



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

**Accreditation - (Cycle - 3)**

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
Dr. T. Thimmaiah College of Degree and Management studies  
C-21105**

**KGF  
Karnataka  
563120**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL  
An Autonomous Institution of the University Grants Commission  
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

**Section I:GENERAL INFORMATION**

|  |   |  |
|--|---|--|
| 1.Name & Address of the institution:   | Dr. T. Thimmaiah College of Degree and Management studies<br>KGF<br>Karnataka<br>563120   |  |
| 2.Year of Establishment  | 1962  |  |
| 3.Current Academic Activities at the Institution(Numbers):                                 |   |  |
| Faculties/Schools:   | 2   |  |
| Departments/Centres:   | 5   |  |
| Programmes/Course offered:   | 5   |  |
| Permanent Faculty Members:   | 3   |  |
| Permanent Support Staff:   | 2   |  |
| Students:  | 221   |  |
| 4.Three major features in the institutional Context (Asperceived by the Peer Team):        | 1. More than 90 percent students are from SC and OBC<br>2. The college is situated in rural area of Kolar district of Karnataka<br>3. In addition to the government scholarships the management also awards scholarships to the meritorious and poor students |  |
| 5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure): | From : 15-03-2023<br>To : 16-03-2023  |  |
| 6.Composition of Peer Team which undertook the on site visit:                              |   |  |
|  | <b>Name</b>   | <b>Designation &amp; Organisation Name</b>   |
| Chairperson  | DR. RAMESH KUMAR  | Pro-Vice Chancellor,T M Bhagalpur University |
| Member Co-ordinator:   | DR. PROF. AMRITESH CHANDRA SHUKLA   | Professor,University of Lucknow              |
| Member:  | DR. PRAVEEN CHOUGALE  | Principal,D R Mane Mahavidyalaya Kagal       |
| NAAC Co - ordinator:   | Dr. Pratibha Singh  |  |

## Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

| Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics (QIM) in Criterion 1) |   |
|---|---|
| 1.1   | Curricular Planning and Implementation  |
| 1.1.1<br>QIM  | <b>The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment</b> |
| 1.2   | Academic Flexibility  |
| 1.3   | Curriculum Enrichment   |
| 1.3.1<br>QIM  | <b>Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum</b>                                       |
| 1.4   | Feedback System   |

### Qualitative analysis of Criterion 1

Students are informed about the academic calendar notified by the university about probable teaching days, dates of internal examinations, curricular, extension related and co-curricular activities. Orientation program is organized every year for newly admitted students to make them aware of the mechanism for curriculum delivery and implementation. Based on the teaching assignments allotted in the syllabus distribution, teachers prepare their "teaching plans" according to the number of lectures allotted in the university syllabus for each topic. Along with the traditional chalk and talk method, teachers often use power-point presentations during the lectures to demonstrate topics.

The College has been making several efforts to address the Cross cutting issues such as gender, Environment and Sustainability, Human Values and Professional Ethics etc. The College has been regularly organizing debates, quiz contest and essay writing competition on gender sensitization. Every year Women's Cell celebrates International Women's day. Anti-ragging and Sexual harassment cells identify and analyze the issues of sexual harassment reported in and around the campus and the cell urges students to beware of such incidents in the campus. The women cell helps the girl students know how to be self-protected. Environmental and Public Health, Cultural diversity system is compulsory paper for B.Sc. Therefore, students are aware of the current issues related to the environment. The NSS units undertake sapling of plants in the college campus and areas of nearby schools. The College has been playing a significant role in the holistic development of the students and take the initiatives to inculcate Professional ethics in the students. This aspect is not included in the curriculum of affiliating university. However, Seminars and Guest lectures are organized by inviting eminent philosophers, professors and counselors to inculcate these values in the students. Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.

| Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2) |   |
|--|---|
| 2.1  | Student Enrollment and Profile  |
| 2.2  | Student Teacher Ratio   |
| 2.3  | Teaching- Learning Process  |
| 2.3.1<br>QIM   | <b>Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools</b>     |
| 2.4  | Teacher Profile and Quality   |
| 2.5  | Evaluation Process and Reforms  |
| 2.5.1<br>QIM   | <b>Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient</b>  |
| 2.6  | Student Performance and Learning Outcomes   |
| 2.6.1<br>QIM   | <b>Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated</b> |
| 2.7  | Student Satisfaction Survey   |

#### Qualitative analysis of Criterion 2

Various student centric methods like experiential and participatory learning are adopted by the college to ensure active participation of students in the teaching learning process. The Departments adopt the Group Discussion, Field Study, Project work, Seminar and Quiz Interactive sessions with experts in various fields. The College organizes different activities like blood donation camp, fund raising for flood relief, cleanliness programmes to inculcate values and social responsibilities among students. The college gives importance for the holistic development of students beyond classroom through co-curricular and extra- curricular activities. Students are encouraged to participate in sports and cultural activities where they can exhibit their talent. Students are also encouraged to participate in different Inter-College competitions. There are laboratories for science and commerce departments, where the students receive hands-on experience to actualize the theoretical knowledge problem solving methodologies.

Students are made aware of the Continuous lab work, project work, seminars and assignments as per the evaluation criteria. Semester-end internal marks are displayed on the notice board. Any discrepancy in the continuous assessment is resolved at the department level. The discrepancies during the conduction of the University Examinations and discrepancies in the mark sheets are addressed and discussed in consultation with the principal and the liaison officer and if necessary the student writes an application addressing to the Registrar Evaluation, Bangalore North University, which in turn would be followed-up by the liaison officer. The outcome of the process is conveyed to the students by the examination section. The above mechanism is transparent and time-bound as per the schedule of the university.

The institution offers programs and courses at 04 UG programmes and 01 PG programme affiliated to Bangalore North University. Each program has specific objectives and the over-all design of the program ensures to realise specific and measurable outcomes in the form of skills and competence that the students graduating from the institution should gain at the end of the program. Some of the key attainments that are expected from students are knowledge, skill development, good communication skills, creative thinking, discipline, inculcation of moral and ethical values, ability to work in teams, and critical thinking. The Programs are designed to cater to the students' holistic development. Course Outcomes are prefaced to each syllabus and shared with students and faculty. All the courses/ programs offered by the institution emphasize on academic quality. The programme outcomes (POs), course outcomes (COs) and programme specific outcome (PSOs) of all programs are made available explicitly on the college website. Moreover, the College

Prospectus provides the basic structure of all programs offered by the college. Learning Outcomes are available in the library and departments for ready reference to the teachers and students. Learning Outcomes of the Programs and Courses are displayed on the notice board.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)

|              |  |
|--------------|--|
| 3.1          | Resource Mobilization for Research   |
| 3.2          | Innovation Ecosystem   |
| 3.2.1<br>QIM | <b>Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge</b>   |
| 3.3          | Research Publications and Awards   |
| 3.4          | Extension Activities   |
| 3.4.1<br>QIM | <b>Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.</b> |
| 3.4.2<br>QIM | <b>Awards and recognitions received for extension activities from government / government recognised bodies</b>  |
| 3.5          | Collaboration  |

Qualitative analysis of Criterion 3

The annual performance appraisal system encourages faculty to enhance their teaching, research and administrative skills, as well as social services to the desired level of promotion. The college provides conducive academic environment to pursue quality research. The college encourages research activities by providing infrastructural facilities and learning resources. The college supports the departments for the organization of State level, National and International level seminars and conferences. The college encourages the faculties to attend and present their research work at State / National / International levels conferences, seminars and workshops.

The Institution has very vibrant NSS and NCC units which have undertaken a number of extension activities as a social responsibility based on core values. The college conducts social service, awareness programs and surveys. Every year the college conducts special camps in various places. The NCC cadets are motivated to attend various camps. They are involved in social service, trekking, awareness and other programs. The college strives to make contribution to local community through various activities. The volunteers of NSS actively engage themselves in the activities like; Cleanliness campaigns, Free Health check up camps, Health awareness programs, blood donation camps, etc. Special camp has been held at nearby villages, within the jurisdiction of the Taluk. The NSS Units have conducted various camps in the nearby villages to enrich and preserve the regional and tribal social values, folk culture and community spirit.

|   |  |
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| Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4) |  |
| 4.1   | Physical Facilities  |
| 4.1.1<br>QIM  | <b>Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution</b> |
| 4.2   | Library as a Learning Resource   |
| 4.2.1<br>QIM  | <b>Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library</b>       |
| 4.3   | IT Infrastructure  |
| 4.3.1<br>QIM  | <b>Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection</b>  |
| 4.4   | Maintenance of Campus Infrastructure   |

#### Qualitative analysis of Criterion 4

The college is spread over 11 acres of land in the Kolar district of Karnataka. The college has classrooms, science labs with computers and internet facility and CCTV surveillance for safety and security in the campus. The institution has ten class rooms, one seminar hall with podium and adequate seating for the students, one botanical garden, one library, two rooms equipped with audio – visual facility, high quality projector and latest version computer. The college has one indoor stadium and one out door open auditorium. The college has also a playground with area more than 1.5 acre, where students are trained to play games. The college has Physical Education Department headed by physical education director. Students are actively participating in sports events such as - kho-kho, volleyball, throw ball, kabaddi, Athletics, cricket, football, wrestling, judo and carom. The Physical education department conducts yoga training for students also. As it is part of curriculum 100% students are utilizing facilities for sports, games and cultural activities. A spacious 2.0 acre Dr.B.R. Ambedkar Stadium with a seating capacity of more than 1000 spectators is available for outdoor games.

The library which has more than 20,000 books and with provision for reading and reference section, but it is not automated. Besides this some of the departments have their own library.

The College has IT facilities to help students and faculty with their studies. Computer Labs are connected through Local Area Network (LAN) with Internet facility. BSNL has provided FTTH 2 Internet Leased Lines at a band width of 100 MBPS each for providing high speed internet facility. The Education Management Information System (EMIS) is used for administration, finance and accounts, faculty profile, Student admission and examinations. All the departments of the college have sufficient number of computers, laptops and printers, for its faculty to use them in class rooms as needed for their content delivery with LCD and associated facilities in the class rooms. The contents are also uploaded in college website to facilitate e-learning for the students. The seminar halls have inbuilt computer and projector for presentation of computer enabled lectures. The IQAC has desktop computers and laptops with computing facilities, scanner and printers for data entry and verification. The department of computer science uses updated version of software (Ubuntu, Visual Studio) for conducting theory and practical classes. The College provides necessary training to the users through the Technical Committee. These facilities of the college are regularly maintained and the college ensures that the benefit of the facility is available to all the students and the staff members of the college.

|   |  |
|---|--|
| Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5) |  |
| 5.1   | Student Support  |
| 5.2   | Student Progression  |
| 5.3   | Student Participation and Activities   |
| 5.4   | Alumni Engagement  |
| 5.4.1<br>QIM  | <b>There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services</b> |

#### Qualitative analysis of Criterion 5

Students are well informed about the various scholarships provisions from State Government and other funding agencies. Necessary assistance is provided while applying for various scholarships. To enhance the capability among students, college has Language and Business Lab, Yoga, Meditation and Counseling Cell. The college has also introduced vocational training program on, Office Automation and Tally ERP9. Over the last five years, the college has recorded good number of alumni placed at government and private sectors. The college facilitates students' progression to higher education through regular motivation and counseling. College gives ample scope for students in various committees / bodies of the college. To represent the students, class representatives are selected based on highest score in the previous semester end examination. The alumni of the college are actively supportive and have good rapport with the institution. They are placed at various state and central government departments and many of them are successful entrepreneurs, Chartered Accountants, Legal Advisors, teachers and civil servants. Many students have represented the college at University level sports and cultural events and brought laurels to the institutions.

|   |   |
|---|---|
| Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6) |   |
| 6.1   | Institutional Vision and Leadership   |
| 6.1.1<br>QIM  | <b>The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance</b>  |
| 6.2   | Strategy Development and Deployment   |
| 6.2.1<br>QIM  | <b>The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc</b>  |
| 6.3   | Faculty Empowerment Strategies  |
| 6.3.1<br>QIM  | <b>The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff</b>  |
| 6.4   | Financial Management and Resource Mobilization  |
| 6.4.1<br>QIM  | <b>Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)</b>   |
| 6.5   | Internal Quality Assurance System   |
| 6.5.1<br>QIM  | <b>Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures &amp; methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities</b> |

#### Qualitative analysis of Criterion 6

The college has vision to impart education for the first time in the history of Kolar Gold Fields, uplifting the youths from the locality who are mainly SC & ST and economically backward.

The Principal is responsible for the College functioning and growth including administrative, academic, co-curricular, extra-curricular and extension programme. At department level, the Heads of the departments are directly responsible for coordinating all departmental academic programmes of the college. Students are involved as active members of the committees. The functions of every committee in the Institution is well defined. The full time faculty appointed by the Management are guided by the rules and regulations framed by the Governing Council. The Permanent faculty members have been appointed by the Karnataka Public Service Commission. Vacant position is informed to the Department of Collegiate Education, Government of Karnataka, which in turn is fulfilled by transferring or deputing faculty from other government colleges in the state.

The management asks for the academic and infrastructural requirements from the principal on regular basis which is followed by the meetings with the faculty of all the departments for the requirements. The requests are consolidated by the principal and sent to the management for implementation. The funds mobilized by the college in the form of government funds and the fees collected by the students under different working heads considered as Non-government account. The Purchase Committee meet at regular intervals to call e-Tender if the work allotment is more than ten thousand rupees or the committee members make resolution to allot work if it is less than ten thousand rupees duly signed by the committee chairman and members. The mobilization and utilization of funds through fees by the students is maintained by the administrative staff.

The prime Objective of the Internal Quality Assurance Cell (IQAC) is to develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the Institution. IQAC had been receive feedback from students, parents, teachers, stakeholders and Alumni manually and digitally, both. Teachers appraisal is collected confidentially from the students and the same has been reviewed from the head of the institution. Student feedback on curriculum design is discussed in the meeting and referred to the University for revision. Feedback is also collected on various infrastructure facilities, curriculum deployment, Co-curricular activities such as sports, cultural, NCC, NSS & other cells.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)

|              |  |
|--------------|--|
| 7.1          | Institutional Values and Social Responsibilities   |
| 7.1.1<br>QIM | <b>Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years</b>   |
| 7.1.4<br>QIM | <b>Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)</b> |
| 7.2          | Best Practices   |
| 7.2.1<br>QIM | <b>Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual</b>   |
| 7.3          | Institutional Distinctiveness  |
| 7.3.1<br>QIM | <b>Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words</b>   |



### Qualitative analysis of Criterion 7

The institution has common room, counselling cell and canteen. The transferable skill training programs, health and hygiene programs, self defense programs and cross-cutting issues addressed in the curriculum show that gender equity and sensitivity is highly reflective in the campus life. There is a women empowerment cell which organizes gender equity programs in the form of international/national girl child day and women's day where the achievers are honored thereby sensitizing the students of gender-discrimination-free living.

The college has conducted awareness programs on the cleanliness, Swachh Bharat and rallies to raise funds for flood relief victims involving students. The Curriculum Diversity is reflected in the policies that reflect core values. The affiliating University curriculum is framed with mandatory courses like Business Ethics, Indian Constitution and Human Rights. The Regional Diversity has been addressed by the NSS Unit which exclusively organizes Special Camps in the rural areas. The student volunteers work on awareness and cleanliness programs in the villages impacting the lives of the community.

The mission of the institution is to equip the student community with life skills as well as core skills to attain the broad instructional objectives visualized by the institution and the goals set by the students. The academic infrastructure at the college endeavors to fulfill the aspirations of youth from various strata of society and economically weaker sections. The well thought of programs aim at realizing the life skills and employable skills in the students and caters to diverse psychological and emotional needs of the stake holders. The Components of this Life and Livelihood Training are Co-curricular activities to promote right attitude in the students. The institution has also conducted green audit and energy audits.

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

#### Overall Analysis

##### Strength:

- The achievers in curricular and co-curricular domains are recognized and rewarded.
- The Literary activities of the college equip the students with cultural and literary sensibilities.
- Student-friendly pedagogical approach towards academic activities
- Driven by the mission and vision statements, the college constructs capacities to face global challenges.
- A Good rapport has been established among the staff, students and guardians.
- Alumini is supporting the college financially.
- A considerable number of students have been successful in the examinations.
- Student feedback is collected, analyzed and executed through an effective mechanism for a better classroom learning experience.
- Teaching is made more experiential by incorporating modern technology in curriculum transaction.
- Student-friendly services are made available in the campus for differently-abled student.
- NCC is having strong and vibrant unit both for boys and girls.
- The college has good number of functional MoUs with reputed organizations.
- The management provides the scholarships to the meritorious and poor students.

##### Weaknesses:

- Less number of Student participation in OJTs and internship programs.
- Deployment and redeployment of faculty members from one college to another due to the work load.

- Incentives for the teachers to participate in seminars and workshops.
- Planning and implementation of campus placement drives and documentation.
- The moderate economic background of the students and the paucity of time available to them have resulted in the participation of competitive examinations.
- Lack of reserch activities/ research projects by the funding agencies.
- Lack of skill oriented and vocational courses.

### **Opportunities:**

- Can devise mechanisms for making it possible for the students to get entry into institutes of global repute
- Capability to scale-up more capability building initiatives by IQAC aid students for self-employment
- Competence to arrange more number of FDPs / National Level/ International Level conferences.
- Possibility for start-ups and incubation in the institution
- Scope for major and minor sponsored research projects
- Prospects for improvement of digital literacy amongst women
- The college can establish smart class rooms with interactive boards.
- The institution could be a leading organization among the institutions situated in the rural areas of Kolar districts, Karnataka.
- Capable to arrange cultural fests to showcase the budding talent.

### **Challenges:**

- To increase the number of students in the college
- Locational advantage for strengthening academia-industry linkages.
- Streamlining collaborations and consultancy.
- Exploring possibility of collaborative research with research institutions.
- Keeping pace with the rapid changes in higher education.
- Networking and strengthening relationship with stakeholders.
- Providing resources for marginalized students.
- Generation of resources for up-gradation of infrastructure.
- Mobilization of financial resources for remunerating temporary non-teaching staff.

#### **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)

- The college should start some new courses related to the social sciences at the UG and PG levels.
- The college should start some skill based, entrepreneurial and vocational courses.
- The infrastructural facility at the college should be strengthened and updated.
- Laboratories related to the practical courses needs to be updated with advance instrumentations.
- The college should strengthen the counselling and placement cell.
- R& D activities should be promoted along with some research projects from intra and extramural research funding as well as faculties should be recognized as research supervisor.
- Library facilities should be automated along with the books related to the updated NEP course contents.
- Alumini association should be registered.
- The college administration should manage transportation facilities with the help of the government and private transportation authorities.
- The facilities available for the girls students of the government colleges should be extended to the aided colleges, also.

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

**Signature of the Head of the Institution**

**Seal of the Institution**

| Sl.No | Name                              |                     | Signature with date |
|-------|-----------------------------------|---------------------|---------------------|
| 1     | DR. RAMESH KUMAR                  | Chairperson         |                     |
| 2     | DR. PROF. AMRITESH CHANDRA SHUKLA | Member Co-ordinator |                     |
| 3     | DR. PRAVEEN CHOUGALE              | Member              |                     |
| 4     | Dr. Pratibha Singh                | NAAC Co - ordinator |                     |

**Place**

**Date**