

<b>PEER TEAM REPORT ON</b>	
<b>Union Christian College, PO, Aluva 683102, Kerala</b>	
<b>Section I: GENERAL</b>	<b>Information</b>
1.1 Name & Address of the Institution:	Union Christian College, P.O. Aluva - 683102, District Ernakulam, Kerala
1.2 Year of Establishment:	1921
1.3 Current Academic Activities at the Institution (Numbers):	
• Faculties/ Schools:	03
• Departments/ Centres:	15
• Programmes/ Courses offered:	UG - 15 PG - 15 Ph.D. - 09
• Permanent Faculty Members:	79
• Permanent Support Staff:	37
• Students:	2550
1.4 Three major features in the institutional Context (As perceived by the Peer Team):	<ul style="list-style-type: none"> <li>• Student centric college inculcating values, character formation and communal harmony</li> <li>• Green Campus with good infrastructure</li> <li>• Good augmentation of research funds</li> </ul>
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	22 <sup>nd</sup> & 23 <sup>rd</sup> September, 2017
1.6 Composition of the Peer Team which undertook the on- site visit:	
Chairperson	<b>Dr. Prajapati, B. A.</b> Vice Chancellor, Hemachandracharya North Gujarat University, Patan - 384265, Gujarat
Member Coordinator	<b>Dr. K. N. Guruprasad</b> Director, ShriVaishnav Institute of Science, SVV Vishwavidyalaya, Sanwer Road, Indore. Former - Professor , School of Life Science Devi Ahilya University, Khandwa Road, Indore 482001, Madhya Pradesh
Member	<b>Dr. Pushpa Kuttanna</b> Former Principal, Field marshal K. M. Cariappa College) Sidapur - 571253, Kodagu, Karnataka
NAAC Officer:	<b>Dr. Sujata Shanbhag, Deputy Adviser, NAAC</b>

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Section II: CRITERION WISE ANALYSIS	Observations (Strengths and/or Weaknesses) on Key-Aspects <i>(Please limit to three major ones for each and use telegraphic language (It is not necessary to indicate all the three bullets each time; write only the relevant ones))</i>
<b>2.1 Curricular Aspects:</b>	
2.1.1 Curricular Planning and Implementation:	<ul style="list-style-type: none"> <li>• Curricula planned by Mahatma Gandhi University, Kottayam.</li> <li>• 14 faculty members are in BOS of the University.</li> <li>• 5 new courses started since last accreditation.</li> </ul>
2.1.2 Academic Flexibility:	<ul style="list-style-type: none"> <li>• 15 UG and 15 PG programs available in Arts, Science and Commerce.</li> <li>• CBCS system with elective and optional courses.</li> <li>• All departments offer open courses.</li> </ul>
2.1.3 Curriculum Enrichment:	<ul style="list-style-type: none"> <li>• 03 UGC sponsored Diploma courses introduced in Botany, Chemistry and History.</li> <li>• Advanced Skill based program sponsored by Kerala Government running.</li> <li>• Value Addition and Add-on courses available.</li> </ul>
2.1.4 Feedback System:	<ul style="list-style-type: none"> <li>• Feedback obtained from stakeholders</li> <li>• A structured mechanism for obtaining feedback from industry yet to be developed.</li> <li>• Review by external academic peers yet to be introduced.</li> </ul>
<b>2.2 Teaching-Learning &amp; Evaluation:</b>	
2.2.1 Student Enrolment and Profile:	<ul style="list-style-type: none"> <li>• A Centralized Allotment process exists in the University.</li> <li>• Transparent admission procedure based on academic merit.</li> <li>• Reservation policy of State Government followed in admissions.</li> <li>• Ratio of boys to girls in UG is 1:2.87 and for PG it is 1: 3.40</li> </ul>

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2.2.2 Catering to Student Diversity:	<ul style="list-style-type: none"> <li>• Ramps, Audio facilities etc. available for differentially abled students.</li> <li>• Slow learners supported by Scholar Support Program of the Government.</li> <li>• Advanced learners supported by Walk with a Scholar (WWS) program of the Government.</li> <li>• Skill acquisition programs are available.</li> </ul>
2.2.3 Teaching-Learning Process:	<ul style="list-style-type: none"> <li>• ICT tools employed in teaching.</li> <li>• Student centered learning promoted through seminars/workshops/assignments.</li> <li>• NPTEL and Swayam platforms used for e-learning.</li> </ul>
2.2.4 Teacher Quality:	<ul style="list-style-type: none"> <li>• Out of 153 faculty members 43 are Ph D's and 13 are M Phil.</li> <li>• 16 faculty members are research guides and 13 have participated in academic activities abroad.</li> <li>• UGC – FIP, refresher/orientation courses availed by the faculty</li> <li>• Good number of faculties have participated in workshops/seminars/conferences and a few have received research awards.</li> </ul>
2.2.5 Evaluation Process and Reforms:	<ul style="list-style-type: none"> <li>• Internal (20% UG; 25% PG) and external (80% UG; 75% PG) evaluation adopted.</li> <li>• Evaluated answer books of internal assessment shown to the students</li> <li>• Grievance redressal mechanism at three levels.</li> </ul>
2.2.6 Student Performance and Learning Outcomes:	<ul style="list-style-type: none"> <li>• Good pass percentage from 2012 – 15 but a drastic reduction in 2015 – 16.</li> <li>• An Entrepreneurship Development Club (EDC) exists in the college.</li> <li>• Career guidance and placement cell operative.</li> </ul>
<b>2.3 Research, Consultancy &amp; Extension:</b>	
2.3.1 Promotion of Research:	<ul style="list-style-type: none"> <li>• 09 departments are recognized research centers with 28 research guides and 115 research scholars.</li> <li>• Several eminent scholars from National Institutes and Universities are invited as resource persons in Ph D course work.</li> </ul>

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	<ul style="list-style-type: none"> <li>• 21 research scholars have been awarded Ph. D in the last 4 years. 07 post-doctoral students working.</li> </ul>
2.3.2 Resource Mobilization for Research:	<ul style="list-style-type: none"> <li>• 2.8 crore research grant mobilized through FIST, UGC, BRNS and Management grants.</li> <li>• 35 minor projects and 07 major projects obtained during assessment period.</li> </ul>
2.3.3 Research Facilities:	<ul style="list-style-type: none"> <li>• 07 research laboratories with INFLIBNET service available.</li> <li>• A few faculty members have collaborative research projects.</li> <li>• Industrial cooperation for research yet to be established.</li> </ul>
2.3.4 Research Publications and Awards :	<ul style="list-style-type: none"> <li>• College has published proceedings of National Conferences and 15 books.</li> <li>• 417 research articles in journals, 54 chapters in books and 42 papers presented by students.</li> <li>• 12 faculty members have received academic awards and one patent has been registered.</li> </ul>
2.3.5 Consultancy:	<ul style="list-style-type: none"> <li>• Various departments have generated a revenue of 3.5 lakh through consultancy.</li> <li>• A formal policy yet to be implemented for utilization of consultancy revenue.</li> <li>• Scope exists for enhancement of consultancy services.</li> </ul>
2.3.6 Extension Activities and Institutional Social Responsibility:	<ul style="list-style-type: none"> <li>• A wide variety of community services (tree planting, Blood donation, Donation of Books ) undertaken by NSS and NCC.</li> <li>• College has adopted a village and conducted socio-economic survey.</li> <li>• Separate budget allocated for social services.</li> </ul>
2.3.7 Collaboration	<ul style="list-style-type: none"> <li>• College has MOU with International Institutes for faculty exchange program.</li> <li>• Faculty members have collaborated with National Institutes for research.</li> <li>• Industrial collaborations be strengthened.</li> </ul>
<b>2.4 Infrastructure and Learning Resources:</b>	
2.4.1 Physical Facilities:	<ul style="list-style-type: none"> <li>• Spacious buildings with 67 class rooms, 28 laboratories and 20 staff</li> </ul>

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	<p>rooms.</p> <ul style="list-style-type: none"> <li>• 3 auditoriums, 2 open stages, 3 play grounds, gymnasium and indoor stadium available.</li> <li>• 2 hostels for boys and 5 for girls available in the campus besides a day care Centre, guest house and staff quarters.</li> </ul>
2.4.2 Library as a Learning Resource:	<ul style="list-style-type: none"> <li>• Library has 81141 books, 34 print journals and 21 magazines.</li> <li>• Library is computerized with bar coding.</li> <li>• 6000 e- resources and 3 million e-books (N-list, INFLIBNET) available.</li> <li>• Inter library loan service and reprographic services available.</li> </ul>
2.4.3 IT Infrastructure	<ul style="list-style-type: none"> <li>• A total of 384 computers, 40 laptops and 16 printers are available.</li> <li>• 5 LCD projectors and 7 smart boards available in class rooms.</li> <li>• Use of ICT tools need strengthening with more LCD projectors in class rooms.</li> </ul>
2.4.4 Maintenance of Campus Facilities:	<ul style="list-style-type: none"> <li>• Campus well maintained with adequate budget for maintenance.</li> <li>• Works department and works committee oversees maintenance.</li> <li>• UPS and Generators available to cope up with power cuts.</li> </ul>
<b>2.5 Student Support and Progression:</b>	
2.5.1 Student Mentoring and Support:	<ul style="list-style-type: none"> <li>• Government scholarships and scholarships from alumni association abroad available for students.</li> <li>• Medical Mission Hospital provides medical assistance to students.</li> <li>• Student guidance provided for competitive exams; 45 students have qualified in NET (7 JRF) and 8 in GATE.</li> </ul>
2.5.2 Student Progression:	<ul style="list-style-type: none"> <li>• About 30% students' progress to higher education.</li> <li>• Good pass percentage in 3 years which has declined in the 4<sup>th</sup> year drastically.</li> <li>• University rank holders in both UG and PG courses.</li> </ul>
2.5.3 Student Participation and Activities:	<ul style="list-style-type: none"> <li>• Several prizes won in sports at University and national level and in cultural events at the University</li> </ul>

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	<p>level.</p> <ul style="list-style-type: none"> <li>• College organizes district level, University level and National level sports events.</li> <li>• Several sports teams have participated at national level tournaments.</li> <li>• NCC cadets have taken part in Republic Day Parade.</li> </ul>
<b>2.6 Governance, Leadership and Management:</b>	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> <li>• Vision and Mission well defined on the lines of service to society.</li> <li>• Programs well designed to impart wholesome education to students.</li> <li>• Committees at various levels effectively implement plans.</li> </ul>
2.6.2 Strategy Development and Deployment	<ul style="list-style-type: none"> <li>• A long term perspective plan is in place.</li> <li>• An efficient organizational structure involving all stake holders implements decisions of the management.</li> <li>• Five management bodies above the Principal contribute to strategy development process.</li> </ul>
2.6.3 Faculty Empowerment Strategies:	<ul style="list-style-type: none"> <li>• Various training programs organized for academic and administrative staff.</li> <li>• Welfare schemes in the form of Cooperative Society, Daycare Center etc. available to staff.</li> <li>• Promotions based on Performance Appraisal Reports.</li> </ul>
2.6.4 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> <li>• Funds from Government, Research Projects and Self Financing programs.</li> <li>• Various committees monitor efficient use of financial resources.</li> <li>• Funds audited by Internal (private CA) and External (AG-Directorate of College Education) auditors.</li> </ul>
2.6.5 Internal Quality Assurance System:	<ul style="list-style-type: none"> <li>• IQAC has been active in improving quality of research.</li> <li>• IQAC conducts monthly academic review for overall development of departments.</li> </ul>
<b>2.7 Innovations and Best Practices:</b>	
2.7.1 Environment Consciousness:	<ul style="list-style-type: none"> <li>• Green campus with adequate waste disposal systems.</li> <li>• Rainwater harvesting in place.</li> <li>• Solar panels yet to be used.</li> </ul>

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2.7.2 Innovations:	<ul style="list-style-type: none"> <li>• Programs of physical fitness for both students and staff.</li> <li>• MOU for faculty exchange and student exchange programs.</li> <li>• Financial assistance for construction of house for the needy students.</li> </ul>
2.7.3 Best Practices:	<ul style="list-style-type: none"> <li>• Institution of student scholarships by alumni association abroad in USA, Kuwait etc.</li> <li>• 'Bhoomi Malayalam'- a literary and cultural journal with a National Seminar organized every year.</li> <li>• Establishment of Center for the Study of Religion and Society (CSRS) for community service</li> </ul>

Section III: OVERALL ANALYSIS	Observations
3.1 Institutional Strengths:	<ul style="list-style-type: none"> <li>• An old premier college of the region.</li> <li>• Adequate space and infrastructural facilities.</li> <li>• Efficient mobilization of research funds</li> <li>• Good support from alumni abroad</li> <li>• Appreciable performance of students in sports and cultural events at University level.</li> </ul>
3.2 Institutional Weaknesses:	<ul style="list-style-type: none"> <li>• Decline in the pass percentage in the last year</li> <li>• Inadequate ICT facilities</li> <li>• Insufficient industrial collaborations</li> <li>• Limited freedom for academic innovations</li> <li>• Lack of language laboratories with modern software.</li> </ul>
3.3 Institutional Opportunities:	<ul style="list-style-type: none"> <li>• Scope for introduction of PG courses in more subjects</li> <li>• Conducting surveys for entrepreneurship</li> <li>• Establishing contacts with Industries.</li> <li>• Introduction of solar panels</li> <li>• Strengthening of consultancy services</li> </ul>
3.4 Institutional Challenges:	<ul style="list-style-type: none"> <li>• Improvement of pass percentage</li> <li>• Promotion of research culture in all subjects</li> <li>• Strengthening job oriented self-finance courses.</li> <li>• Strengthening of soft skills and personality development of the students</li> </ul>

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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)

- Efforts be made to make the college autonomous and a college for potential for excellence.
- Teachers not having PhD must be encouraged to pursue PhD and publish papers in peer reviewed journals.
- Teachers to be motivated to apply for more research projects.
- Implementation of ICT enabled teaching and learning in all departments.
- UGC sponsored skill oriented vocational programs to be introduced
- IQAC to monitor the enrolment of students in online programs like MOOCs
- Language lab be established to enhance communication skills.
- Twinning program with institutes like ICA, CWA, CS, NSE, IRDA etc.
- Development of dynamic website for strengthening alumni association activities.
- Identify entrepreneurship possibilities by conducting socio-economic survey of the surrounding areas.

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



  
Dr. THOMAS MATHEW P  
Signature of the Head of the Institution  
Seal of the Institution  
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Name and Designation		Signature with date
Prof. Prajapati, B. A. Vice Chancellor, Hemachandracharya North Gujarat University, Patan - 384265, Gujarat	Chairperson	 23/9/2017
Dr. K. N. Guruprasad Director, ShriVaishnav Institute of Science, SVV Vishwavidyalaya, Ujjain Road, Indore. 453111 M.P.	Member Coordinator	 25/9/17
Dr. Pushpa Kuttanna (Former Principal, Field Marshall K.M. Cariappa college) Sidapur - 571253, Kodagu, Karnataka	Member	 25/9/2017
Dr. Sujata P. Shanbag Deputy Adviser, NAAC Bengaluru - 560072, Karnataka	NAAC Coordinating Officer	

Place: Aluva, Kerala

Date: 23<sup>rd</sup> September, 2017