances to staff, etc make conducive environment in the campus. College campus is monitored through CCTV Cameras. College has a girls common rooms with facilities such as drinking water, first-aid kit, washroom, etc.

College adopts best practises *viz*, “Say no to Plastics” and “Peer Learning” as per NACC guidelines.

College authority needs to frame policies and action plan for waste management of degradable, non-degradable, e-waste and green and alternative energy initiatives in the college. Green initiatives of the college are visible. College constituted Eco-club with teachers and students for conducting green social outreach and zero plastic campus programmes. Most of the students and teachers of the college use public transport as part of green initiative.

It is the regular phenomenon of the college to organise and celebrate the national festivals and birth/death anniversary of great Indian personalities such as Independence Day, Republic Day, Teachers Day, Gandhi Jayanti, National youth day, International Yoga Day, etc. The financial management system, academic activities of the college are transparent. Policies and rules of state government, UGC, Affiliating university are followed for college academic and administrative matters.

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

Overall Analysis

- Good infrastructure having laboratories, digital classrooms, sports facilities & gymnasium, etc.
- Progressive, keen management striving for quality academic output.
- Cordial work environment and commendable relationships between authority, students, alumni and parents
- College has pro-active and supportive principal including Commemorate of Collegiate of Higher Education Department of Telangana Government.
- Fee structure of the college is as per the Telangana Government Guidelines.
- Students and Teachers are encouraged to participate in co-curricular, out-reach and extension activities.

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to ten major ones and use telegraphic language)
(It is not necessary to indicate all the ten bullets)

- • Whole course curriculum to be reviewed and enriched as per New Education Policy The Programme to be framed as per New Education Policy like Certificate programmes for 1st year, Diploma Programmes-2years with the four year degree programme having multi entry and exit having multi-disciplinary course curriculum.
- • Restructuring CBCS system into Majors Courses, Minor Elective and Minor Co-curricular courses and minor vocational course focusing skill enhancement of students
- • Faculty members of the college should upgrade and use ICT facilities optimally. E-learning resources must be used to supplement conventional face-to-face classroom instruction techniques and to improve the teaching-learning process. • MOOCs should be prioritised to enhance the exposure and employability of students and earning extra credits by students as per UGC norms.
- • Faculty needs to expose to receive competitive grant funds from agencies like UGC/DST/CSIR/ICSSR, etc and publish Research Papers in UGC Care Journals having high impact factors.
- • Effective Policy needs to be formulated for waste management, water harvesting. green campus and green energy initiatives • Effective feedback system from all stake holders to be established so that after analysis, necessary actions can be taken. • Engagement of Alumni is required in a more tangible manner.

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution
Seal of the Institution

Signature of the Peer Team Members:

Sl.No	Name		Signature with date
1	Rajesh Singh	Chairperson	
2	Jagannath Lenka	Member Co-ordinator	
3	Chaytanya Bora	Member	
4	Dr. N R Mohan	NAAC Co-ordinator	

Place: Date