

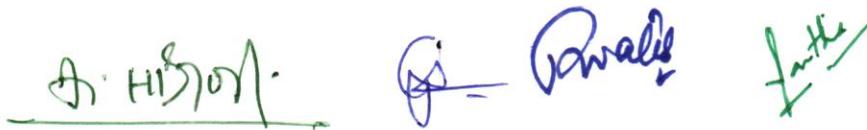


**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 4)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
ST. PAUL'S COLLEGE
C-11796**

**Ernakulam
683503**



**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:	ST. PAUL'S COLLEGE Ernakulam Kerala 683503	
2.Year of Establishment	1965	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	18	
Programmes/Course offered:	22	
Permanent Faculty Members:	92	
Permanent Support Staff:	20	
Students:	1971	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Adequate infrastructure, with a track record of 56 years in the educational development of students from diverse socio-cultural, linguistic and economic backgrounds. 2. High female ratio in student enrolment 3. Facilitation of social progress and change, by providing education to rural and semi-urban masses	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	Visit Date From : 22-11-2021 Visit Date To : 23-11-2021	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. KAILASH SODANI	Vice Chancellor(in-charge),MAHARSHI DAYANAND SARASWATI UNIVERSITY
Member Co-ordinator:	DR. SHIVANAND GORNALE	Professor,Rani Channamma University Belagavi
Member:	DR. PUSHPINDER WALIA	Principal,BBK DAV COLLEGE FOR WOMEN
NAAC Co - ordinator:	Dr. A.v. Prasad	

Dr. Kailash Sodani

Dr. Shivnand Gornale

Dr. Pushpinder Walia

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)

Criterion I - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion I)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The Institution ensures effective curriculum delivery through a well planned and documented process
1.1.2 QIM	The institution adheres to the academic calendar including for the conduct of CIE
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

St. Paul's College, Kalamassery, affiliated to Mahatma Gandhi University, Kerala, and run by Archdiocese of Verapoly has completed 56 years of commendable service in the field of education and research. The college, a certified minority institution, is indisputably engaged in fostering life-long learning especially for the students from backward minority communities, irrespective of their caste or creed.

The college is running 13-UG and 06- PG programmes for Arts, Commerce and Science, 2 Diploma Course. It also offers 48 Certificate/Awareness courses. The Curriculum of UG and PG level is designed and developed by the affiliating University. The Curriculum delivery of all programmes follows an outcome-based model with Programme Outcomes, Programme Specific Outcomes and Course Outcomes, mapping it across different program levels, the assessment of which is reviewed at the departmental level.

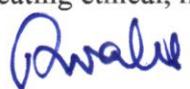
The institution ensures the effective implementation of the curricula and observes the completion of course from time to time. At the end of each academic session, there is a practice of evaluating the student's achievement and progress.

The faculty of the institution have nominations in the UG/PG Boards of Studies of the affiliating and other Universities as well as autonomous colleges of Kerala, and is involved in curriculum designing/updating.

To sensitise students with the cross cutting issues relevant to gender, environment and sustainability, human values and professional ethics, the college supplements the curriculum by organizing/conducting the activities of various clubs and cells, aiming at inculcating ethical, moral, and social values in students.









The college obtains feedback on the syllabus and its transaction at the institution from all its stakeholders, i.e., students, teachers, employers and alumni.

The entire process of curriculum transaction is monitored by the Heads of the respective departments through monthly meetings and feedback. The learning management software 'KOHA' is installed in the library to manage various library resources and maintain a repository of publications/research work of the students and faculty.

The IQAC takes appropriate action based on the feedback, by conducting enrichment programs and seminars for students/staff. The collective opinion on the curriculum is communicated to the university through the teachers of the college, who are also the members of the designing/restructuring curriculum committee of the university.

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 and organises special Programmes 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
2.3.2 QIM	Teachers use ICT enabled tools for effective teaching-learning process.
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and mode
2.5.2 QIM	Mechanism to deal with internal/external examination related grievances is transparent, time- bound and efficient
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.
2.6.2 QIM	Attainment of programme outcomes and course outcomes are evaluated by the institution.
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

St. Paul's College, adhering to government rules and regulations, admits students under the Centralized Allotment Process of the affiliating University. The average percentage of seats filled against reserved seats (as per applicable reservation policy) is 90.09%.

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Based on their performance in the qualifying examination, slow and advanced learners are grouped as per the percentage scored by them. Programmes for advanced learners include Walk with a Scholar, Additional Skill Acquisition and Career Advancement programmes. *Sugam* programmes for slow learners include orientation programmes, remedial and bridge courses, scholar support programme, as well as mentoring and training programmes. At the outset, each department conducts an entry-level test to identify advanced and slow learners. Programs like Sugam, Remedial classes and bridge course, Scholar Support Programme, Mentoring-“Let Us Go and Do It”. *Aagam* training programmes include Walk with a Scholar, Additional Skill Acquisition Programmes for advance learners.

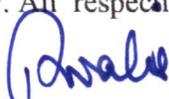
The institution ensures that in order to provide an effective and successful learning experience to the students, the needs of slow learners and advanced learners are considered separately, and that many programs are designed exclusively for both the groups. The major student-centric methods like experiential learning, participatory learning, and problem-solving techniques are used for their intellectual as well as holistic development.

To make the students aware of the different modern educational equipments and techniques, the faculty adopts innovative methodologies in the teaching-learning process. All the classrooms in the institution are ICT enabled with virtual platforms. Teachers depend on various online repositories like Research Gate, Academia.edu, Infilbnet, EBSCO, JSTOR, Research Papers in

Economics (RePEc), Science Direct, Munich Personal RePEc Archive, Econ Paper, Open Educational Resources, Directory of Open Access Journals, Proquest, J Gate and E-PG *Pathashala*, etc. to enrich the teaching-learning process.

The college has evolved various methods to improve the teaching-learning process, such as orientation programmes, industry visits, projects on market survey and computer-based learning; self-learning skills are fostered through seminars, group discussions, and project reports, field survey and interactive sessions. Valuation process framed by the affiliating University is followed by the college. Continuous evaluation in the form of internal assessment and a transparent examination system is implemented to ensure academic excellence. There is a Grievance Redressal Cell to address the problems of students and this a meaningful platform to solve grievances related to internal assessment, attendance, and issues concerning participation in curricular and co-curricular activities. University examinations are held as per the given schedule. Academic calendar based on the university circular is prepared, and implemented.

Every programme offered by the institution clearly states the learning outcomes. The BoS of each department formulates appropriate POs and COs for each subject at the beginning of the academic year. As an affiliated college, the calculated Programme Outcomes (POs) and Course Outcomes (COs) are in alignment with the ones calculated by the affiliating university. All respective courses are implemented so as to achieve the



desired course and programme outcomes. The institution measures the attainment of POs and COs through direct and indirect methods. The Average pass percentage of Students during the last five years is 77.42

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 and has initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.
3.5	Collaboration

Qualitative analysis of Criterion 3

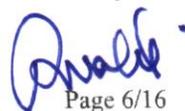
St. Paul's College has an Innovation and Entrepreneurship Development Club (IEDC) which is actively involved in organizing various activities like seminars and workshops and conducts industry visits for students to experience real-time entrepreneurship scenarios. It aims to infuse entrepreneurship among students and enable them to develop the essential acumen and expertise for such venture.

The college has taken various initiatives to create an interest in research and to transfer knowledge among the students and faculty. Nine (09) faculty members of the institution received support from government bodies for research activities during the period of the report. The college has carried out several research projects with a total sanctioned amount of Rs.64.12 lakhs during the last five years. Kerala State Council for Science Technology and Environment, Govt. of Kerala, granted funding for several seminars and 6 student projects. To promote and encourage entrepreneurship/startup, the college has started an incubation centre in collaboration with AISAT, technical campus. The college has conducted 128 seminars/workshops on the various themes like: Research Methodology, Intellectual Property Rights (IPR) and Entrepreneurship during the last five years. Four teachers have been recognised as research guides while 08 PhD scholars are pursuing doctoral research. In the last five years, there have been 06 publications in refereed journals, which are listed in international database. About 33 books and chapters have been published in edited volumes/books published in national/ international conference proceedings. College conferred 06 awards in recognition of extension activities conducted by Government/Government recognised bodies.

The college has also been conferred prestigious awards like *Vanamithra* award by Kerala Forest Department, and Best Green Campus award from LEAF for its green initiatives. In the last five years, 121 extension and outreach activities have been conducted, with 13,564 students participating in them. Linkages with industry/academia have been established, and the college presently has 60 functional MoUs with various institutions of repute, both at the international and national level. These linkages are primarily to facilitate the exchange of student/faculty, internship/placement opportunities for the students, and also for collaborative research work. The college conducted 425 collaborative activities on research, faculty exchange, student exchange/ internship year-wise during the last five years.






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The college has made a valuable contribution to the society and environment by carrying out various extension activities. The faculty members are given responsibilities to engage students in the community development programmes. The emphasis is given on holistic development of the students by engaging them in extension activities which helps them to be a good citizen.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.
4.1.2 QIM	The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
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

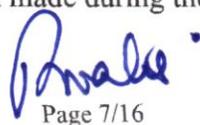
St. Paul's College has adequate infrastructure to facilitate the teaching-learning process. It is spread over 15.73 acres of land richly endowed with lush greenery. The College has adequate infrastructure and learning resources including 54 ICT enabled classrooms, 5 seminar halls, 8 well equipped science laboratories, 5 computer labs and a sophisticated digital library for the curricular activities.

The College has built a newly well-ventilated, well lighted and spacious library with a carpet area of 11,000 sq. ft. The library has a collection of 35,834 volumes of books and 56 print periodicals including journals and magazines. Subscription to selected electronic resources under NLIST Programme of INLIBNET provides access to 7954441 e-books and 6,237 e-journals.

Online Public Access Catalogue (OPAC) enables the users to search and locate books available in the library. Fully networked and well-connected 35 computer stations in the library provide access to various E-resources and OPAC. The Library has two kinds of internet connectivity i.e., Railwire Optical Fiber Connection (200 Mbps) and BSNL Optical Fiber Connection (10 Mbps speed) under NMEICT. Wi-Fi facility is available in the library and E-Books and E-Journals can be accessed from the library through the N-LIST programme of INFLIBNET. An allocation of Rs.2.8 lakhs annual expenditure for purchase of books/e-books and subscription to journals/e- journals has been made during the last five years.






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The institution is equipped with 225 computers, heavy-duty printers cum photocopiers and laser jet printers cum scanners. Two LCD TVs and one LED monitor are installed in the campus for information dissemination. Instructional computer labs are available in the Department of Commerce, Computer Science, Chemistry, Physics and B. Voc departments. Five computer labs are connected to high-speed internet with computer networks. N-LIST and Institutional digital repository enable a wide range of access to e-journals, e-books and other online learning materials. Structured Optical Fiber network connectivity of RAIL network and MNECT connection enable the speed of 200 MBPS connectivity without any connectivity loss and other network issues.

The college has adopted a well-established system for the maintenance of Bore wells, College Security Management, CCTV installation, Auditorium, Library, Computers, and equipments related to reprographic facility. There are established systems and procedures for maintaining and utilizing physical, academic and support facilities-laboratory, library, sports complex, computers, classrooms etc. Auditorium is upgraded, while the Library committee monitors upkeep of library, and for the maintenance of computers there is a third-party AMC for UPS and also for servers. Anti-virus /Anti Malware software is installed and updated at specific intervals.

All systems are connected with UPS, providing uninterrupted power supply to avoid hardware and software problems. Institution makes stringent efforts to maintain the lush landscape and greenery in the campus.

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	Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)
5.4	Alumni Engagement
5.4.1 QIM	There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Qualitative analysis of Criterion 5

An exceptionally large number of students avail the facilities of scholarships and freeships from both the State Government and Central Government. The institution awards endowments every year to achievers in academics, cultural activities, and sports. Besides, Vincent De Paul Scholarships and the Student Support Programmes are available for students from the socially and economically weaker sections.






The institution practices participative management and ensures student involvement in the academic and extra-curricular activities undertaken by the college every year. The college encourages student participation at all levels by electing student union members, clubs and cells coordinators, class representatives from each class and by electing coordinators for every program organized by the institution. The college has an active college union whose members are elected and sworn in investiture ceremonies after each election.

The college is having a good placement record of 38.56%, with nearly 774 students pursuing higher education, where as 233 students qualified in state/national/ international level examinations and 94 have won awards/medals for outstanding performance in sports/cultural activities at inter-university/state/national / international level during the last five years.

NCC and NSS are the two major units where the majority of the students participate and represent the student community. All the activities of these units are aimed at making the students conscious of the importance of participation in various community development programmes.

A grand alumni reunion called 'Home Coming 2019' was organised by St. Paul's college, Kalamassery on 31 August 2019 which was open for all alumni since 1965. About 400 alumni as well as 30 retired teachers and staff members attended the function, in which the current students at the college presented various cultural items. The Alumni Association regularly organizes social events, publishes newsletters and raises funds for the institution. The alumni network provides the fellow graduates a forum to form new friendships and foster business relations with people of similar backgrounds.

In the last five years, the total contribution received from the alumnae group is over Rs.10 lakhs, which has enabled the institution to conduct extensive social outreach programs.

St. Paul's College has nurtured an optimistic and positive ambience in the college, by virtue of its unique culture, tradition and education system and the energy of which can be felt as soon as one enters the institution.

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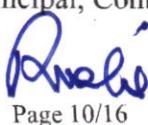
Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of and in tune with the vision and mission of the institution
6.1.2 QIM	The effective leadership is visible in various institutional practices such as decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	The institutional Strategic / Perspective plan is effectively deployed
6.2.2 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institutions Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
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	Internal Quality Assurance System
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 and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Qualitative analysis of Criterion 6

St. Paul's College promotes a culture of participative management. With well-defined Vision and Mission statements, the management ensures that the mission and vision of the College is safeguarded and preserved. With its motto of "Life Nobly Lived", the institution promotes an atmosphere conducive to the creation of intellectually competent, morally upright, socially committed, spiritually inspired citizens in the service of our nation.

- The college is under St. Paul's College Trust which is governed by Board of Trustees and the Archbishop of Verapoly is the Managing Trustee.
- The Governing body, Executive committee, Extended Executive committee, Finance Committee and IQAC play an important role in framing policies and executing them.
- The College Council comprises the Principal, Controller of Examinations, Heads of all departments






and elected members.

- The leadership of the institution interacts with and involves all major stakeholders through meetings with the Student Council, Staff Association, PTA, Alumnae Association and Advisory Committee.

The welfare measures of St. Paul's College Kalamassery for the teaching and non-teaching staff are as per the norms of the affiliating university and State Govt of Kerala.

The Performance Appraisal System for the teaching staff is based on Monthly Performance Report, Consolidated monthly performance report, Teacher's diary, Student's feedback form and Annual Performance Appraisal System, while for the non-teaching staff, it is assessed on the basis of their self-appraisal form and includes certain criteria like punctuality, efficiency, service to faculty and students, timely delivery of services, percentage of assigned work completed, number of training sessions attended, etc.

The college conducts regular internal and external audit to maintain accounts as per the regulations of the university, state government and UGC.

The College has a mechanism to ensure adequate budgetary provisions for academic and administrative activities and monitor the effective and efficient use of financial resources.

Internal Quality Assurance Cell (IQAC) ensures a decentralized administrative system for the assurance of quality in all its endeavours. Meetings are convened for envisaging strategies for improving the quality of teaching and non-teaching faculty and students at the college under the leadership of the IQAC. The IQAC has taken a conscious and consistent attempt to convene academic programmes for the betterment of the students, teaching and non-teaching faculty of the college.

Academic council and IQAC together take various initiatives in planning and implementing the various quality improvement strategies of the college through the departments and supporting bodies. The College has made substantial improvements in quality assurance by introducing students' feedback mechanism, and organizing Workshops and Training Programmes on Quality parameters at regular intervals.

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Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	Measures initiated by the Institution for the promotion of gender equity during the last five years.
7.1.3 QIM	Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words) <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • Biomedical waste management • E-waste management • Waste recycling system • Hazardous chemicals and radioactive waste management
7.1.8 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).
7.1.9 QIM	Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).
7.1.11 QIM	Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).
7.2	Best Practices
7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7

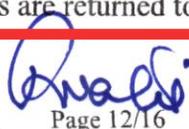
St. Paul's College focuses on imparting education based on social justice, human values, and professional ethics while keeping up with the emerging trends in technology and pedagogy. The college takes all measures to foster a gender-sensitive culture within the campus by conducting various programmes such as awareness classes, seminars, workshops, and competitions. The college has taken various initiatives towards the safety and security like CCTV surveillance, Pedestrian Paths, Uniform dress code, ID Card, Disable/friendly campus, Grievance Redressal Cell, Anti Raging Cell as well as a committee for prevention of sexual harassment etc.

The College uses the Sensor-based energy conservation and LED bulbs/ power efficient equipment as alternate sources of energy.

The college has an efficient waste management system and takes all possible measures for waste reduction. Solid, liquid and e-wastes are managed properly. Solid waste is segregated into biodegradable and non-biodegradable waste. Vermi composting is also done for organic waste. E-waste generation is reduced by buy back system in which the out-dated systems are returned to the company from where they were purchased and






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MOUs are signed for the same.

The water conservation facilities available in the institution include rainwater harvesting, open well and tanks. The annual quality audits by the Institution include Green audit, Energy audit and Environment audit.

The College has disabled-friendly, barrier free environment with ramps/lifts for easy access to classrooms. There are Disabled-friendly ramps and washrooms, Signage including tactile path, lights, display boards and signposts with Assisting technology and facilities for persons with disabilities (Divyangjan)

Onam being a socio-cultural linguistic celebration, it promotes to comprehend the significance of distinctiveness of Kerala Malayalees. 'Kerala Piravi' on November 1, helps to retrospect on our identity. The devastating flood of 2018 revealed the social commitment, humaneness, and

solidarity of entire stakeholders of St. Pauls College to work in unison for the wellbeing

and betterment of society. Commemorating Dr. B. R. Ambedkar on 26th Nov and Dr. S. Radhakrishnan on 5th September on their respective birth anniversaries, provides an impetus to the students to emulate the wide horizon of their knowledge and wisdom. Celebration of Women's day, Yoga day, International Day against Drug Abuse, and other commemorative days, establishes positive interaction among people and creates memorable moments for the students to cherish for a lifetime. Three important national festivals, Gandhi Jayanti, Republic Day and Independence Day are celebrated every year in college. To promote the ideals of social equality, ethnic unity and national integration, the NCC and NSS units of the college periodically plans numerous programmes.

The institution organizes several programs that help the students to enrich themselves with human values and ethics, required for being a good citizen, and above all, a good human being.

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

Overall Analysis

Strength:

St. Paul's College, Kalamassery affiliated to Mahatma Gandhi University, Kerala, established in 1965 and run by Archdiocese of Verapoly, has completed fifty-six years of glorious service in the field of education and research. The management provides a good infrastructure, qualified & competent staff to run the courses. St. Paul's College motivates research activities, honours, outstanding achievement of staff & students.

Strengths :

- It adheres to the academic calendar in all essential matters including that of CIE
- It assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners
- A good number of extension activities are carried out in the neighbourhood community, sensitizing students to social issues, for their own holistic development, as well as the betterment of the society and nation at large.







- It has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc
- Curriculum enrichment opportunities are offered to the students through various add-on/certificate/value-added courses.
- Good sport facilities are available for cricket, badminton, volleyball basketball, football.etc.

Weaknesses:

- Limited role of the institution in curricula design in its capacity as an affiliated college
- The prevailing Government restriction in making appointments of permanent teaching and non-teaching staff affects the operational efficiency of the institution.
- The college lacks transportation facilities as well as hostel facility for boys.
- Limited research projects funded by State and Central Government agencies.
- Institution often faces difficulty in generating funds for setting up of innovative learning environment for the students like starting up of incubation centre and starting skill-oriented short-term programs.
- There is no senior faculty in the college.

Opportunities:

- It has the opportunities for introduction of more industry oriented technical programmes/courses.
- The College has the potential to become Autonomous/ Deemed to be University specifically for the upliftment and progress of students coming from marginalized and as well as backward communities.
- It has ample possibilities to undertake innovative and incubation centres for entrepreneurship and developmental programmes.
- It is multi- faculty institution, and has the potential to start more PG Programmes
- The college has strengthened IQAC and other cells, and made them proactive.

Challenges:

1. Starting professional courses as per the demand of the society.
1. Effective Implementation of NEP-2020 for UG and PG level.
2. Strategic collaborations with national and international Higher Education Institutions.
3. Scope of placements and progression to higher studies are limited for some of the conventional programmes offered by the institution and accordingly the demand for these courses is comparatively low.
4. Lack of academic autonomy sometimes stands as a hurdle in entering into collaborations with various foreign institutions for student and faculty exchange programs.






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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)

- More emphasis to be given on skill development and inter disciplinary courses.
- Industry friendly job oriented courses are to be started at both UG and PG levels, specially in the fishing and marine sectors.
- The teachers should be encouraged for applying for projects sponsored by various external funding agencies Like UGC, ICSSR and others.
- Library timings should be increased till 10 p.m to provide maximum benefit to the students
- Communication skills and computer literacy among the students and increased use of ICT in teaching learning and evaluation process must be adopted
- The College needs to provide transportation facilities.
- Measures should be taken to fill the sanctioned posts, both Teaching and Non- Teaching, lying vacant
- A separate Hostel facility should be provided for boys also
- The college management should allocate a certain percentage in the annual budget to promote research as well as extension activities.
- With Kochi being a corporate and business hub, the college should identify additional financial resources amongst these sectors, in order to support developmental activities

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



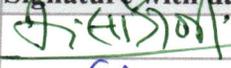
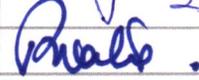
Signature of the Head of the Institution

PRINCIPAL
ST. PAUL'S COLLEGE
KALAMASSERY
Seal of the Institution

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Sl.No	Name		Signature with date
1	KAILASH SODANI	Chairperson	 23/11/21
2	SHIVANAND GORNALE	Member Co - ordinator	 - 23/11/2021
3	PUSHPINDER WALIA	Member	
4	Dr. A.v. Prasad	NAAC Co - ordinator	

Place Kalamassery
Date 23-11-2021