



PSGR Krishnammal College for Women



*Autonomous Institution, Affiliated to Bharathiar University,*

*Accredited with 'A' Grade by NAAC (3<sup>rd</sup> Cycle),*

**College of Excellence, NIRF-2019 - 22<sup>nd</sup> Rank**

*ISO 9001:2015 Certified Institution.*

Peelamedu, Coimbatore.

**CONSOLIDATED REPORT OF ACADEMIC AND ADMINISTRATIVE AUDIT (AAA)  
(2015-16, 2016-2019)**

The report comprises of two parts Part A and Part B

Part A - Consolidated report of Academic audit – Dr. Sheela Ramachandran

Part B - Consolidated report of Administrative audit- Dr. S.Manian (Chairman) and team.

**PART A-CONSOLIDATED REPORT OF ACADEMIC AUDIT**

The academic audit done in the month of September 2019 was extensive and done for individual departments. This exhaustive audit report of each department has been consolidated into following clusters

- |                    |   |
|--------------------|---|
| <b>Cluster I</b>   | Languages – (Tamil, French, Hindi, English Literature)  |
| <b>Cluster II</b>  | Humanities -(History, Economics)  |
| <b>Cluster III</b> | Vocational Courses (B.Voc Beauty therapy & Aesthetics, Garment designing, B.Sc. Costume design and Fashion) |
| <b>Cluster IV</b>  | Sciences (Physics, Chemistry, Botany, Zoology)  |

<b>Cluster V</b>	Mathematical and Computational Sciences (Mathematics, Computer Science UG, Information Technology (UG), BCA, Computer Science (PG), IT (PG), Data Analytics (PG)
<b>Cluster VI</b>	Business Administration (BBA Aided, BBA IB & RM, BBA BPM)
<b>Cluster VII</b>	Commerce (B.Com Aided, B.Com SF, M.Com SF, B.Com PA, B.Com BA, B.Com A & F, B.Com Am & FS, B.Com CA, B.Com e-com)

The consolidated report of the departments was prepared by Dr. Sheela Ramachandran, considering the various parameters such as, Curriculum Design, Teaching learning methods, Assessments, Research, Consultancy and Extension Activities.

### **Part A- Overall assessment and comments- Dr. Sheela Ramachandran**

The academic audit report demonstrates the progressive nature of the college and its performance and ranking at the national and international higher education scenario. This has resulted in the college having the following accolades

#### **Accolades**

- ❖ College of Excellence by UGC from 2016 (CPE from 2011 -2016)
- ❖ Autonomous since 2004
- ❖ DBT Star Status from (8 Departments)
- ❖ Accreditation and Re accreditation by NAAC for three cycles – presently A Grade with CGPA 3.58 (I cycle 5 Star; II cycle A Grade CGPA 3.55)
- ❖ NIRF ranking 22 in 2019 ( 2018 16<sup>th</sup> rank; 2017 – 14<sup>th</sup> rank)
- ❖ ACBSP international accreditation for Department of management (PG)
- ❖ DST – FIST recognized institution for ‘college as a whole - 2012’ and level 1 Department of Botany - 2011

- ❖ Best institute for Women Skill development by ASSOCHAM consecutively for three years (2017, 2018, 2019)
- ❖ Several research and consultancy funding, besides unique funding such as RWTP by DST;NISD for Geriatric care; Women studies phase II by UGC; UnnathBharathabhyan by MHRD
- ❖ International MoU with 7 universities of USA, Tanzania, Malaysia and UK for academic exchange, credit transfer, capacity building of faculty members and research, innovation and consultancy.

### **Curricular and Teaching Learning Aspects**

The academic audit report indicates a well conceived, adopted and implemented OBE through a moderately flexible CBCS across all UG and PG programmes.

It is one of the first Arts and Science HEI to adopt OBE in 2016 itself. As a result many of the faculty members have helped other institutions in the implementation of OBE by sharing their expertise as resource persons.

The CBCS curriculum framework for both UG and PG programmes has included several scopes of learning through

- ❖ Core, Allied and Languages
- ❖ Core Electives
- ❖ Skill Based Courses (SBC)
- ❖ Advanced Learners' courses (ALC)
- ❖ Foundation Courses
- ❖ Job oriented courses
- ❖ Add-on Courses
- ❖ Compulsory two online courses (UG) and one (PG)
- ❖ Compulsory Computer based tests (CBT) to assess the learning and understanding of basic fundamental principles of all courses from Semester I to Semester V (UG), Semester I to Semester III (PG) in K1, K2, K3 levels.

- ❖ Option for international credit courses through international immersions in collaborating universities as a heterogeneous group, generally in summer and winter and if need be also during the academic year.

The faculty members across the college have attempted at moving from teaching to facilitative learning adopting different methods and tools and these learnings are assessed by an average of five to seven components of CIA depending on the course and overall evaluation of the course by the ESE. There is scope for increase in the assessment of learning outcomes on a continuous basis towards a more effective OBE.

The students across departments are also encouraged to participate in various intercollegiate curricular, co-curricular and extra curricular activities and have been awarded and recognized for the same.

Intensive remedial coaching is also done for those who require academic support across the college, and in certain departments even nearly 50% of the students have received the same. All the above has resulted in very good learning outcomes coursewise and programmewise which is illustrated by high placements, vertical mobility to higher studies, some becoming entrepreneurs and in an overall pass percentage ranging from 85% to 100% ( average 94%)

### **Research Consultancy and extension**

The 308 faculty members of the college (Aided and SF) are well experienced and highly qualified. More than 50% of the faculty members are doctorates. Nearly 99.6% have M.Phil. degree. This indicates that the college provides a conducive ambience for research which has manifested into receiving some research grants ( UGC, DST, DBT, ICSSR, DRDO etc) and consultancy. The college also provides seed money as a research grant specially to young teachers to enable them become good researchers in order to attract extramural research funding in future. This multi –pronged research funding and PG and research programme intensive research and innovation has made an impact on the output of publications, patents filed and on societal problems.

The faculty are continuously updating and upgrading their expertise through participation in trainings and workshops, fdp, seminars and conferences both at national

and international levels and in other international immersions with the collaborating universities.

On the whole, the college is steadily progressing to touch the lines of both the types of learners (Students and faculty members besides other support staff and becoming a great influencer to other HEIs , businesses, Government and NGOs and the society at large. Therefore it becomes imperative to face challenges, grab opportunities increasing present strengths and adding to new ones. Hence the following are the recommendations for the future.

### **Recommendations**

- ❖ Present CBCS and OBE may be upgraded to a cafeteria approach of flexibility catering to self - directed and self- determined learners.
- ❖ Course content for OBE may be prepared as modules catering to course modules rather than units indicating suggestive learning methods and tools for each course.
- ❖ On the whole, the college may attempt at course specific, outcome specific learning methods and tools .
  
- ❖ Teaching - learning methods and tools may be classified as per a)type of learning to be adopted by students b)modules and tools
- ❖ Various innovative assessment methods and tools towards realization of outcomes, varying as per modules may be adopted
- ❖ Blue print of assessment of outcomes through CIA, and ESE may address K1 to K6 levels for both UG and PG programmes with different proportions for the level of the degree and for the level of the course or component (fundamental/advanced, applied, SBS, JoCetc)
- ❖ Workshops may be conducted for faculty members on upgraded e-content development, online assessment tools,and assessment of online readers by students, online learning of students according to learning styles and other latest e-content developments.

- ❖ Promotion of atleast 40% of innovative projects to impact the society to be undertaken at UG, PG and research level and also faculty research
- ❖ College may develop a policy to promote conduct of FDPs or Workshops for stakeholders outside the college on a revenuesharing mode in turn promoting sharing of expertise and resource mobilization
- ❖ A Mock audit can be planned with the following members.

Dr.Mahima Verghese-Former VC,SNDT Women University,Mumbai

Dr.Sakunthala Kathere

Dr.Ravichandra Reddy-Former acting director,NAAC,Bangaluru

*Signature of the External Auditor*

*Signature of the Principal*

**Dr. SheelaRamachandran**

*Former Vice Chancellor*

*Avinashilingam Institute for Home Science and Higher Education for Women*

*Tamil Nadu*

### **Part B of AAA (2015-2019)**

Name of the college: **PSGR Krishnammal College for Women,Coimbatore- 4**

#### **Audit Team:**

**1. Prof. S. Manian**

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Member

**Date of Audit: 10.1.2020 and 11.1.2020**

The audit report was provided in four categories

- I.** Learning and Assessment , Teaching staff, Qualification , Admission, capacity building , Feedback, Appraisal
- II.** Overall facilitative infrastructure, Assessment tools, Controller of Examinations,Evaluation,Question Bank revision,Examination Policy,Question paper pattern,Models
- III.** MoUs, Student support, scholarship merits, Research financial aspects-grants
- IV.** IQAC and Committees - Statutory and Non Statutory, ISO report, Department targets, Review meetings, Extracurricular activities

**ACADEMIC AND ADMINSTRATIVE AUDIT REPORT - 10<sup>th</sup> and 11<sup>th</sup> JAN, 2020.**

The Academic and Administrative Audit Committee was constituted by the management for the appraisal of the reports of AAA for the years from 2015 to 2019. The committee members thoroughly examined the previous year's reports and interacted with all the stakeholders on 10<sup>th</sup> and 11<sup>th</sup> January 2020. The details are given in four broad categories:

**I. Curricular Framework and Flexibility**

- (i) The Academic Council comprises of Faculty members, University Representatives, Industrial experts, Student nominees and Alumni and they meet twice in a year. The curriculum was thoroughly revised. Every year, new programmes were introduced to cater to the needs of the society.
- (ii) Curriculum is framed with the objective of Outcome Based Education (OBE) and the programmes are offered under Choice Based Credit System (CBCS). Students have flexibility to opt the elective courses, allied courses and online courses offered under Swayam portal such as NPTEL and MOOC. Completion of two online courses is mandatory for all UG students and one online course for all PG students.
- (iii) Curricular models are on par with the prescriptions given by the apex bodies like UGC and AICTE. The pattern varies with various clusters such as humanities, 'science with practicals', 'science without practicals', 'commerce with two patterns', computer science, vocational education and management studies for UG and PG programmes. Bloom's taxonomy levels are considered in framing the course outcomes and question papers. Rubrics based assessment pattern is followed. Every course has course outcomes mapped with programme outcomes of the respective programme.
- (iv) Add-on and Job Oriented Courses are offered by all the departments. New courses are introduced on the basis of the need of the society with the objective of producing employable graduates.
- (v) Academic council agenda and minutes are transparent and displayed in the college website. The agenda are given to the members in advance to go through the document meticulously for enhancing the quality of the curriculum. The members



used to have a full day discussion for approving the agenda. The year wise number of courses revised is given below:

<b>Year</b>	<b>No. of Courses Revised</b>
2015-2016	38
2016-2017	64
2017-2018	92
2018-2019	113
2019-2020	82

- (vi) The total sanctioned strength of aided faculty is 95. Out of the 95 sanctioned strength, 77 are filled as per the procedures of the government following the reservation policy. The remaining 18 vacancies are yet to be filled after getting formal approval from the government. At present, for protecting the interest of the students, these 18 vacancies temporarily are filled with management staffs. Out of the 77 aided faculty 69 have Ph.D qualification and 6 members have qualified with NET/SET.
- (vii) A total number of 231 faculty are working in the college under self financing stream. It is observed that around 30% of aided faculty are alumni of this institution. Out of 231 self-financing faculty 90 faculty members joined the institution with Ph.D qualification and 30 faculty members have qualified with NET/SET.
- (viii) In order to enhance their knowledge the faculty members are allowed to attend Orientation Programmes, Refresher Courses, Faculty Development Programmes, workshops and other short term training programmes conducted by HRDC, Universities and colleges. The details are:

<b>Programmes</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
Refresher Courses	9	14	18	5
Orientation Programme	17	11	11	4

Faculty Development Programme	8	14	11	19
Short Term Training	36	40	41	84
Workshop	96	60	90	121

- (ix) The college has established a well-planned feedback system to obtain feedback from the faculty, students, parents, alumni and employer. The performance of the college has been assessed on different scales such as 5 points scale for alumni, 4 point scale for employer, parents and faculty. Computer based student feedback is generated to obtain information on teaching efficiency, curriculum and student support services. The faculty performance is assessed from student's feedback (100), Staff performance self-appraisal (100), HOD's appraisal (25), Staff departmental activity (25), and peer assessment (50). In total, the appraisal is done for 300 points. If the performance of the faculty is poor, they are advised by the Principal to enhance their performance in future.

## II. Examination and Evaluation System

- (i) Dummy number system has been introduced during 2014-15 for evaluating answer scripts and further it has been improved with bar code system during 2017-18 for improving confidentiality. The results are published within 2 weeks after the final examination.
- (ii) The marks for the external and internal examination are 60 and 40 respectively. The distribution of marks for the internal examination is as follows:

TEST I & II	10 Marks
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Model Examination	6 Marks
Assignment	4 Marks
Seminar	5 Marks
Quiz	4 Marks
Participation in Class Room	5 Marks
Library Usage	3 Marks
Attendance	3 Marks
<b>Total</b>	<b>40 Marks</b>

The students submit their assignments through Myclassroom Portal. Seminar are given by students with the aid of PPT. Seminar mark is allocated as 3 for presentation and 2 for interaction.

In the case of practical examination, the distribution of marks is fixed as below:

Lab Performance (Practical Skill -10 Marks + Interaction- 10 Marks)	20 Marks
Regularity in Record Submission	5 Marks
Model Examination	12 Marks
Attendance	3 Marks
<b>Total</b>	<b>40 Marks</b>

- (iii) Evaluation of assignment, quiz, and seminar is based on Rubrics.
- (iv) Central valuation is conducted with internal faculty (50%) and external faculty members (50%)
- (v) Bloom's taxonomy is followed in preparing question papers for both internal and external exams.

- (vi) Comprehensive examination is conducted online with Multiple Choice Questions (MCQ) pattern at the end of the 5<sup>th</sup> semester for UG and in 3<sup>rd</sup> semester for PG. General Awareness (self-study course) examination is conducted online in the 1<sup>st</sup> and 2<sup>nd</sup> semester for UG. The result of these online exams are graded but not included in the CGPA.
- (vii) DELF examination is conducted for French language students in the college campus in collaboration with Alliance Francaise for the past two years.
- (viii) Question papers for the end semester examination is set by the external examiners from outside the Bharathiar University jurisdiction. Question paper scrutiny committee is formed with HOD as a member by COE for maintaining the knowledge levels of the question paper as per Bloom's taxonomy.
- (ix) Question bank is created for all programmes and the same is updated regularly and stored in the system through customized software. At present the question bank is used only when there is an emergency.
- (x) The college has introduced certain reforms in the conduct of examinations and publishing results. OBE was introduced from the year 2016. Students are given flexibility to earn additional credits through online courses such as MOOC, NPTEL, IIT, Spoken Tutorial and study abroad programme. However, these points are not counted in CGPA. In the case of semester abroad, the credits will be transferred as per the concerned MoU.
- (xi) It is mandatory for UG students to complete 30 hours of community service within the first 4 semesters and it is entered in the mark sheet as completed.
- (xii) Mapping of POs and COs and attainment of various knowledge levels like K1, K2, K3, K4 etc., are assessed for each semester and the feedback is given to the students as score cards.
- (xiii) Examination process is 100% automated with Enterprise Resource Planning (ERP) software

- (xiv) On an average, the students performance in the successful completion of the programmes are above 95% for the last 4 years.

### III. Research Promotion and Development

- (i) The college has signed 107 MoUs with both National and International Institutions/ Industries from 2015 to till date. Seven MoUs are exclusively meant for research collaboration.
- (ii) Considerable number of Seminars, Workshops and Guest Lectures were conducted in each department to update the knowledge of the students and faculty members

<b>Events</b>	<b>2015-19</b>
Seminars/Workshops conducted	240
Guest Lectures conducted	732
Seminars/Workshops attended by faculty	483

- (iii) The college mobilized Rs. 1.56 cores as research grant and received 27 lakhs as grant for organizing seminars from 2015-2019.
- (iv) The research output from 2015-2019:

<b>Projects</b>	<b>Number</b>	<b>Amount Sanctioned</b>
Completed	29	97.92 Lakhs
Ongoing	9	58.56Lakhs

- (v) The college management promotes research by giving seed money for projects to the tune of 61.97 lakhs from 2015-2019.
- (vi) The college has completed various consultancy projects from 2015-2019. The faculty have mobilized Rs.4.31 lakhs through consultancy and Rs.2.66 lakhs from projects.
- (vii) 240 Conferences / Seminars /Workshops were organized for the past five years. On the whole Rs.27.61 lakhs was spent for the programmes from the grants received from the

funding agencies. Rs.95.71 lakhs was spent by the management for organizing the events.

- (viii) In the past 5 years, 201 students have registered for their Ph.D degree (Full-Time-91 Part-Time-110) and 94 students have been awarded Ph.D degree.
- (ix) The total number of faculty guiding research programmes are 146 ( Aided-67 Self-Financing-79)
- (x) Extension activities are carried out by the 12 clubs functioning in the college. 323 events have been conducted during the assessment period.
- (xi) Publication Metrics 2015-2019:
  - Scopus: 387
  - UGC Care List: 1043
  - Citations: 1478
  - H-Index: 18
- (xii) Collaborative research papers published- 46 (National-27 International -19).
- (xiii) Research Facilities :
  - No. of Equipments – 282
  - **Cost of all Equipments- 3.25 cores**

#### **IV Infrastructure**

##### **Library**

- (i) The library has 77042 text books and 3974 reference books. The faculty members can borrow upto 10 books per transaction. UG students can borrow 5 books, while PG students and research scholars can borrow 6 books at a time.
- (ii) There are 16 department libraries from which students and faculty members can borrow and refer books.

- (iii) On an average, Rs.20 lakhs has been earmarked for procuring new books, journals and e-resources.
- (iv) Library provides printing and photocopying facilities.
- (v) Faculty members and students are permitted to access the national libraries like NDLI.
- (vi) This college is one among the top 3 performing institution in NDLI.
- (vii) The available space and seat are very meagre in the General library when compared to the total students strength which is around 7000.
- (viii) RFID can be introduced in the library system for better management of library resources.
- (ix) Since the college subscribes to more number of e resources it is suggested to provide a computer lab with adequate number of system with printing facility.
- (x) Plagiarism software – Turnitin may be procured and the services must be provided to all the faculty, researchers and students of this college at free of cost.

### **Canteen**

- Canteen is spacious extending over ground and first floor with adequate infrastructure. We observed that the canteen is maintained with good hygiene and follow certain green practices in reducing waste and avoiding single use plastic items. The canteen works from 7.30 am to 6.00 pm.

### **Sports Quota**

- (i) Two hundred students admitted under sports quota in all the programmes. They are provided free education and accommodation. Apart from these 200 students, 185 students are members in the sports club.

(ii) Students are encouraged to participate in International, National and State level events.

They are provided with various incentives.

(iii) If such students are unable to appear for ESE while representing the college in sports events, they are permitted to write the exam as supplementary candidates.

### **ICT Facilities**

- The entire college campus is covered with 24 surveillance cameras thereby ensuring the safety of the students.
- 98% of the class rooms and 14 seminar halls are ICT enabled.
- 100 MBPS leased line is provided in the campus to enable students and faculty to access e-resources.
- Media centre, recording facility and lecture capturing system are strengthened in the college. Further E-Content development is encouraged.

### **V) IQAC**

A proactive IQAC cell organised various development programmes for the faculty and non-teaching staff during the last four years, which include 171 Faculty Development Programmes, seminars, conferences and workshops for Senior, Middle aged and fresh entrants and 19 programmes for Non- teaching staff. A three day Induction programme for the students are organised every year where, the fresher's to know about the existing system, policy of the institution, curriculum and working environment. Feedback is obtained from the participants of all Faculty Development Programmes and suggestions are considered for improvement. Besides feedback is regularly collected from all stakeholders in every semester and the action taken appropriately.

IQAC Newsletter is published every year by IQAC. It also prepares AQAR report and submitted in time every year and uploaded in the college website. IQAC meetings are organised regularly and the minutes are recorded. Student Quality cell under IQAC meets often and discussed their plans. Faculty appraisal is done in a planned manner.



Faculties are deputed to the conferences, seminars, training programmes organised by other institutions to improve their knowledge and competency. IQAC ensures that departments meet their targets every year and organise review meetings to achieve the targets. This year IQAC is planning for the 4<sup>th</sup> NAAC accreditation process. The different criteria are discussed elaborately and the report is being prepared with accuracy. The committee wishes ALL THE BEST to the IQAC team to get a successful NAAC rate and in all their future endeavours.

### **ISO REPORT**

The institution is ISO 9001:2015 certified. Every year external audit is undertaken by TUV Rheinland and 2 internal audits are also performed. Number of Non conformities and Opportunity for improvements are recorded and analysed for further improvement of the institution.

### **DEPARTMENT TARGETS**

Departments are given targets in the beginning of the academic year regarding admission, curriculum revision, pass percentage, research output, MoU's and student achievements. Action plans are designed by the departments and review meetings are organized with Chairperson, Secretary and Principal regularly and he achievements of the targets are ensured.

### **IV Extra Curricular Activities**

The students actively participate in the Programmes are organized by all the clubs- NSS, Rotract ,Yi-net, NCC, Yoga, Eco Watch, IEDC, Women Studies, YRC, Consumer Club, etc., The activities are planned to ensure and impart the societal values and community services.

### **SUGGESTIONS**

## **Library**

- (i) RFID has to be introduced.
- (ii) Book Depository can be introduced.
- (iii) Adequate reading room facility with furniture is required.
- (iv) Additional systems can be provided with printing facility.

## **Curriculum**

- At present skill based courses are listed in part IV of the curriculum and these credits are not taken into account while awarding the degree. This issue has been discussed by the Committee and it is suggested to shift SBS courses to part III.
- In the practical papers and project works the distribution of marks for internal and external is 40:60 and 20:80 respectively. This may be revised as 50:50 for about the components and the committee suggests to place this issue in the concerned Board of Studies and Academic Council. Viva-Voce component may be introduced for PG practical papers.
- It is suggested to update the Website of the college with professional help. Alignment, spacing, colouring may be appropriately introduced. All information in the Website may be scrutinized so that it is error free.
- The departments may be reorganized with programme coordinators for better coordination and minimize the expenditure in future.

- At the end of 5<sup>th</sup> unit of each course, 'current stream of thought/recent trends/contemporary contours' may be introduced in the syllabus. The same will be imparted by the faculty but will not be considered for examination.

## **SWOT Analysis of the Institution**

### **Strengths**

1. Easily accessible location with good connectivity.
2. Supportive and proactive management
3. Best infrastructure with qualified and motivated faculty
4. De-centralized administration
5. Flexible curriculum with OBE and CBCS
6. Consistent performance in NAAC grading, NIRF Ranking.
7. ISO 9001:2015 certification.
8. ICT enabled campus.
9. ACBSP – an International Accreditation for MBA Programme.
10. UGC sponsored B.Voc Programmes for skill development
11. DST sponsored RWTP for rural women empowerment.
12. Thirty hours of community services integrated in curriculum.
13. Star Status for all science departments and three computer science departments.

### **Weaknesses**

1. Research output of the college to be improved.
2. Inadequate reading space in the library.

### **Opportunities**

1. Due to its reputation, a good demand for students admission.
2. With the availability of a good number of research faculty, there is a scope for mobilizing grants and increasing research output.
3. Scope for up gradation into a University

### **Challenges**

1. Limited space available for expansion
2. Stiff competition from other Institutions

3. Problem of generating more revenue to meet the increasing expenses to maintain the facilities

**Concluding remarks**

An excellent academic environment prevails in the campus. The credentials already earned like College of Excellence, high NAAC score, good NIRF ranking and Star College status can be utilized to elevate the college into an Institute of Eminence in the near future.