

Final

REPORT ON THE VISIT OF THE PEER TEAM OF

NAAC

TO

CAUVERY COLLEGE FOR WOMEN,

TIRUCHIRAPALLI

TAMIL NADU

PREFACE

The peer team constituted by National Assessment and Accreditation Council, Bangalore consisting of Prof.Rupa B. Shah, Vice Chancellor, SNDT University, Mumbai (Chairperson), Prof.B.L. Bhagyalakshmi, Principal, Govt. Ramnarayan Chellaram College, Bangalore and Dr.R.Krishnakumar, Principal, Dr. Ambedkar College, Nagpur visited Cauvery College for Women, Tiruchirapalli, Tamil Nadu, a self financing college on 5th, 6th & 7th February 2004.

An Institute built out of community funds-The Reddys, 48 of them, inclusive of two lady members formed themselves into an academic family in the service of Girl education. The Reddy Educational Trust was born in 1984. They were amongst the first private practitioners for the cause of women education. They have fulfilled the basic goal by being true foster fathers of quality education, empowering and ultimately moulding young women to be the pillars of their society. The objective being to impart higher education to women students from local and rural areas especially, the first generation learners and to procure employment in the era of information technology. Further, to raise them to levels of excellence of entrepreneurship through innovative courses, whereby a value system is imbibed and embedded in the youth.

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B.L. Bhagyalakshmi

Dr. R. Krishnakumar

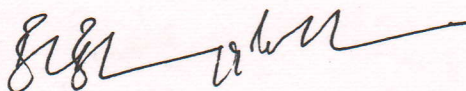
CRITERION I : Curricular Aspects

The Cauvery College for Women, Tiruchirapalli is affiliated to Bharatidasan University and was established in 1984. The college offers 18 programmes at Undergraduate and Postgraduate levels most of them being socially relevant and job oriented. The courses offered are Humanities, Commerce, Pure sciences, Applied sciences, Professional programmes and language courses at Certificate, Diploma Undergraduate and Post graduate levels. Noteworthy to state that the encouragement given to interdisciplinary and multidisciplinary studies is tremendous, especially in the areas of biological sciences, Social work and Management.

Many of the Heads of the Departments are the members of various Boards of studies in the University, hence development of Curriculum, practice and implementation come as a major advantage to the students of the college. The members of teaching staff due to their absolute commitment to the institute have developed co-curricular courses like functional Tamil, functional English for vernacular students and certificate courses in the departments of Computer Applications, Computer Science, Commerce and Business Administration. The above becomes most essential to overcome the defects of the affiliating system, where the University's Board of studies prescribe the syllabus and course material, yet the college has put in appreciable efforts to enrich the curriculum. The goals being to empower and ultimately mould young women capable of assuming leadership of the society and enhancing employability to generate self reliance.

The above " add-on " courses in the form of electives or short term training programmes have come into existence because the management has never been restrictive in its financial accommodation. Besides the academic audit of the

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University, the Principal performs the institutional academic audit by actual practice involving scrutiny of work diary, periodic staff meetings and departmental remedies.

CRITERION II : Teaching – Learning & Evaluation

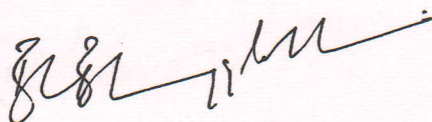
The management has transparent admission policies and the fees charged are below the ceiling accorded by the State Government, because it is an institution of Stree Shikshan, besides, students who are economically marginalized, first generation learners, outstanding students in areas other than academics are given preference during admission process.

The institute is well equipped with moderate facilities of OHPs TV sets computers etc to precipitate teaching learning programmes. Each Department is allotted huge Notice Boards for update of related knowledge and inhouse competitions. The college runs courses in Personality Development, leadership programmes etc.

The college has regular and systematic evaluation programmes, i.e., weekly tests, projects and assignments, mid and end semester examinations besides regular model exams. The lecture method is supplemented by field visits, surveys, projects, group activities, class seminars, etc.,

Teacher - Student ratio in most of the subjects is 1:20, the teaching-learning process and evaluation are worthy of providing a model to emulate. The openness and encouragement of the management in promoting the teaching staff to attend conferences and seminars is a means of achieving quality in the teaching- learning process. The recruitment of qualified faculty by the management is truly heartening.

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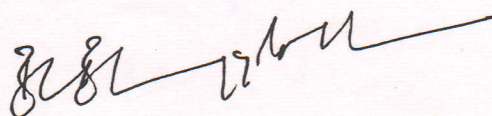
They employ women teachers by choice, and only on non-availability in a particular subjects do they employ men, but their rich and large pool of visiting adjunct faculty are men. Almost 30% of the Teaching staff are their own Alumnae's, thus the commitment, allegiance, diligence and pride ensure effective teaching. The staff average age would be approximately 35 years, so the motivational energies are high, to further self and institute alike.

The staff are emerging on the horizons of active Research, post Doctoral work & telescopic expansion of their M.Phil thesis. The management has an amazingly pro-attitude and also provides fiscal resources for staff to participate in paper presentations at conferences, seminars- a true step to encourage research.

Work satisfaction is unbelievably high. Primarily the management has devised it's own pay structure with a provision for pay revision to teachers every five years. The leave framework is adhered to in a just and facilitating manner. One saw not even a bit of factionalism or inhouse conflict, infact a single chord from every department and groups echoed the goodness of the management and the obvious commaraderie that exists between staff and the team builder- the principal. Therefore there is no trace of work fatigue or complacency in their duties. Their worship of the establishment is incredible but it is the truth.

To provide opportunities for professional advancement is very forthcoming from Management, Principal and HODs alike. The team building is total and very well bonded. The progressive policies are viewed with mutuality for individuals and institute alike, each providing phillip to the other.

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CRITERION III : Research, Consultancy & Extension

The basic strength of the college lies in their extension activities. Astonishingly, each Department has an active club of its own, named very creatively: eg. Aurora Club of English Department, Amity in Social Work, Synergy in Business Administration, Busy Bee of Commerce, Hale Bobb club of the Physics Department, Jenners of Microbiology and Bomac of Mathematics Department, Comphaven Club of the Computer Science & Application Departments & Hospitality Club of Food Service Management. The above have fairly strong intermingling and networking inter and intra organizational participative activities.

Extensive outreach programmes in collaboration with local NGOs example Leos, Rotractors, Partnership programme with Ford Foundation Education Research Centre, New Delhi. Equally impressive are their community outreach programmes under the department of social work, where several other departmental students and staff pitch in their efforts.

The NSS wing is a multi awarded department. Thanks to these officers' creativity, commitment and constant efforts of student volunteers that the college is now declared a 'No Plastic Zone' and awarded for "Best Clean & Green College".

Research is a very conscious aspect amongst the young staff. Several Ph.Ds are now seeking UGC grants for Major or Minor Research Projects. Majority have registered for their Research degrees, especially those who have completed M.Phil and others are well on their way to complete their M.Phil Research. The external procurement of research funding is yet to be explored.

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CRITERION IV : Infrastructure & Learning Resources

The palatial buildings and airy corridors are sprawled over 5.3 acres. Spacious 61 class rooms, well equipped laboratories, the Microbiology and Computer Labs are a state-of-Art creation. Each department has its own staff room, and a separate staff room for men and visiting faculty, along with other facilities for Sports, NSS, Clubs etc.,

The hostel has 3 Blocks with a capacity for over 1200 students. The water purifiers are well placed on each floor in all the Blocks. The Toilets are clean and numerically adequate. Modern kitchen, hygienically well maintained blocks. recreational facilities are to the full satisfaction of the students, as they are made responsible for maintenance and active supervision of aspects of quality control.

The visionaries have on the builders palate, an auditorium nearing completion accommodating 1500 persons and indoor sports facilities with a cafeteria in the hostel complex.

The Principal's office is modest yet well furnished, the Honorary Secretary's office, the extension counter of the bank, and its posh Seminar hall are all mentionable pride of this institution.

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CRITERION V : Student Support & Progression

The support services come from two broad areas the staff and management. The latter provides for an annual amount of Rs. 10,00,000/- as scholarship for 91 students. The Chairman of the Trust himself donates Rs. 3,00,000/- annually for deserving students. Freeships are made available for the deserving hostel inmates. The fees charged for the various courses are below the recommended fees structure of the University hence this intrinsically is a major support service to the students. The efforts of the staff for the placement of students, especially in the department of social work is commendable. The remedial courses in English and Tamil are noteworthy. The Staff in-Charge system of monitoring and counselling are the forte of the Departmental staff of Social Work. Extra curricular activities are encouraged by actual training and practice for the same .

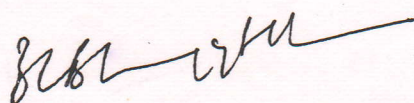
CRITERION VI : Organization & Management

The College Office functions in a fairly open and transparent manner. The work satisfaction and contentment among the staff is very high. High levels of cohesiveness pervades throughout interdepartmental operations, the administration and the management. The decision-making processes operate on participative principles within the college. The management meetings are directive and normative.

The organization and management structure of the college is rational and well placed. The college has established an effective management system, internally

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coordinated and monitored. They also have an efficient system of financial management. The structure of governance facilitates easy decision making and effective implementation. The genuine concern of the management for student support and welfare is extremely visible and truly well meaning, which is extended to the systematic selection of the staff with due emphasis on merit and capability. The systematic preparation of the Calendar of events enables the staff and students for effective academic planning and implementation.

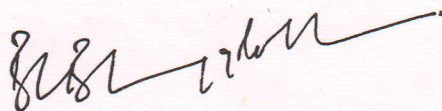
CRITERION VII : Healthy Practices

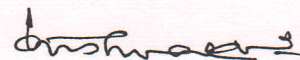
Several healthy practices worthy of emulation needs special mention. Several value educative programmes are conducted eg., Regular college assembly, where portions from three different religions are read alongwith a address by prominent members of a Hindu Mission, a Christian Pastor, and a Moulvi to the students on communal harmony – called the Triple Fiesta.

Total financial assistance is offered to students excelling in the fields of Sports, Cultural activities including Academics. Incentives to teachers on the University Ranks of her departmental students, bear strong motivational and psychological value. Annual bonus is also given by the management. Teachers indulge in training the students who have remained absent for sickness or Extra curricular / Co-curricular activities, this is free coaching for 'catch-up'. Training in Civic Responsibilities and Social sensitization is given to the students from time to time. Easy access to the authorities of the college is a distinct feature of governance. It was difficult to locate any litter in the large campus and the huge buildings in any nook or corner. The hostel inmates are a mixed faculty in one room enhancing the

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intermingling of students resulting in all round growth. First generation and mediocre learners receive special attention and investment of time from the staff. The Management, Principal and HODs are conscious of the value additions they are supposed to invest in response to the trust the parents have bestowed upon them by selecting the said institute for their wards. College provides "Association Hour" for personal grooming and personality development. Secularism is practiced through festival celebration in right earnest, and not mere protocol.

OVERALL ANALYSIS

Cauvery College for women, Tiruchirapalli has excelled on various fronts and the management has invested an amount of approximately Rupees Fifteen crores for land, buildings, amenities and facilities. However, the peer team is of the opinion that the institution has plenty of potential to further actualise and grow academically to achieve excellence and be a unique model institution, particularly as the Reddy Trust has free flowing funds and purely professional goals to serve the cause of education. They view their institutions as centers of worship and a process to alleviate illiteracy and poverty amongst women.

The above could be achieved with the following recommendations in governance and execution of academic principles :

01. Computerisation of office working including accounts, student transactions etc., (in view of the fact that the institution boasts of a fullfledged computer center with about 250 systems and a well qualified staff numbering 40.)
02. Staff welfare scheme like mediclaim facility, group insurance etc., be devised.

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03. College library be enriched with more reference books and Journals.
04. The young faculty members be encouraged to undertake Research Projects generate more research publications and acquire research degrees to enable them to motivate post graduate students.
05. The science laboratories are very well equipped and more than adequate area is allotted to each lab which will facilitate establishment of high caliber Research centers which can result in consultancy and individual research.
06. Effective evaluation methods for teachers be adopted (as the teacher commitment and deligence are high by declaration of Principal, Parents and students alike, the evaluation methodology may not have been attended to)
07. Although a few departments have complaint books, a more uniform policy of recording and addressing grievances of staff and students be applied.
08. Inspite of all the numerous extra and co-curricular activities, the NCC activity is conspicuously absent. Hence it shuts many a door for career options like service in armed forces, home guards etc.,
09. Numerical enhancement of teaching aids like OHP, LCD slide projectors and few Laptops will be beneficial for the institution.
10. Quarterly Newsletter highlighting the achievements of staff and students be published, besides the Annual Magazine to encourage students to develop their literary talents.
11. Internet facility be provided for the Hostel inmates.

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