

NAAC

for Quality and Excellence in Higher Education

Draft Report

on

*Institutional Accreditation
of*

St. Aloysius College

Mangalore. Kanrataka

Visit dates: 8th - 10th December 2003



NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

2/4, Dr. Rajkumar Road, P. O. Box. No. 1075, Rajajinagar, Bangalore - 560 010 India

THE PEER TEAM REPORT

SECTION 1: PREFACE

St. Aloysius College, Mangalore, Karnataka volunteered to be assessed by the National Assessment and Accreditation Council (NAAC) and submitted the Self-Study Report (SSR) in July, 2003. A Peer Team was constituted by the Council to visit the institution and validate the Self-Study Report. The Peer Team, consisting of **Prof. V. R. Muthukkaruppan, former Vice-Chancellor, Bharathidasan University** as Chairperson, and **Dr. M. Ramachandra Kurup, former Principal, KET's Vinayak Ganesh Vaze College of Arts, Science and Commerce, Mumbai, Maharashtra**, and **Dr. L. Thara Bhai, Professor and Head, Department of Sociology, Madurai Kamaraj University, Madurai, Tamil Nadu** as Members, visited the institution for three days from 8th to 10th December, 2003. The visit was coordinated by **Mr. B.R.Manjunath, Academic Consultant, NAAC.**

St. Aloysius college, established in 1880 by the Jesuit Fathers in Mangalore, Karnataka is an aided Minority Institution affiliated to Mangalore University. Rector and Governing Body of Mangalore Jesuit Education Society are responsible for the management of the college. This premier institution has a good reputation in this part of Karnataka. The college campus is spread over an area of 37 acres of land in the heart of the port city adjoining the seashore.

Presently, the college has 29 departments offering 29 undergraduate courses, 03 postgraduate courses, 12 certificate and 03 diploma programs. In the UG and PG programmes, there are 2640 students including 892 girls. Undergraduate program has 10 combinations of Science, Humanities and Social Sciences as prescribed by the Mangalore University and a student can choose any one of these combinations according to his preference and the college norms.

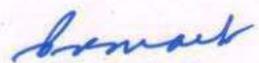

Principal
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The three postgraduate courses are offered by the Departments of Social Work, Computer Applications, and Biotechnology. The college has already produced a few PhDs and 3 students are doing their PhD in the laboratory of Applied Biology.

In accordance with the changing demands of the society, many new courses are introduced in the college under self-financing mode. The college has 130 dedicated full-time faculty members, of whom 24 are PhD and 08 are MPhil holders. About 45% of the teachers are covered under grant-in-aid.

The college has good infrastructure facilities, with impressive buildings, playground, hostels for boys and girls, faculty quarters, administrative block, and several auditoriums. Extra-curricular activities and co-curricular activities are designed in such a way that it caters to the need of all quarters of students. Two units of NSS and three wings of NCC are there in the college. The curricular, co-curricular and the extra-curricular activities along with value-based education provided by the college are commendable. The Peer Team is impressed by the efforts made by the college in developing skills and competencies that shape the overall personality of the students. The motto of the college "**Lacet et Ardet**", meaning "**it shines and it burns**" is reflected in the aims and objectives of the college. Every activity of the college is designed to realise this motto thereby making the students to become 'men and women for others'.

The Peer Team carefully perused and analyzed the Self-Study Report submitted by the institution. During the institutional visit, the Team went through all the relevant documents, and visited the various departments and facilities. The academic, co-curricular, extra-curricular, and extension facilities of the institution were visited. The Team also interacted at length with the Governing Body, Head of the institution, faculty, non-teaching staff, students, parents and alumni of the institution.


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Based on the above exercise, and keeping in mind the seven criteria identified by NAAC, the assessment of the institution under various criteria, the commendable features as also the issues of concern are given in the ensuing pages.

SECTION 2 : CRITERION-WISE ANALYSIS

CRITERION 1: CURRICULAR ASPECTS

As an affiliated college of the Mangalore University, the college follows the syllabi prescribed by the University for the Humanities, Science, and Commerce faculties, both at the undergraduate and postgraduate levels, in the non-semester (annual) pattern, except for BBM and BCA courses which follow semester pattern. The college offers 32 programs in all: 29 UG programs, 03 PG programs, 01 PhD, 12 certificate programs and 03 postgraduate diploma programs. The BBM, BSW, BCA and the postgraduate programs are in the self-financing mode. The certificate and diploma programs are outside the University purview and are job-oriented. Being a sub-centre for IGNOU and Kuvempu University's distance education programs adds to the range of program options.

The 'knowledge' component is high in most of the conventional undergraduate courses whereas 'skill' component is more in courses such as MSW, MCA and MSc Bio-technology, Journalism, Microbiology, Electronics, and in the job-oriented certificate and diploma courses.

To introduce a new program within the regulations of the present university system, the college takes about one year. During the last 3 years, a number of new courses have been started, and some more are in the offing.

Many senior teachers of the college are on the BOS and other academic bodies of the University and have made notable contributions in curricular design/update, making the courses more relevant to the society and industry.

The college offers several inter-disciplinary subjects like Bio-technology, Microbiology, Bio-informatics, Computer Science, etc. and adopts an inter-disciplinary approach even in case of conventional science disciplines like Botany, Zoology, Chemistry, etc.. In the context of increasing industrialization of the region, the college is trying to introduce 'Industrial Relations'.

The college conducts seminars and workshops bringing in academic peers to share their experience. The college-industry-neighbourhood networking has been established in the departments like Social Work, Computers, Journalism, and Bio-sciences. The linkage is used for field visits, demonstrations, experiments and on the job training for the students. Guest lecturers are also drawn from industry and other allied sectors. Indian Social Science Congress in 2003 and National Symposium on Bio-technology in 2001-02 were organized by the college. Preparing 'men and women for others' has been the main goal of the institution from its inception. The programs are generally in conformity with the mission, goals and objectives of the institution.

CRITERION2: TEACHING – LEARNING AND EVALUATION

Student admission to various courses of study is based on academic records/interview/special entrance tests/ consideration of sports and other extra-curricular achievements/ economically and socially backward status, etc.. Being a religious minority institution, 50% of the seats are filled from the Christian minorities.

The departments of Hindi, Electronics, Business Management and some of the departments offering self-financing courses have provision for assessing the knowledge of students on admission. A few departments have mechanism to identify advanced as well as slow learners. The college provides for bridge/remedial courses for the educationally disadvantaged. A wide range of special guidance schemes are available to motivate the advanced learners.

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Principal

The college has 'Class-Guide and Mentor' system whereby each teacher is assigned a few students. The teachers look after the academic progress of their students as well as personal difficulties and extend all help in times of need. Regular meetings with their wards are held once a month in order to build a healthy interpersonal relationship. The college offers counselling services as well.

The college encourages teachers to prepare a teaching plan. In the beginning of the academic session, departmental meetings are held, and through consultation with the Deans and extensive discussion and subject analysis the teaching plan is prepared. The syllabi are unitized according to annual/semester system of teaching. Mid-term tests, terminal exams and model exams are conducted accordingly. Maintenance of work diary by individual teachers helps HODs in monitoring adherence to teaching schedules. Apart from regular class-room teaching, interactive methods like seminars, workshops, study tours, and field visits are extensively used to motivate the students. In courses where job training is necessary, students have to submit the project report after undergoing institutional training and it is part of the internal assessment. Guest lectures by eminent personalities from academic and related industry help in sharing expertise and providing practical skills to the students.

The use of OHPs, LCDs, CDs, VCRs and other teaching aids supplements class-room teaching. The college has a centralized audio-visual facility. The facility may be utilized to prepare computer Aided Learning (CAL) packages to stimulate the teaching-learning environment further. Students are encouraged to participate in inter-collegiate seminars, quiz and symposia. There are departmental associations, debate society, quiz association, music association, language associations and a host of other clubs that promote student participation in various academic and other activities. Character and personality development is emphasized in all activities. The association activities of each department provide ample scope for co-curricular and extra-curricular learning.

The number of working days of the college is 211, of which 188 are teaching days. The college has 130 faculty members: 24 PhDs, 08 MPhils, and 63 postgraduates. Of these, 60 are Government paid and 70, Management paid. Teacher recruitment to 'approved posts' is as per procedures prescribed by the Government; for the 'non-approved' category, for which salaries are paid from college funds, the recruitment is done by the Management in accordance with University rules and regulations. Due to 'freeze' on recruitment by the State Government since 1995, the Management has provided teachers to meet the academic needs of the students. Efforts may be made to recruit more NET qualified teachers. The college encourages teachers to avail of FIP of the UGC, take up minor/major research projects, and participate in national/international seminars apart from their participation in mandatory refresher and orientation courses.

The college does a periodic assessment to evaluate the students. Assignments and seminars which form an integral part of the evaluation methodology enable teachers to assess the students. The final examination is designed and conducted by the Mangalore University.

The evaluation of teacher performance is based on self-appraisal. Student evaluation is done in a limited way; it is done particularly in case of junior teachers. The student feedback may be analyzed and effectively used to improve teaching.

CRITERION 3: RESEARCH, CONSULTANCY AND EXTENSION

The Centre for Applied Biology has good research facilities and offers research program leading to PhD. One teacher, who has largely been instrumental in building the research department and is a recognized research guide in Bio-sciences, is now retired. There is scope for more effective utilization of the facilities available in the department. Five full-time and 08 part-time research scholars from different departments are working for their PhD. Some teachers

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Principal

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are engaged in research outside class hours. The percentage of teachers engaged in research studies varies for various departments and is about 15% on an average. The Management is favourably inclined to fund research work in some cases and there is a 'Research committee' in the college for submitting project proposals. Quite a few teachers have authored books and have a few research publications in national and international journals to their credit.

On consultancy front, there is much to be desired. The college, because of its prestige and ideal location, can offer consultancy services in industrial and service sectors. Competent teachers and departments may be encouraged to offer consultancy. Such exposure will not only enrich the faculty but also be of immense help to the students.

The NCC is very active in the college. Many of the cadets have participated in the RD Parade. The college has the distinction of having NCC in all three wings: Army, Navy and Air force.

The extension activities of the college deserve special mention. Apart from the routine NSS activities like community development, social work, awareness programs on AIDS, environment, literacy, hygiene, blood donation, village adoption, etc., organized throughout the year, the college administers a Boys Home, where children of criminal parentage and juvenile delinquents are tended to with due care in a conducive milieu. Though the college occasionally allies with the NGOs and local leaders, it usually relies on its own social contacts in planning and carrying out extension work. The teachers and students are motivated to take part in extension work and those showing notable performance are prominently mentioned in the College Annual.

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Principal

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CRITERION 4: INFRASTRUCTURE AND LEARNING RESOURCES

During the past 123 years the college has expanded its infrastructure facilities in the form of multi-storeyed buildings, laboratories, library and hostel blocks. The vastness of laboratories in all Science departments is a striking feature. Among others, the computer laboratories, the laboratories of Bio-sciences, the IT Block and the Xavier Science Block inaugurated last year by the President of India and the Union Defence Minister who is an alumni of this college respectively, deserve particular mention. The well maintained Museum that houses treasures of History and the unique Chapel that is famous as one of the few in the world for the impressive paintings and artistic work on the inside walls are of special tourist value..

The support infrastructure includes spacious class rooms, a well equipped language laboratory, large auditoriums, elaborate sports facilities, parking facilities, canteen, well maintained cool drinking water and toilet facilities, and student cooperative stores. There is adequate back-up to tide over electricity failures.

The college makes available its infrastructure to external agencies. The staff from colleges of some States were trained in the Applied Biology Lab in tissue culture techniques. Departmental Newsletters encourage creative and competitive tendencies of students and staff to utilize the available academic facilities. On holidays, the infrastructure is used for conducting classes by the IGNOU centre and competitive exams by various other agencies. The maintenance staff of the college and the Industrial Training Centre on the campus, the NSS volunteers with their cleanliness and campus beautification drives and the keen interest taken by the Management in upkeep help in keeping the campus beautiful and pollution-free.

The college has a well equipped central library, with over 65,934 books, about half of them textbooks. Most departments offer library service to their students

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through departmental libraries. Most of the departments subscribe to some academic journals, including a few periodicals from abroad. A few departments like computers, social work, and so on have separate library facilities. There is Book-Bank facility in the central library. Facilities available in the library central include xerox, computers, audio-video cassettes, internet, cubicles for research students, racks for display of new arrivals, etc.. The working hours of the library are from 8.30 am to 5 pm, for 5 ½ days a week. Computerization of library is in progress.

The college has a central computer facility. The centre, in collaboration with Bio-sciences department, has developed a database on the flora and fauna of the district, and in association with English department, questionnaires based on language skills. Fifteen departments have computers of their own.

The college has an arrangement with a reputed local hospital the services of which are used for free medical check up and in emergency. Health care needs of teaching and non-teaching staff are taken care of.

The college has impressive sports infrastructure and necessary sports equipment and produced successful sportspersons in several sports and games. The college has been consistently contributing students in large numbers to the University teams to represent in inter-University/State/National level competitions. The laudable achievements include wins in cricket, TT, football, hockey and athletics.

The college provides for 12 staff quarters built with UGC fund. There are 2 hostels: a well equipped boys hostel and a girls hostel. At present, the number of inmates in boys hostel stands at 372, comprising 200 degree and 172 PUC students. The girls hostel has 28 inmates.



Principal

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CRITERION 5: STUDENT SUPPORT AND PROGRESSION

The college consistently maintains very good results including a few ranks in the University examinations. In the case of UG courses, the pass percentage is about 94%, including about 57% first classes; in PG, the pass percentage is 96%, including 90% first classes. The dropout rate is 4% in UG and 2% in PG. A number of financial aids, both from State Government and Management, are available to the meritorious and the needy students and a good many have been beneficiaries every year.

The sports support in the college is evident from the history of achievements in sports arena. Sports candidates are motivated through several incentives/concessions in admission/fee matters, merit certificates, trophies, etc.. The college may consider identifying corporate sponsor to improve upon its sports performance.

The college extends support to popularization of Konkani and Tulu, languages of the region, through diploma and certificate courses. There are 21 overseas students studying in the college. There is a staff counsellor to attend to their needs.

Expert counselling is made available to students in Career Guidance. There is an Employment Cell. A staff member looks after the affairs of the cell with the guidance of a retired member of Karnataka Public Service commission. There also is a Placement Cell. Fourteen students were employed through placement services last year. A number of companies have visited the college to conduct campus recruitment last year. The college motivates students to go in for self-employment with good results.

Student counselling services are available with a few teachers working as counsellors in the college. Deans and teachers also provide academic and personal counselling to the students at individual level.

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The college has an Alumni Association. The Association which has been able to mobilize resources for the benefit of the institution and the students may be further strengthened. Indeed, several departments merit separate departmental alumni associations to involve their alumni more closely in their development. The college has as 'Class Guide and Mentoring' system to help students in all aspects. Mid-day meal programs benefit many students.

CRITERION 6: ORGANIZATION AND MANAGEMENT

St. Aloysius College is governed by Mangalore Jesuit Education Society as the apex body with Rector as its Head. The periodic meetings of the society analyze the working of the institution and provide directions for long and short term activities of the college.

Internal coordinating and monitoring is done by the Principal assisted by the Staff Council consisting of Deans, Vice-Principals, HODs and others. Staff members are divided into small committees and put in charge of various responsibilities pertaining to day to day functioning of the institution.

The non-teaching staff recruitment is done in accordance with norms for minority institutions. The Management loans, loans from Teachers' Credit Cooperative Society, and Housing Credit Cooperative Society are available for the staff of the college. The college has had a deficit budget last year. On the whole, mobilization and management of the finance is to be lauded.

The college does not have a formal Grievance Redressal Cell; but, the grievances, when they arise, are mostly sorted out through direct dialogue between the authorities and the aggrieved.

There is transparency only in the field of academics and more transparency is required at administrative level. Participatory management can be experimented

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Principal

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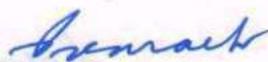
in the college administration. UGC norms may be followed for the betterment of the college.

CRITERION 7 : HEALTHY PRACTICES

St. Aloysius College is keen in introducing frontier areas of education which help students to go according to social and market needs.

The college maintains an effective system for internal quality. Total quality management is introduced in the college. The college is designated as a nodal centre for TQM in this region. Teacher's diary, self-appraisals and students feed back mechanisms are unique features of the institution. The college always goes for teamwork and believes in strategic planning. The college has already started computerization process.

The students are encouraged to take extra courses from the courses available in the college. The college is to be given credit in introducing many job-oriented courses. Value education is imparted to all students in different ways. The College believes in value education for overall development of the students. Community oriented programme are given priority in the college. Civic consciousness is inculcated in all students. The students are trained in many dimensions so that they will become conscious of their duties and privileges. Women's forum, Sahodaya, etc. are a few examples. Every student can avail programme according to his or her ability for overall personality development. There are various associations like Debate Club, Music Club, Quiz Club, Thulu Club etc.. The college takes care in identifying the problems of the students and give academic and psychological counselling. Students' skills are given shape here by encouraging them to join activities that suit them. Out -reach programme are excellent in the college. Keeping the motto in mind, the college gives stress to the out- reach activities. It is not only through NSS, but also



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through many other forms. The college has evolved certain norms like preference in admission to the first generation learners, poor and tribals are to be specially mentioned here. Apart from merit scholarships there are various concessions given to the economically backward students. Cooperative societies are helping all categories of staff to improve their economic conditions.

College- industry linkages are to be strengthened. An institution like this can initiate twinning programmes and student exchange programmes. The exchange programme now available in the college is individual oriented.

SECTION 3: OVERALL ANALYSIS

The Peer Team has received full cooperation from the Management, Principal and all faculty members in the process of assessment of the college on various aspects with their enthusiastic participation. The Team has visited all the Departments and support facilities and held discussions separately with the Management, Principal, teaching and non-teaching staff, students, alumni and parents. On the basis of the strength of the college in providing quality education with several healthy practices, the peer Team has prepared this report and arrived at the final score.

COMMENDATIONS:

- Remarkable infrastructure facilities with new IT building and science block, well equipped laboratories and classrooms, central library and play ground.
- Student admissions are being carried out according to the Government/University norms. Quality education is provided with minimal drop out and good results in the university examinations.
- Substantial choices of courses in science and humanities are available to the students, with major impact by B.Com and M.C.A. programmes.

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Principal

- Interest in the development of a local language Konkani and several certificate and diploma courses are added positive features. This is one of the few colleges offering Physical Education as one of the optional subjects in BA degree.
- An unique Applied biology laboratory for plant tissue culture to carry out research of regional importance.
- Each faculty member is to maintain Teacher's Diary to ensure quality of teaching and accountability on the basis of the norms laid down by the State Government and UGC.
- The college faculty members have been recognised with Young Scientist Award, Young Social Scientist Award, Kannada Sahitya Award at State and National levels. Many teachers are invited by outside agencies to deliver lectures.
- Significant services are provided by the Alumni Association for the growth and progress of the college.
- Several student associations provide a meaningful opportunity for extra-curricular activities; the NCC and the NSS provide abundant opportunity for co-curricular learning.
- One of the staff welfare measures taken through Co-operative Housing and Credit Societies forms a model to other institutions. There are several student welfare measures including scholarships and Mid-day meals provided by the management.
- The major out-reach programmes are provided through Sahodaya, Boys Home, etc.. The Chapel and Museum are historically important landmarks in the campus.
- The college proposes to start PG course in Information Technology and to develop linkages with Loyola University, Chicago, Department Biological Sciences, National University of Singapore, Fukuok University, Japan and a few national research centres.

A. S. S. S.

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Recommendations:

- There is a need for continuous updating of the syllabi keeping in view of dynamic changes happening in the subject areas. This is particularly true of some of the Biosciences courses. There is a lot of scope for collecting the feed back from peers and employers while revising the syllabi. Schemes for on-the-job training could also be extended to all skill-based programmes.
- All departments may be encouraged to test the knowledge of students after admission for taking up remedial programmes. There is scope for increasing the participation of teachers in seminars, and conferences. Being the oldest college affiliated to the university, a large number of teachers should be motivated to become resource persons for seminars and workshop. At present only permanent teachers receiving salary grant from the government are covered under self-appraisal scheme and that student appraisal of teachers is optional. It is desirable to cover all the teachers, both aided and unaided, under self-appraisal and students' evaluation schemes.
- Student – Teacher ratio of self – financing courses is about three times the aided courses, whereas the fees paid by the former is much higher than the latter. The Department of Applied Biology has no regular research staff. There is also need for reducing the teacher turnover in the unaided section. Similarly the teachers recruited after 1991 should be encouraged to clear NET/SET, for which the college may provide in-house training.
- The Deans, HODs and teachers in the departments were unaware of the departmental budgets, library allocations etc. There is a need to improve the involvement of teachers in such decision making process. Multiple assignments to certain faculty members (eg. Professor of Botany, Coordinator of MSc Biotechnology, HOD of BSc Biotechnology, HOD of Biochemistry) needs to be avoided.

- For a college, with a standing of 123 years and having 130 teachers on the roll, there is a lot of scope for enhancing research activities. About 100 teachers out of 130 are neither engaged in research work, nor involved in adding research qualifications through FIP or other means, despite excellent infrastructure facilities.
- Many of the teachers of the PG courses could think of taking up consultancy work in the areas of their specialization. There is also scope for enhancing extension activities.
- Library may be encouraged to establish connectivity and linkages with other libraries of repute. Computerization of the library, particularly lending operations, will help the students and teachers. Similarly, Documentation Services would add to performance of the library. There is a need to subscribe to reputed academic Journals by PG Departments. It will help to improve academic activities if all major departments are encouraged to use computers for creation of teaching-learning materials, question banking etc. It is desirable to have a master plan for development for the next five years.
- Foreign Students Cell and Women's Cell may be organized on the basis of UGC guidelines.

THE PEER TEAM:

P. Muthukkaruppan 10-12-2003
 1. PROF. V.R. MUTHUKKARUPPAN (CHAIRPERSON)

2. DR. M. R. KURUP (MEMBER) *M.R. Kurup*

3. DR. L. THARA BHAI (MEMBER) *L. Thara*



L. Thara
10-12-03

I agree with the report
10/12/03

Shobor

PRINCIPAL

Principal

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Srinath
Principal
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