

EXECUTIVE SUMMARY

Sullia is a Reserved Constituency. The metamorphosis of Sullia into a Global Educational Center within a span of 41 years is directly connected with the farsightedness, dedication and philanthropy of Dr. Kurunji Venkataramana Gowda. The social change he envisioned was realized through education. As a result, the Academy of Liberal Education was established in the year 1976 under the able President ship of Dr. Kurunji Venkataramana Gowda. The Academy started the Nehru Memorial College in the same year which, by itself, was a remarkable event in this educationally barren, backward Malnad region. The Nehru Memorial College filled the vacuum and provided the local students with an opportunity to pursue higher education. The social transformation of Sullia is directly connected with the Nehru Memorial College. Every Youngster in this town and neighboring villages is a graduate. Dr. K.V Chidananda, President, AOLE (R), Sullia has added a state of the art touch to the Institutions. Under his leadership, Nehru Memorial College has been transformed into a modern educational center with state of the art facilities. The Management has succeeded in providing urban amenities in a rural area.

The College went through the process of reaccreditation in 2012 in which the college acquired 'A' Grade with CGPA 3.06. Now the college is going to face its third cycle of accreditation in the year 2017 in the revised methodology.

Post NAAC Growth:

The NAAC peer team that visited our college were pleased with the academic and cultural ambience of the institution. They lauded the commitment and simplicity and achievements of the faculty. They found our students innocent and childlike yet hardworking. In September 2012, the institution secured "A" grade. The NAAC Accreditation helps the college to set a higher benchmark for its growth. We are grateful to NAAC for creating an atmosphere to compete, perform and excel. There is a change in the overall ambience. The students and teachers are more confident and even proud of the institution. But such changes are perceptible and cannot be proved with documents. The visible changes are the ones we are listing here. A bird's eye view of the growth and development of the institution gives ample evidence of the significant progress in all spheres. Improvement in curriculum, teaching and learning, infrastructure, outreach programmes, learning resources, student facilities, student activities, governance and leadership and innovative practices have all contributed to a higher growth of the institution during the post NAAC period.

Every suggestion by the peer team was taken seriously and the lacunae have been addressed. The NAAC Team's observations have been given in this report and the action taken is also documented.

Criterion I: Curricular Aspects

1.1 Curricular Planning and Implementation

- The College is affiliated to Mangalore University and follows the syllabi prescribed by the University.
- Credit Based Semester system is followed for UG courses
- Choice Based Credit System is followed for PG courses
- M.Com course introduced in the year 2017-18.
- 04 BOS & 07 BOE members representing the College in University.
- Faculties are attended workshops on the changed Syllabi to deliver the syllabus efficiently.
- 07 certificate courses are offered – Grafting, Communicative English, Advertising and Sales Management, Filing of Tax returns, Journalism, Life skill development with art and craft, Transaction analysis.

1.2 Academic Flexibility

- Medium of Instruction is English but the teachers follow bilingual method wherever effective and the students are free to answer their exams in Kannada if they desire.
- Elective and optional in the courses are offered
- Issues related to the subject are discussed in the class rooms so as to connect curriculum to the community.

1.3 Curriculum Enrichment

- Institution also integrates the cross-cutting issues relevant to Gender, Environment and Sustainability, Human values and Professional ethics into the curriculum through
 - Gender equity- by selecting both boys and girls as class representatives and Vice President and the Joint Secretary post of Student Council are earmarked for the girl students.

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- Environment and Sustainability – by conducting various extension activities like rallies, organizing lectures, publication of wallpapers about Vanamahotsava, Swatch Bharath, etc.
- Human values- by conducting various extension activities with NSS, NCC, Rovers & Rangers and YRC
- Certificate courses are offering the life skills programs.
- BSW and MSW students are engaged in community-oriented Field works.
- Internship training to Final year B.com and BBM Students

1.4 Feedback System

- Regular review of Academic activities with stake holders- students, alumni, and parent's is in place.
- Feedback of syllabi is collected from the students, analyzed and forwarded to University.

Criterion II – Teaching- Learning and Evaluation

2.1 Student Enrolment and Profile

- Admission process follows the guidelines laid down by the University.
- The college gives wide Publicity to make the admission process transparent and inclusive.
- 75 students belongs to outstate in this academic year
- 836 students are admitted to this academic year
- The gender, Class and Caste composition of the students is reflected in the following statistics:
Girls: 58.37%
Boys -41.62%
SC/ST/OBC/Minority – 84.94%

2.2 Catering to Student Diversity

- Orientation programmes for students are organized by the institution at the beginning of the academic year.

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- In the classroom interactions collect information about their marks in the previous examinations, socio-economic status, and aptitude for the course opted.
- The students are orally guided by the faculties regarding the various career oriented courses, competitive examinations, future career options, and special choice-based subjects in each academic year.
- Personal counseling is given to slow learners.
- Taking into consideration the performance of the students in the University and internal examinations, the participation of the students inside the classroom programs such as interaction, discussion, seminar, presentation and answering the question these helps to assess the learner.
- The students are given advanced topics and necessary assistance for seminars and projects.
- The students are deputed to attend seminars/workshops conducted in their respective areas and thus they get exposure to advanced areas in the subject and helps in paper presentation.
- The students are encouraged and guided to appear for the campus interviews and competitive examinations like CA, CS and entrance tests for PG admissions.

2.3 Teaching-Learning Process

- The teaching-learning is student –centered.
- Students are taught language skills and also communication skills apart from curriculum instructions through various associations.
- Interactive and collaborative learning by the social work students.
- Participatory learning activities like presentation of seminars and assignments /project work by referring to listed bibliography collection of information from internet is encouraged.
- Students are given the case studies relating to subjects, which helps them in problem solving, decision-making and improves the learning skills.
- Group discussions are conducted which helps in participatory learning.
- Science model exhibition gives a platform for scientific temperament
- Most teachers spend a few minutes every class to discuss issues related to local farming and marketing.

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- The use of modern multi – media teaching aids like LCD, OHP, model making, CD-ROMs and computer systems are employed in class room teaching.
- The students are also encouraged to use computers with internet.
- The college promotes creativity amongst students by encouraging them to publish materials in the college magazine “KARANJI”, and wall papers comprising of different languages and subject sections enhancing critical thinking, creativity and scientific temper among the students.
- Interaction with alumni. Also Alumni association extends support for activities
- The Mentor to student are 1:16

2.4 Teacher Profile and Quality

- 17 Govt. sanctioned posts and 47 Management full time posts
- 10 Govt. sanctioned posts are filled and 47 Management full time posts are also filled.
- 01 has recognized as guide (retired from the service in 2014)
- 07 has completed their Ph.D degrees
- 02 have registered for Ph.D and have completed course work.
- 01 has completed Ph.D under FDP
- 05 have completed their M.Phil
- 03 have received awards and recognition from state.

2.5 Evolution Process and Reforms

- Evaluation process takes into account the curricular, co-curricular and overall development of the students and credit is given according to the guidelines laid down by the University of Mangalore.
- Extra-curricular activities are evaluated by giving four credits of 50 marks in the four semester exams.
- Absentees are allowed to appear for examination as per rules laid down by the university.
- Examination results are displayed on the Notice board.
- Students see their results on the University Web Site too, since the University started uploading the results.

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- Grievances related to evaluation are addressed at two levels –
College – the failed candidates or the candidate who have scored less marks than their expectation, are counselled to apply for re-evaluation.
University – the aggrieved students are given assistance to fill up the prescribed forms and the college office forwards the same to the University for Necessary Actions.
- Internal assessment is through a serious examination.
- Care is taken to see that the Internal Assessment Model resembles the Final examination Model question paper.
- Remedial teaching is done to correct the mistakes in the examination.

2.6 Student Performance and Learning Outcomes

- Average pass percentage of all the students are approximately 88%.
- The Students are made aware of the learning outcomes in the Orientation programmes where the Principal addresses all the students.
- Effective implementation of the curriculum prescribed by Mangalore University.
- Specific mechanisms like Academic calendar, lesson plan, are followed for monitoring the curriculum implementation and evaluation system.
- The institution also monitors and ensures the achievement of programme outcome through the active functioning of different Internal Quality Assurance Cells like Examination Committee, Discipline Committee, Library Committee, Career Guidance & Placement Cell and Others.

2.7 Student Satisfaction Survey

- Student databases are uploaded for the online student satisfaction survey regarding teaching-learning process.
- Students are successfully submitted the answers for questionnaire to NAAC.

Criterion III – Research, Innovations and Extension

3.1 Resource Mobilization for Research

- 01 of faculty have received the grants for research projects sponsored by non-govt. sources.
- 01 has recognized as guide (retired for the service in 2014)

3.2 Innovation Ecosystem

- Many of the Departments function as incubation center, centers in a broad sense. The faculty members have delivered community oriented lecturers/ talks on radio for the benefit of the society.
- 05 Seminars are conducted in different areas by the Departments.

3.3 Research Publication and Awards

- Institution has a stated code of Ethics in research (displayed on Website).
- 01 has got the State award and felicitated by the Management.
- Out of 07 members 04 members are awarded Ph.D in last 5 years.
- 23 research publications, out of which 03 papers are published in the UGC notified Journals.
- 02 books are published.

3.4 Extension Activities

- The department of social work is involved in extension activities through projects and field works covering areas like legal awareness, school dropouts, personality development and role of parents in the health development of children.
- The science departments organize science model exhibitions every year. The students of various Institutions-primary & Secondary schools and Pre University Colleges of Sullia taluk visit these exhibitions.
- The NSS, NCC, Rovers& Rangers and Youth Red Cross units of the Institution actively participate in the following community services through organizing Annual Special Camps and regular week end programs:-
- Project work on Toponymy and Legends of Places and on local business.

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- Programmes on Dental Health, Blood Donation Camp, Awareness for Drugs addiction, “First-Aid Training”, Road safety, Pulse Polio Awareness, Swacch Bharath Abhiyan, Construction of roads, Literacy mission, Community health, HIV/aids awareness, Fire accidents, Drowning, etc. for the local residents.
- Vanamahotsava- tree planting in Mandekolu village
- The MSW students placed in different panchayath throughout sullia taluk organized several programmes to educate the children’s on crafts making ,gender sensitivity, human rights, good touch and bad touch, awareness on drug addiction &HIV/AIDS, effects of bad habits, educative talk on nutritious food , child rights and duties ,Moral rights and values
- HOLD ON...Studies First, Marriage Next. Initiative taken by the students of M.S.W to promote “higher education among youth” in association with Arivu Yuva Samvada Kendra, Mangalore at different colleges through the campaign.
- Department of Commerce & Management in collaboration with Mandekolu Grama Panchayat, organized a community oriented programme on Pipe Compost (waste management) awareness programme.
- One day camp- Sasyodyana Nirmana
- Free medical checkup programme in collaboration with KVG Medical College in rural areas was organized in several places like Sampya, Adyadka, Aletty, Yedamangala, Mardalaetc. by the students of MSW
- Rural study camp –Department of MSW organized rural study camp for the students of first year MSW in very academic year to make them understand the rural setup and panchayath functioning at several places like Hanase, Hanbal, Yedamangala, Mardala, and Adyadka.
- The services of our NCC band set are extended on the occasion of Independence Day, Rajyotsava Day and Republic Day celebrations organized in association with Revenue Department of the Taluk.
- The students of our Institution extend cash and kind offerings to the local Temple on the occasion of its annual car festivals and render services as volunteers to count offerings rent colleges through the campaign.

3.5 Collaboration

- 04 Linkages for Teaching-Learning Process and 02 linkages for Internship Training.
- 06 MOUs with other institution for extension activities and cultural exchange.

Criteria IV – Infrastructure and Learning Resources

4.1 Physical Facilities

- The Institution has well-furnished classrooms with ICT facilities, laboratories, computer laboratories, seminar halls and conference halls.
- The carpet area of the Library is 5100 sq. feet. Audio –visual aids like LCD, OHP and public address systems are available in furnished seminar halls.
- A smart audio visual room is available for use.
- Library, E library and E-Learning resources are upgraded when necessary.
- INFLIBNET with NLIST program is available.
- A play ground with 400 meters track
- Long jump pits
- Space to play Javelin, discs, hammer and short put
- Facilities to play Kabaddi, Kho-Kho and other outdoor games
- Ball badminton and shuttle badminton courts
- Volleyball, throw ball, hand ball and football courts
- Tug of War and Cricket materials
- Chess, Carom boards
- Multi gym for students
- Athletic equipment
- Spacious auditorium to enable co-curricular and extra-curricular activities,
- Spacious Open air stage with huge lawn for seating. This facility can be used only after the monsoon season.
- Separate rooms for NSS, NCC, Rovers and Rangers, Youth Red Cross

4.2 Library as a Learning Resource

- The Library in Nehru Memorial College is one of the best in the whole university.
- It has a history of 42years.
- The books under every subject are painstakingly suggested and chosen by the teachers.
- The Reference Section is of research level. We have PG students, M. Phil and Research Scholars of other institutions visiting this library for reference.
- The Open access system allows students to browse.
- 04 manuscripts are maintained.
- The facilities are
 - a. First Floor (Section I):
 - Circulation Section
 - Text Book Section
 - OPAC-formerly
 - Photocopy Unit
 - Separate Study section for the girls and faculty members.
 - Storage Space
 - b. First Floor (Section II):
 - Librarian's Cabin
 - Back Volume Section
 - Internet & Browsing Section
 - Periodicals & Journals Section
 - Newspapers & Magazines Section
 - Reference Section

4.3 IT infrastructure

- The college office and all the departments have computers along with internet facilities.
- The new software –CAMPUS ONE allows multi layered user interface.
- Internet is provided free of cost to the PG students.
- A nominal fee is collected from the UG students.

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- The Institution upgrades its computer system depending on the revision of the syllabus by the University. The Institution provides required amount for update, deployment and maintenance.
- The Software is upgraded to include all the details of the students and a three way communication system.
- College intends to enhance Wi-fi facility to the entire College campus
- The institution has online admission procedure, online examination process.
- 20-35 MBPS bandwidth of internet connection.
- Student-Computer Ratio is 12.67:1

4.4 Maintenance of Campus Infrastructure

- The Management has a Full Fledged Department for maintenance of all the institutions.
- The repairs of the building, painting, plumbing, electricity, electronic gadgets, computers and internet are serviced by the Maintenance Department of the Campus.
- The method followed by lodging a complaint with the Dept. on the Intercom.
- The Management foots bills if there isn't enough outlay to fall back on.

Criterion V- Student Support and Progression

5.1 Student Support

- Nearly 674 students are benefited by scholarships, free ships, etc. provided by the Govt. in last 5 years.
- Nearly 310 students are benefited by scholarships, free ships, etc. provided by the Institution in last 5 years.
- Career counselling, soft skill development, remedial coaching, Yoga and Meditation and personal counseling are done by the institution for the capability enhancement and development of students.
- More than 35 students are benefited by the Internship Training.

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- There is a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases.

5.2 Student Progression

- 02 ranks in last five years - one in BSW and one in MSW
- Maximum number of students are pursuing higher education and well-placed.
- 48 students are selected in on-campus recruitment. As they opted for higher education, no one have joined the companies.
- Maximum students are qualified GMAT/ PGCET examinations to join the PG courses.
- There is an incremental growth in the number of girl students in the college.
- The result of the college is far better than the University average and also of the neighboring colleges.
- 01 NCC cadet attended the RD parade in this academic year.

5.3 Student Participation and Activities

- College Sports Teams and Cultural Teams have participated in the Inter Collegiate and University Level competitions and won prizes.
- College also organized Ball badminton and Tug-of-war competition
- Our college won the both men and women section tug-of-war competition.
- Our students are also participated national level tug-of-war by representing the Mangalore University.
- College also organizes the Inter-class Fest and National Level Inter-Collegiate Commerce & Management Fest.
- The Student Council is functioning right from the inception of the Institution.
- The Institution has framed the guidelines for the smooth functioning of the Student Council.
- Student Council is formed in a democratic way by conducting direct elections in the first stage where the two representatives of classes are elected by the students of respective classes. However the students are also encouraged to elect their representatives

unanimously. The elected class representatives elect the office bearers of the Student Council sometimes unanimously and sometimes by a secret ballot.

5.4 Alumni Engagement

- The College has an active Alumni Association.
- Alumni are given free access to the library facilitates to prepare for competitive.
- The association is constantly in touch with the institution and supports the activities of the college.
- The Institution has a good relationship with Alumni Association.
- They hold regular governing body meeting & Annual general body meeting
- The Alumni Participate in the activities of the institution like NSS, Annual special Camps, College Day Celebrations, Cultural Programmes & Sports & games events
- They donate prizes, shields & mementoes to the winners.
- They liberally donate funds from Alumni Association Accounts to the major activities in the institution like literary & cultural competitions, Seminars, workshops etc.
- Alumni Association honors the bright students of the Institution for their outstanding achievements.
- The activities of Alumni Associations help the institution in every respect.
- Alumni Association provides scholarship to economic backward community.
- Donation to provide food for the Sports persons to their daily practice.
- Donation to founder president's statue at the entrance of the campus.
- Actively participated in college day function and in sports day
- Felicitations to the retired staff members, special achievers of staff and students.

Criteria –VI - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

- It is the vision of the Institution to develop a center of excellence in Higher Education.
- It is the mission of the institution to provide admission to all eligible candidates of the region to acquire higher education.
- The vision and the mission are translated to practice.
- College-community relationship is established.
- The administration of the Institution enjoys a healthy decentralization.
- Course coordinators are given the responsibility of their respective streams
- Different committees are formed by the Principal for the smooth functioning of the Institution.
- All the members of the faculty are involved in the committees. The administrative staffs are also the part of the committees.
- The Office Superintendent also attends the staff meetings, there by being aware of the issues.
- The various committees are given enough freedom to carry out their activities related to the teaching and learning process.

6.2 Strategy Development and Deployment

The Management is committed to Rural Development through Education. To fulfill this objective,

- State of art infrastructure has been provided.
- Streams are chosen so as to give importance to general and basic courses like Humanities, Science, Social work, Commerce and Management which help the students to choose applied PG courses.
- As a part of this strategy, Management started the PG courses in Social work and Commerce.
- The Institution provided the bus facility for the convenience of our students who commute from the neighboring villages.

Organization Structure:

- The institution functions in conformity with the rules and guidelines given by the Mangalore University, Dept. of Higher Education, UGC and Management.
- The Institution is governed by the Academy of Liberal Education, Sullia
- The Institution has brought about a social change in this backward, reserved constituency.
- The Governing Body, management, the Principal, Various College Committees, Student Council, Grievance Redressal Cell, is the internal tree of the Organization.
- The Alumni and the PTA are the external support organization.

6.3 Faculty Empowerment Strategies

- Faculties are provided with financial support to attend conferences / workshops and towards membership fee of professional bodies
- Management paid faculty are extended with Employees Provident Fund and Employee State Insurance.
- 02 of our faculty attended professional development programmes viz., Orientation Programme, Refresher Course, etc.
- 09 professional development / administrative training programs organized by the Institution for teaching and non-teaching staff
- Institution has provided Group Personal Accident Insurance facilities.
- Institution has provided separate washrooms for female and male staffs.
- Free Dental checkup facilities are provided.
- Internet facilities are provided with free of cost.
- Sufficient Vehicle parking spaces are provided for the benefit of staffs.
- Clean drinking water facilities are provided.
- Free medical checkup and clinical facilities are provided at the hospitals run by the Management.
- The Management has setup Institutions of higher learning so that the children of our faculty can pursue their higher education on the same campus.
- Staff members are provided with accommodation in the hostels.
- Staff members are provided with staff quarters in the campus.

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- Staff members are provided with the transport facilities.
- Uninterrupted electricity supply is provided.
- All departments, offices are connected with Intercom facility.
- Provision is made to upgrade the computer knowledge of the staff.
- Lush green environment and unpolluted atmosphere in the college campus.
- Provision is made for the Gym facility.
- Spacious play ground is available.
- Driving class facility is available in the campus.
- Self-appraisal reports are submitted by the faculty members at the end of the every academic year as per the format prescribed by NAAC.
- The students evaluate the performance of the faculty in a prescribed format at the end of every semester.
- The feedback received from the students is analyzed by the feedback committee and is submitted to the IQAC.
- The review of the performance appraisal reports is done by the IQAC committee.

6.4 Financial and Resource Mobilization

- The college has internal and external audit mechanism. The internal audit is carried out at the end of every year by Professional Auditor. The external audit is carried out by the auditor appointed Joint Director of Collegiate Education, Mangalore Region.
- The last internal audit was done on September, 2017 for the year 2016-17 and there were no major audit objections. However, the last External audit was done on April 2016 for 2013-14. The objection raised regarding collection of double standard fees was clarified.

Mobilization of fund:

- Donations from PTA
- Donations from Alumni
- Supporting financial assistance from the Management
- Donations from Senior staff members
- Donation from general public/community

Utilization policy:

- The financial resources mobilized are managed in a transparent and effective manner.
- Each and every transaction is supported by relevant vouchers.
- All the collections are deposited in the bank and payments are made through cheques.
- Only duly authorized persons can operate the Bank Account.
- Payments are made only if authorized by the principal.
- Authenticity and accuracy is verified through internal audit.
- The Finance Committee monitors the spending of funds.
- The amount is allocated to all the departments based on their requirements.
- The principal is responsible for monitoring and controlling the financial procedures.
- Amounts are allocated as per the budgetary requirements.

6.5 Internal Quality Assurance System

- IQAC takes active part in the Institution.
- It takes initiative to organize the various activities in the institution.
- In view of the recommendations of the previous Peer Team, the college has taken the following initiatives to enhance the quality in teaching-learning process, research, sports, cultural and extension activities during the post accreditation period.
 - PG course in Commerce has been introduced.
 - An additional batch for B.Com has been introduced.
 - For the last five years our three faculties have been awarded with Ph.D and two are registered in the year 2017.
 - The college has submitted various seminar/conference proposals to UGC.
 - During last five years, the college has organized three National seminars/conferences on various topics.
 - Financial assistance has been given to the sports persons participating at national level.
 - The college has developed its linkages, collaborations and MOU's
 - The college has introduced Certificate Courses to develop different skill among the students and make them employable.

Criteria VII – Institutional values and Best Practices

7.1 Institutional values and Social Responsibilities

- Institution provides Safety and Security, Counselling and a separate rest rooms for boys and girls.
- Institution is surrounded by 120 CC TVs.
- Some of the students are getting effective counseling from the professionals.
- 75,000 liters of Rain water harvesting.
- Centralized waste management system is functioning in the campus.
- Students and staff uses garbage bins for disposing off the waste.
- Maximum number of initiatives taken to engage with and contribute to local community during the last five years.
- National festivals and birth/ death anniversaries of eminent persons and founder presidents are considered under the guidance of Management.
- Institution maintains complete transparency in its financial, academic, administration and auxiliary functions.

7.2 Best Practices

- Institution conduct various Community-oriented programmes to create a sense of social responsibility among the students.
- The institution makes available all the national, state, local body scholarships. However the institution boast of endowment prizes and gold medals by the management for rank holders.

7.3 Institutional Distinctiveness

The institution translates its mission statement into activities by:

- Admitting students of minimum qualification there by practicing social equality.
- Providing training to the students in various extra-curricular and co- curricular activities.
- Educating and empowering the students of rural area.
- Developing and creating an environment which can instill confidence and hope in students.

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- Involvement of students on basic research programs on changing social structure, environment protection, and folk literature.
- Helping the students to broaden their social outlook in terms of gender sensitivity.
- Bringing about awareness of one's rights and duties.
- Establishing College –Community connections.
- Promoting overall wellbeing of the students

Concluding Remarks:

Nehru Memorial College, Sullia is affiliated to the Mangalore University. The Syllabi is prescribed by the BOS of the University. The College is providing five UG Courses and Post-graduation studies in Social Work and Commerce is the proof of academic growth. The college encourages members of the faculty to take up research work. The Management makes all the possible arrangements. The library and internet facility add to the research atmosphere of the college. Being the only college in the town until recently, the faculty of the college is a source of knowledge to the town as the resource persons.

As the College is situated in a predominantly agricultural area, the care is taken to provide the students with exposure to industry, corporate, community and other academic institutions. The core direction of the college is a reflection of what the Management envisions for the institution. The K V G campus houses many other institutions which automatically create a bench mark for Nehru Memorial College for growth. The innovative, growth oriented mechanism set in place for the technical and health institutions are applied to this college too. The college has made a name for infrastructure, discipline and academic performance.
