

PEER TEAM REPORT

ON

Institutional Re-Accreditation of

**MES College of Arts, Commerce and Science,
Malleshwaram ,
Bangalore -560 003,
Karnataka.**

(Dates of Visit: 04-06, January 2016)

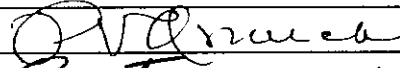
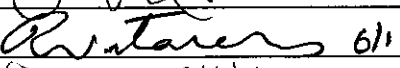
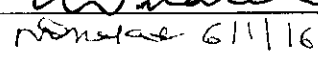
**National Assessment and Accreditation Council,
BANGALORE- 560 072**

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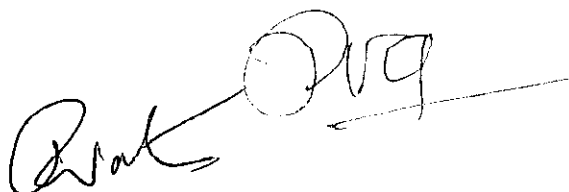
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**Peer Team Report on
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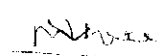
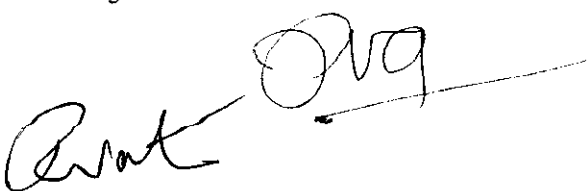
Section I: GENERAL INFORMATION	
1.1 Name & Address of the Institution:	MES College of Arts, Commerce and Science , Malleshwaram , Bangalore -560 003, Karnataka
1.2 Year of Establishment:	1956
1.3 Current Academic Activities at the Institution (Numbers) Faculties/Schools: Departments/Centres Programmes offered Permanent Faculty Temporary Faculty Permanent Technical Staff Administrative Staff Students (Currently)	03 (Three: Arts, Science, & Commerce) (Arts : 09; Science : 09; Commerce : 01) (U.G - 3:B.A-05,B.Sc-09,B.Com) & (PG -2 :MA, M.Sc) and Ph.D in Maths 47 (Male:21 ; Female:26) 70(Male:08; Female:62) Temporary -01 Permanent 08 (Male:04; Female:04) Temporary 23(Male : 14; Female : 09) 2214 (Boys: 909; Girls:1305)[UG-2157,PG-53,Ph.D-4]
1.4 Major features in the institutional Context (As perceived by the Peer Team)	<ul style="list-style-type: none"> • Urban based, Aided, Strategically located Co-education College • Offers programme at the UG and PG level in the Faculties of Arts, Science and Commerce and also offer Ph.D programs in two subjects • The College is striving for empowering youth by providing quality education at an affordable cost.
1.5 Dates of visit of the Peer Team (Visit schedule attached)	04-06, January 2016. (Detailed visit schedule attached)
1.6. Composition of the Peer Team which undertook the on-site visit:	
Chairperson:	Prof. P.V.Arunachalam 
Member- Coordinator:	Prof. P. Natarajan 
Member:	Dr.N.K.Dhakad 
NAAC Officer:	Dr. Sujata P.Shanbhag

Section II: CRITERION WISE ANALYSIS (Observations: Strength and / or Weaknesses on Key-Aspects)	
2.1 Curricular Aspects:	
2.1.1 Curricular Planning & Implementation:	<ul style="list-style-type: none"> • The college adopts the curricula designed and developed by the affiliating (Bangalore) University • 14 faculty members are on the BOS and 04 teachers on BOS of autonomous institutions. • The College follows academic schedule and action plans for the effective implementation of the curriculum.
2.1.2 Academic Flexibility:	<ul style="list-style-type: none"> • Elective options are available the combinations of subjects at UG level: '9 B.Sc, 9 BA and 1 B.com. • Self- financing courses and 08 Add on courses .
2.1.3 Curriculum Enrichment:	<ul style="list-style-type: none"> • Efforts have been taken to supplement the University curriculum through add on courses. • The college imparts some employment skills. • Cross cutting issues like Climate Changes, Gender issues, Human Rights, ICT and Environment Education are integrated into the curriculum.
2.1.4 Feedback System :	<ul style="list-style-type: none"> • Formal feedback from Students and Teachers obtained. • The feedback obtained has been analyzed and necessary follow-up measures taken.
2.2 Teaching-Learning & Evaluation:	
2.2.1 Student Enrolment and Profile:	<ul style="list-style-type: none"> • Institution displays its admission notification through advertisements in print media, prospectus, banners, telephonic messages and college website. • Admission process is transparent and based on guidelines of the affiliating University. • 20% seats in aided courses and 50% of the seats in unaided courses are reserved under management quota.
2.2.2 Catering to Student Diversity:	<ul style="list-style-type: none"> • The needs of the differently abled students are attended to as per government policy, • Staff club created a corpus fund "Akanksha" for helping economically weaker sections of the students. • Payment of fee in instalments permitted. • Teachers interacted with freshers to assess their knowledge and skills through orientation classes. • Efforts are taken to coach properly the slow and advanced learners.

<p>2.2.3 Teaching-Learning Process:</p>	<ul style="list-style-type: none"> • Academic calendar and lecture plan and work diary are prepared and followed . • The College adopts mainly Lecture method for its Teaching-Learning Process. Interactive leaning, Independent learning, Collaborative learning and experiential learning through project works, field visit. • Provides academic, personal and career counseling to students. E-classroom with the video lessons and NPTEL (National Program on Technology Enabled Learning) notes.
<p>2.2.4 Teacher Quality:</p>	<ul style="list-style-type: none"> ▪ Faculty Recruitment is as per the norms of affiliating University. ▪ Among the existing faculty 24 possess Ph.D; 15 M.Phil; the rest 78 are PGs. ▪ Faculty members are encouraged to undergo Orientation/Refresher Courses, Seminars, Workshops and Conferences, Summer and Winter schools. Faculty development initiatives are commendable. ▪ Committed and enthused faculty members.
<p>2.2.5 Evaluation Process and Reforms:</p>	<ul style="list-style-type: none"> • Attendance and Results are processed through IPOMO • Xerox copies of answer scripts are made available to students. • College hand book narrates the evaluation process. • Summative and formative evaluation are done.
<p>2.2.6 Student Performance and Learning Outcomes:</p>	<ul style="list-style-type: none"> • The institution monitors and ensures the achievement of the learning outcomes through teacher incharge for the class, Class Tests, Assignments, Students behaviour in the Class. • Data regarding the performance of Students in internal and external evaluation is collected, analyzed by IQAC and underperformers are counseled to attend remedial classes and helped to achieve better.
<p>2.3 Research, Consultancy & Extension</p>	
<p>2.3.1 Promotion of Research:</p>	<ul style="list-style-type: none"> ◦ Research Advisory Committee monitors the progress of research. ◦ Faculty members are encouraged to take up Research for doctoral degrees. • The College encourages the Faculty to attend Research seminars/conferences. It has also facilitated Faculty members to avail special leave for pursuing Research
<p>2.3.2 Resource Mobilization for Research:</p>	<ul style="list-style-type: none"> • There is seed money provision in the Budget for Research related activities. • 11 minor research projects and 2 major research



	<p>projects were obtained.</p> <ul style="list-style-type: none"> • Centre for Innovative Science education awarded by VGST – Govt. of Karnataka. Rs.30 lakhs and Rs. 25 lakhs from UGC.
2.3.3 Research Facilities:	<ul style="list-style-type: none"> • There is adequate Research facility in this College in the form of internet and e-Journal made available through INFLIBNET. • To imbibe research culture licensed software is installed. • INFLIBNET subscribed through N – List program
2.3.4 Research Publications and Awards:	<ul style="list-style-type: none"> • There are a good number of Publications in recognized refereed Journals. • The faculty may be sensitized to publish the papers in impact factor journals which found place in indexed data bases. • A few teachers have been recognized as Research guides by some Universities. • A few teachers earned awards and published books.
2.3.5 Consultancy:	<ul style="list-style-type: none"> • There is no visible consultancy leading to revenue generation. • Honorary consultancy services by the few faculty members. • Promotes institution – neighbourhood community network initiative like Eco Ganesha and the Kalavedi.
2.3.6 Extension Activities and Institutional Social Responsibility:	<ul style="list-style-type: none"> • The College has one NSS Unit & two NCC units. Extension activities are carried out mainly through these NSS volunteers and NCC cadets. • The College promotes social responsibility activities. • Budget provisions are made for extension activities.
2.3.7 Collaboration:	<ul style="list-style-type: none"> • The College has a few Collaborations for academic purposes and employment opportunities by entering into MOUs. • The College avails the facilities of various institutions in the city.
2.4 Infrastructure and Learning Resources:	
2.4.1 Physical Facilities:	<ul style="list-style-type: none"> • 26 class rooms, Conference Hall, Audio Visual Hall Computer labs, 06 Laboratories and 42 Computers for the teaching-learning process. • Cafeteria, Bank Branch, Cooperative store, Health center, First Aid Center facilities are there. • Physical facilities like Lift, Ramp for the physically challenged persons, Conference Hall, Teachers' cubicles, Canteen and RO water facility are available.

<p>2.4.2 Library as a Learning Resource:</p>	<ul style="list-style-type: none"> • Library has an Advisory Committee with adequate budget provision. • The Library has 53173 titles, 79468 books, 52 magazines / periodicals, 36 Journals, and 17 newspapers. • It is fully automated and OPAC facilities are there. • CD library with 600 CDs and DVDs. JAWS Software for visually challenged students are available. • 21000 e- Journals and 51000 E-books through INFLIBNET – N- List mode.
<p>2.4.3 IT Infrastructure:</p>	<ul style="list-style-type: none"> • There are 178 computer systems with necessary accessories and 19 Software with 39 printers. • The College has a Website and has Wifi facilities. • There are 17 LCD Projectors and 18 systems with net connections in the campus. Power back-ups servers and a generator are there to tide over the power crisis.
<p>2.4.4 Maintenance of Campus Facilities:</p>	<ul style="list-style-type: none"> • Adequate budget for repair and maintenance and optimal utilization of Budget allocation. • The college has separate staff for maintenance of computers and repair of other different Facilities. AMC is also available. • Well maintained campus with good ambience.
<p>2.5 Student Support and Progression:</p>	
<p>2.5.1 Student Mentoring and Support:</p>	<ul style="list-style-type: none"> • Participation in sports, skill & personality development programs, grooming leadership qualities through different Committees. Placement Cell, Career counseling and guidance Cell and Alumni Association. • 55% and 30 % of the students are getting state and Central Government scholarships respectively. • Discipline committee, Women's grievance cell and Anti ragging committee are functioning. • Book Bank, Legal awareness, spoken English class, Competitive exam coaching and NSDC programmes operate. • Lab manuals and course work materials are provided to the students. • Initiatives like 'Akanksha', 'Sankalpa' and pre – admission counseling are noteworthy.
<p>2.5.2 Students Progression:</p>	<ul style="list-style-type: none"> • On an average 30% of the students progress from UG to PG and 5% from PG to Ph.D. Campus placement is 48% and the rest get employment through other means. • Course completion and pass percentage are encouraging. • The institution's academic performance is better than

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	the University's average and the neighboring colleges
2.5.3 Student Participation and Activities:	<ul style="list-style-type: none"> • Student's council is functioning. • Student's Cultural, Sports and other extracurricular activities are visible. There are achievers at the inter-Collegiate, University and National levels. • NSS and NCC units are active. Students are exhibiting their cultural skills excellently. • The Students have brought out Catalogue, College magazine and Wall magazines. • Students participate in IQAC, Library committee meetings, Sports committee meetings, etc.,
2.6 Governance and Leadership:	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> ◦ Institution has a vision & mission to bring holistic development among youth and make them empowered. • The institution has an effective leadership which monitors, evaluates and fosters the performance of the institution through participatory and flexible management practices. • The employees are highly valued by the leadership and there exist a healthy employee-employer relationship.
2.6.2 Strategy Development and Deployment:	<ul style="list-style-type: none"> • The Annual Plan is prepared having informal consultation with different Stakeholders. • IQAC is instrumental in maintaining quality. • The institution has quality policy with perspective plans. • Participative Management with decentralization of power practiced.
2.6.3 Faculty Empowerment Strategies:	<ul style="list-style-type: none"> • Self-Appraisal of Teachers and the evaluation of Teachers by students and alumni are methodically done. • Potential development of teachers by deputing to OC/RC and conferences.
2.6.4 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> • UGC funding for the salary of grant-in-aid staff; Developmental Assistance from the UGC; Tuition fee and special fee are the major financial sources, besides MES corpus fund. • Budgetary provisions are adequate • Internal audit and External audit are done regularly.
2.6.5 Internal Quality Assurance System:	<ul style="list-style-type: none"> • IQAC was established in 2005 and is proactive. • Quality policy and work manual for teachers are designed and adopted. • IQAC decisions are well taken by Administration.

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2.7 Innovations and Best Practices:	
2.7.1 Environment Consciousness:	<ul style="list-style-type: none"> • The College has an Eco-Club and maintains roof top gardens. • Energy conservation efforts are pursued. • Students are motivated towards the cause of green and clean campus. The faculty and Students are sensitized towards hazardous waste and e-waste management practices and in the use renewable energy. • Roof water harvesting system is installed. • Plant foliage/debris are utilized for bio – fertilizers.
2.7.2 Innovations:	<ul style="list-style-type: none"> • Effective networking and communications of information. • Use of IPOMO (Interactive Platform on Mobile). • Display of new arrival books and Journals. • Students Research Projects. • Installation of Napkin vending machine.
2.7.3 Best Practices:	<ul style="list-style-type: none"> • Pre-admission counseling / help desk. • Assistance from student welfare fund and Akansha. • Morning prayer with moral instructions. • Cultural activities with ethnic orientation. • Creative corner in language Departments. • Home made lab instruments used instead of costly instruments from manufacturers in several cases.
Section III: OVERALL ANALYSIS	
3.1 Institutional Strengths:	<ul style="list-style-type: none"> • Well established, age old and strategically located college. • Committed Teaching, Administrative and Supporting Staff. • Adequate ICT facilities commensurate with student's strength. • Participatory governance with eminent educational visionaries. • Distinguished Alumni.
3.2 Institutional Weakness:	<ul style="list-style-type: none"> • Disproportionate student strength with respect to age of the college, space constraints. • Several teaching positions (more than 60%) manned by Management appointed teachers. • Lack of Networking with the Industries and institutions for Research and Placement activities. • Aided and unaided staff syndrome.
3.3 Institutional Opportunities :	<ul style="list-style-type: none"> • Starting programmes in emerging areas, value added job-oriented PG Courses.

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	<ul style="list-style-type: none"> • Creating more ICT facilities and encouraging all the Faculty and Students to use ICT effectively for the teaching-learning process. • Promoting Research ambience can aspire for autonomous status. • To establish Institution-Industry, Institution-Institution interface using the logistics. • Involving illustrious pool of Alumni. • Urban location, proximity to reputed institutes like IISc, Jawaharlal Nehru Institute of Advanced Studies, IIM, Indian Academy of Sciences, HAL, NIMHANS, etc.,
<p>3.4 Institutional Challenges:</p>	<ul style="list-style-type: none"> • Strengthening the experience-based, industry- based and real time application-based Teaching-Learning process. • Strengthening student's admission. • Creating own outdoor sports gym and games facilities. • Creating a right ambience for institutionalized original, quality, innovative Research and effectively tapping the schemes of apex agencies such as UGC, CSIR, DST, DBT, DRDO etc., • Consolidating the past achievements and developing thrust areas to meet the challenges of time.

Section IV: Recommendations for Quality Enhancement of the Institution

- Creation of new/additional campus in the vicinity of the college.
- Starting programs in emerging areas of relevance and job oriented PG Courses in the already existing disciplines
- Language Lab for nurturing communication skills.
- Attempts may be made to use ICT in Assessment and Evaluation process. Establishing more Smart Class rooms and promoting student-centric learning.
- Improving the qualifications of Teaching Staff as per UGC/API norms.
- Filling up of vacancies in aided teaching positions.
- Effective utilization of the services of highly placed and influential Alumni and parents and augmenting the placement facilities.
- Establishing Formal Institution-Institution and Institution-Industry interface for effective collaborations.
- Implementing Choice based credit system, academic and administrative audits.

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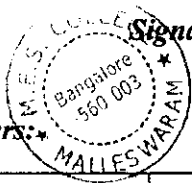
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- Promoting sports and cultural entrepreneurship orientation.
- Changing the mind-set of Students towards innovation and creativity while sustaining the efforts towards self-reliance and good citizenship.
- TQM and MIS need to be established.
- Perspective Plan to get Autonomy and then to attain the status of College with Potential for Excellence.

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

Seal of the Institution



Signature of the Head of the Institution
Principal

M. S. Degree College of Arts, Commerce & Science
Maddurajagar Prof. M.P.L. Sastry Road
Malleswaram, Bangalore - 560 003.

Signatures of the Peer Team Members:

Name and Designation		Signature with Date
Prof. P.V.Arunachalam Founder VC, Dravidian University Res:#526,Balaji Colony, Tirupati-517 502, Andhra Pradesh Mob:09441075075 Email:arunapuduru@gmail.com	Chairperson	 06.01.2016
Prof. (Dr.) P. Natarajan Professor & Head, Dept. of Commerce School of Management, Pondicherry University, Pondicherry – 605 014, Res: 40,1st Main Road, Lakshimi Nagar, New Saram, Puducherry -605 013	Member- Coordinator	 6/1/16
Dr.N.K.Dhakad Former Principal , Government Holker Science College and Additional Director. Higher Education .Res: # 296 Tilak Nagar, Indore- 452 018,Madhya Pradesh .Mob:09826044555 Email:narendra5024@rediffmail.com	Member	 6.1.16
Dr. Sujata P.Shanbhag Assistant Adviser, National Assessment and Accreditation Council(NAAC), P.O.Box no 1075, Bangalore – 560 072	NAAC Officer	

Place: Bangalore (Karnataka)

Date: 06 January-2016.