

PEER TEAM REPORT

ON

**Institutional / Assessment and
Re-Accreditation
of**

The American College

**Madurai - 625 002
State - Tamil Nadu**

Dates of Visit : 25 – 27 Feb 2016



NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
P.O. Box No. 1075, Nagarbhavi, Bangalore 560072.

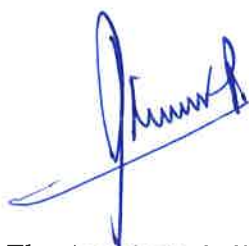
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The American College, Madurai, 625002, Tamil Nadu**


Section I: GENERAL	Information		
1.1 Name & Address of the Institution:	The American College, Madurai State: Tamil Nadu, 625002		
1.2 Year of Establishment:	1881		
1.3 Current Academic Activities at the Institution (Numbers):			
• Faculties/ Schools:	03 (Arts, Science, Commerce)		
• Departments/ Centres:	21		
• Programmes/ Courses offered:	49 UG: 19, PG: 13, M. Phil. 07, Ph.D. 07 Others: Diploma 3		
• Permanent Faculty Members:	108	Men	Women
• Self-Financing (Faculty)	128	82	26
• Permanent Support Staff:	32	63	65
• Students:	5243		
1.4 Three major features in the institutional Context (As perceived by the Peer Team):	<ul style="list-style-type: none">• College has completed 135 years with rich heritage and culture.• Very good mix of modern infrastructure in heritage buildings sprawling in 39 acres with eco-friendly ambience.• A well-established minority, Co-education Institution, affiliated to Madurai Kamraj University, enjoying the autonomous status since 1978.		
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	25 th -27 th February, 2016		
1.6 Composition of the Peer Team which undertook the on- site visit:			
Chairperson	Prof. P. Ramaiah (Former Professor & Rector, PVC) Emeritus Professor, UGC 405, Lumbini Aptt., Dharamkaram Road Hyderabad-500 016, A.P.		
Member Coordinator	Prof. Sunita Kumbhat Dept. of Chemistry, Faculty of Science, J.N.V. University, Jodhpur-342001, Rajasthan		
Member	Dr. Deepak Karkun Principal, Govt. W. W. Patankar Girls P.G. College, Durg-491001, Chattisgarh		
NAAC Officer:	Dr. M.S. Shyamasundar Advisor, NAAC, Bangalore		

Section II: CRITERION WISE ANALYSIS	Observations (Strengths and/or Weaknesses) on Key-Aspects
2.1 Curricular Aspects:	
2.1.1 Curricular Planning and Implementation:	<ul style="list-style-type: none"> • CBCS and credit transfer system for UG and PG courses in practice. • BOS, feedback from alumni, Industrial and subject experts facilitate the curriculum development. • Co-curricular subjects like NSS/ NCC/ SLP (service learning program)/ PEd (Physical Education) introduced with credits (2 credits) which is compulsory. • 15 Faculty are on BOS as members. • The college offers 19UG, 13 PG, 7 M.Phil, 7 Ph.D and 3 Diploma programmes.
2.1.2 Academic Flexibility:	<ul style="list-style-type: none"> • Students have options of choosing electives subjects from different streams. • Value added courses exist. • Some career oriented diploma courses are introduced through Community College Scheme. • The College has the collaborations with American University and other Universities in Germany.
2.1.3 Curriculum Enrichment:	<ul style="list-style-type: none"> • Every department provides enrichment modules to enhance the curriculum. • Communicative skills and soft skill training is imparted to the students. • Competitive examination preparation offered. • Service Learning Programmes provide support to curriculum enrichment. • The college is within 10 in N.List.
2.1.4 Feedback System:	<ul style="list-style-type: none"> • A formal feedback system exists and being analyzed properly. • Action is being taken as per the suggestions received from teachers, Alumni, Students and Parents. • Many new programmes have been introduced on the suggestions by the stakeholders.

2.2 Teaching-Learning & Evaluation:	
2.2.1 Student Enrolment and Profile:	<ul style="list-style-type: none"> • Reservation policy of the state government is adhered to. • Students belonging to the Christian minority community are given priority in admission. • Due publicity given to admission through print media, website and college prospectus and local newspapers and admissions are made online also.
2.2.2 Catering to Student Diversity:	<ul style="list-style-type: none"> • College caters to local and sub-urban students. • Some students from abroad are also admitted. • SCILET (Study Centre for Indian Literature in English & Translation) program caters to the needs of the bright students of literature and researchers from all over the country and abroad. • Advanced learners have option to go for higher studies in different International Universities. • Remedial coaching, Collaborative learning, Severing films on important issues, Practice Sessions, Creative Writing are visible.
2.2.3 Teaching-Learning Process:	<ul style="list-style-type: none"> • The college prepares an academic calendar and teachers maintain teachers' diary. • Student centric teaching-learning encouraged through Group discussions, Seminars, Field Study, Real Time projects. • Use of ICT in teaching-learning is visible and in practice. • IQAC is very active and involved in execution and quality control of the Teaching Learning.



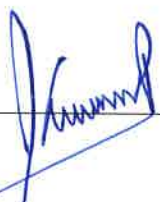


<p>2.2.4 Teacher Quality:</p>	<ul style="list-style-type: none"> • Faculty are appointed as per the government/UGC norms • Most of the teachers possess Ph.D(182) degree and many NET/SLET qualification. • A good number of teachers are appointed by management as per requirement (128). • Participation of teachers in international / National conferences/seminars/workshops is visible. • Faculty members are encouraged to avail research grants, study leave and special leave to complete Ph.D(FIP) facility exists.
<p>2.2.5 Evaluation Process and Reforms:</p>	<ul style="list-style-type: none"> • Continuous Internal Assessment with 50% weightage and grading systems is followed. • Transparency in internal evaluation is being followed. • End semester examination answer books are evaluated both by internal as well as external examiners simultaneously. • Examination calendar stream lines the process of online tests. • New and innovative measures in Evaluation methods are yet to be introduced.
<p>2.2.6 Student Performance and Learning Outcomes:</p>	<ul style="list-style-type: none"> • High success rate of students both at the UG and PG level. • Dropout rate is quite low. • Several students progress to higher education in to prestigious Institution (40%). • Mentoring, Student presentation, Tutorial, Group Assignments, Value Added Programmes are used to monitor and ensure the achievement of learning outcomes.
<p>2.3 Research, Consultancy & Extension:</p>	
<p>2.3.1 Promotion of Research:</p> 	<ul style="list-style-type: none"> • Research promotion through funds, lab facilities and duty leave by Management • College provides seed money for publication of in-house research journals and outside.

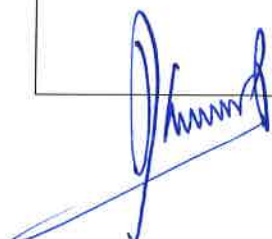
	<ul style="list-style-type: none"> • Organization of subject related seminars and conferences be enhanced. • Most of the science laborites have the facilities to undertake research on campus. • 82 Research scholars are working on the campus.
2.3.2 Resource Mobilization for Research:	<ul style="list-style-type: none"> • 5 major, 19 minor and 2 student research projects are in progress. • Funds for research activities have been mobilized by the college from UGC, DBT, DST and the state government (more than 20 lakhs). • A research cell needs to be established. • Science exhibition are conducted to local schools. • Seed money is provided to Teachers to undertake Research programmes.
2.3.3 Research Facilities:	<ul style="list-style-type: none"> • 7 departments have been recognized as research centre by the University. • 28 faculty members are recognized as research guides • The laboratory facilities need enhancement and upgradation to facilitate advanced research. • Project work in PG final year is visible. • Research Scholars avail the facilities from other institutions for research. • Wi-fi, Internet, Inlibnet facilitates the research activities.
2.3.4 Research Publications and Awards :	<ul style="list-style-type: none"> • More than 50% faculty members are actively involved in research and publications. • There are 374 publications in referred journals during past 5 years by faculty members. • Some members (15) have also published books. • Research publication in high impact factor journals needs to be encouraged. • Citation index of publication are to be enhanced.





<p>2.3.5 Consultancy:</p>	<ul style="list-style-type: none"> • Language Skill coaching exists • Some faculty members have been invited as resource persons in other colleges and universities. • College provides consultancy to local schools/ local institutions on Science, Health, Adult Education and Sanitation. • Consultancy in Science subjects needs to be strengthened. • Generation of Resources through consultancy is yet to be visible.
<p>2.3.6 Extension Activities and Institutional Social Responsibility:</p>	<ul style="list-style-type: none"> • Community college, a sister concern of the college undertakes extensive extension activities and community outreach programs to serve the society. • 2 Villages have been adopted for integrated development. • Service Learning Program exists under which five programs are taken up to reach the rural people. • 09 NSS units working with full enthusiasm with Best State NSS Officer and Best NSS Volunteer award to their credit. • Highest number of Blood Donation camps and 750 units of Blood and constructed 02 additional classrooms in a village school with a cost of 14.10 Lakhs. • The college NSS and NCC units have done a commendable job during Cuddalore Flood. • The faculty, students and 20 clubs are committed to undertake extension activities in rural areas.
<p>2.3.7 Collaborations</p>	<ul style="list-style-type: none"> • Number of MoU (20) exists for collaborations between the American College and Commercial as well as Social NGOS. • Academic-industrial linkages yet to be established with emphasis laid on research organizations and Academic Institutes of repute. • Academic exchange programme for students and teachers of the college to go abroad (3) countries exists.




2.4 Infrastructure and Learning Resources:	
2.4.1 Physical Facilities:	<ul style="list-style-type: none"> • College spreads over 98 acre of land at 02 different locations. • Well ventilated, well furnished classrooms (90), well planned functional laboratories (29) with 100% Wi-Fi enabled campus. • College has Canteen, Health Centre, Visual Rooms, Computer Labs, Prayer Hall, Parking, Drinking Water Facility, Administrative Offices (3), Principal office are available. • Ample facilities for outdoor sports and two auditoria for extra-curricular activities. • Upgradation and Modernization of the physical infrastructure particularly women hostel, Indoor stadium, Gymnasium is ongoing.
2.4.2 Library as a Learning Resource:	<ul style="list-style-type: none"> • The college library is spread over three floors with a seating capacity of more than 250 students and staff. It has a collection of 1,50,000 books, 47 journals, 30 periodicals and 8 newspapers. • Fully automated library with N-List facility. • Well equipped room with Braille script and computer software available for visually challenged students. • Library has celebrated centenary year and have preserved many age-old 'Bhojpatra' (palm leaf scripts) with ancients scripts. • Library extends support to have Departmental Library (38).
2.4.3 IT Infrastructure	<ul style="list-style-type: none"> • WiFi enabled campus. • 530 computers, 42 laptops, 36 LCD projectors and 06 smart boards are functional. • Administrative Office is automated with on-line admissions. • Sufficient budget provision for the development and maintenance for IT infrastructure of the college.





<p>2.4.4 Maintenance of Campus Facilities:</p>	<ul style="list-style-type: none"> • There is substantial budgetary allocation by the management for maintenance of the existing college infrastructure. • The two campuses are very well maintained with high level of cleanliness and sanitation. • Full time technicians are employed for IT and electrical maintenance. • The Lush Greenery on the campus is well maintained.
<p>2.5 Student Support and Progression:</p>	
<p>2.5.1 Student Mentoring and Support:</p>	<ul style="list-style-type: none"> • The college provides financial support to a large number of students through freeships, scholarships and 'LAP' (lunch Assistance Program (800)) to needy students. • Excellent mentoring system exists to enhance students' performance. • Special assistance and freeships are given for encouraging students to participate in national and international sports events. • 40 students are given total fee waiver and free Boarding and Lodging. • Career counseling cell, grievance redressal cell, Gender Violation cell, placement cell, (20) cells are functioning.
<p>2.5.2 Student Progression:</p>	<ul style="list-style-type: none"> • Good progression of students to higher education (40%) while others get jobs (30%). • The pass percentage of the students in all programmes are good due to Autonomy. • Negligible dropout rate of students due to mentoring by teachers. • Institution also facilitates admissions into various programmes in other Countries/ National Institutes for the interested students.
<p>2.5.3 Student Participation and Activities:</p> 	<ul style="list-style-type: none"> • Large number of extra-curricular activities undertaken by the college and students have won some awards at the intercollegiate / University level/ State level. • Almost 100 students participate in more than 10 different games/sports

	<p>activities every year at state level representing university.</p> <ul style="list-style-type: none"> • Overall sports champion award among affiliated colleges for consecutive five years. • Student council is very active and involved in all Co-curricular, and the Extra-curricular activities. • All students participate in the Candle Lighting function.
2.6 Governance, Leadership and Management:	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> • The vision of the college enshrines the Christian values and stresses on excellence in Higher education. • The Bishop of Madurai Ramnad Diocese presides over the Governing Council. • Focus is given on social empowerment of the community through skill enhancement schemes. • The members of Governing Council and the Principal formulates strategies for college development based on the feedback from stakeholders. • The Principal is the Key figure in the college management and involvement of the faculty for effective academic management
2.6.2 Strategy Development and Deployment	<ul style="list-style-type: none"> • Every year the college focuses on specific areas for improvement in line with the vision of the institution. • Academic audit is conducted externally every year and strategies for enhancing excellence in education are formulated. • The College has developed a Perspective plan for its development. • College management promotes the culture of effective participative management.
2.6.3 Faculty Empowerment Strategies:	<ul style="list-style-type: none"> • Faculty members are empowered through participation in seminars, conferences, refresher and orientation courses, etc. • Various welfare measures exist for staff as per University, Government and Missionary norms. • Faculty are encouraged with incentives to pursue Research and Publications.




	<ul style="list-style-type: none"> • Performance based self appraisal system exists. • The Principal, Vice-Principal, Bursar, IQAC members, HODs work and provide leadership to young staff to maintain and sustain quality teaching in the college.
2.6.4 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> • Being Aided Affiliated (Autonomous) college, the financial assistance are received from State Government and Tuition fee from Self-Financing programmes. • Funds also raised by the management from Alumni, Donors, Missionaries, Well wishers and also renting the infrastructure. • Funds are obtained from various funding agencies like UGC, DST, DBT and public donations. • College accounts are subjected to Internal and Government Audit and the records are well maintained.
2.6.5 Internal Quality Assurance System:	<ul style="list-style-type: none"> • IQAC has representation from all sections of the college community and stake holders (14 members). • IQAC monitors quality enriching activities, which the college has successfully implemented. • The IQAC conducts the internal academic audit of the college annually.
2.7 Innovations and Best Practices:	
2.7.1 Environment Consciousness:	<ul style="list-style-type: none"> • Waste Recycling and Energy Conservation through solar panels have been adopted and promoted by the college. • Green auditing is in place. "No vehicle day" once in a month is observed. • Vermi-compost developed by students and staff of the Botany department. • Attempts have been made to reduce the power consumption taking various measures and installation of solar panels. • Tree plantation drive undertaken regularly and Rain Water harvesting is done.

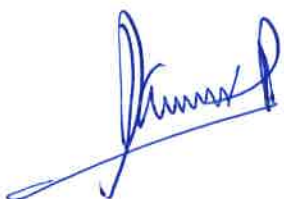
2.7.2 Innovations:	<ul style="list-style-type: none"> • Study centre 'SCILET' has been developed with 17000 books, 47 Journals with a centre for gender studies (full Bright Scholars are visiting the library). • Community college scheme provide several training programs for skill development and entrepreneurship. • Apiculture is in practice along with butterfly garden. • Mushroom cultivation, spirullina culture, biogas production for laboratories are functional. • Service Learning Programme offers (5) socially relevant and service courses. • A separate Butterfly Garden.
2.7.3 Best Practices:	<ul style="list-style-type: none"> • Rain water harvesting is practiced and Drip irrigation • Academic visits/Exchange program with number of foreign Institutions is encouraged for staff and students (3). • INO center on campus, Language Lab at both campuses and Departmental Library both in UG and PG departments. • Annual Closing ceremony is conducted through candle lighting. • Student Co-operative store. • "May I Help You" center. • Three Nobel Laureates visited the college library.
Section III: OVERALL ANALYSIS	Observations (Please limit to five major ones for each and use telegraphic language) (It is not necessary to denote all the five bullets for each)
3.1 Institutional Strengths:	<ul style="list-style-type: none"> • Well established Christian college in a heritage building, enjoys good reputation. • Students with excellent academic record, talented in sports and well disciplined. • Many senior, experienced Principal and other officers and dedicated faculty with teacher taught ratio, close to the UGC norms (20:1). • Access to students from rural areas and backward community through satellite campus located at rural area. • Provision for Annual Academic Audit • Linkage with US, Germany, China Universities on Exchange programmes





<p>3.2 Institutional Weaknesses:</p>	<ul style="list-style-type: none"> • Limited number of applied specialization for PG level subjects. • More number of Research activities by the faculty • Large number of temporary staff on consolidated low salary. • Exercising the Autonomous Status.
<p>3.3 Institutional Opportunities:</p>	<ul style="list-style-type: none"> • Scope to obtain CPE status from UGC. • Scope to obtain STAR COLLEGE status from DBT. • Scope to introduce more programs at PG level. • Scope to organize more number of National and International conferences. • Scope to have more MoUs at Intl level and consultancies at National Level. • A central instrumentation facility with sophisticated and modern scientific instruments may be set-up to support high end research.
<p>3.4 Institutional Challenges:</p>	<ul style="list-style-type: none"> • Severe competition from neighboring well established colleges in the city. • Filling up the vacancies under grants-in-aid section. • Maintaining standards in higher education at National/Global level. • Expansion and modernization of existing Laboratory facilities. • Establishing more linkages with industry for research training and placements. • Attracting competent and qualified faculty for self financing programs.





Section IV: Recommendations for Quality Enhancement of the Institution

- College may apply for CPE status from UGC.
- College may introduce new program such as B. Lib. Sc., B.J.M.C. and M.J.M.C., B. P. Ed., B. Pharma. and B. H. Sc..
- The faculty may apply to the funding agencies such as CSIR, UGC, DST, DBT and ICSSR to undertake more research projects.
- College may introduce new certificate/ diploma courses in 'Brahmi script', 'Vatelluthu script', Foreign Trade, Digital printing, photography, Disaster Management & Rehabilitation.
- More collaboration with reputed Universities and Industries may be taken up to improve the industry Academia linkage through internships and on-job training.
- College may identify a few thrust areas for providing interdisciplinary research and establishing itself as a Centre of Excellence.
- The College may plan for a central Instrumentation Room for all Science Departments
- The college may come up with an HR Policy that will provide attractive incentives and performance based perks to talented faculty with a view to attract and retain them for the various self financed programs.
- Autonomy setup and Evaluation pattern needs to be reviewed as per UGC norms.

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



MChir 27-2-16
(Dr. M. Davamani Chirstober)

Dr. M. Davamani Christober
Principal & Secretary
The American College
Madurai-625 002

Name and Designation	Designation	Signature with date
Prof. P. Ramaiah (Former Professor & Rector, PVC) 405, Lumbini Aptt. Dharamkaram Road Hyderabad-500 016, A.P.	Chairperson	<i>[Signature]</i> 27.02.2016
Prof. Sunita Kumbhat Dept. of Chemistry, Faculty of Science, New Campus, Jai Narain Vyas University, Residency Road, Jodhpur 342 033., Rajasthan.	Member Coordinator	<i>[Signature]</i> 27 Feb 2016
Dr. Deepak Karkun Principal, Govt. W W Patankar Girls P.G. College, Durg-491001, Chattisgarh	Member	<i>[Signature]</i> 27.02.16
Dr. M.S. Shyamasundar Advisor, NAAC, Bangalore	Deputy Adviser	

Place: Madurai. State- Tamil Nadu

Date: 27th Feb., 2016