

KONGU ARTS AND SCIENCE COLLEGE
(AUTONOMOUS)
ERODE – 638 107.

A REPORT ON POST ACCREDITATION INITIATIVES

The NAAC peer team visited the College on 26th and 27th March, 2018 and examined the infrastructural facility available in the College and other relevant records to make their assessment, recommendations as well as suggestions for further enhancement of quality in curricular and co-curricular programmes. Based on the recommendations of the NAAC peer team for the third cycle of Accreditation process in 2017, the College has taken the following initiatives for quality sustenance and quality enhancement in the last 5 years (Post NAAC accreditation period 2017-2022):

RECOMMENDATIONS:

❖ ***More inputs have to be given for research and publications:***

Faculty members are encouraged to publish their research findings in reputed journals, present research papers in National/International conferences of repute in abroad and in India with financial support. A total of 157 numbers of Seminars/Conferences are attended by our faculty members and 433 Research articles are published in reputed Journals. Our faculty members have contributed about 90 articles in Books and Chapters in Edited Volumes and Conference Proceedings. And 82 faculty members are recognized as Research Guides under Bharathiar University.

❖ ***Faculty is to be encouraged to take up minor and major research projects:***

Our faculty members have received Rs.5,06,500 for carrying out minor research projects from UGC. Our Management provides seed money for faculty members to facilitate basic research work. The college has received Rs.1.04 crore from the Department of Biotechnology for the strengthening of Basic Science Programmes.

❖ ***College should take initiatives to organize National level Seminars and Conferences:***

Various Departments and Clubs and Forums of the College have organized about 273 Workshops/Seminars relating to Research Methodology, Intellectual Property

Rights (IPR), Entrepreneurship and Skill Development. Two funded seminars sponsored by Indian Council of Social Science Research were organised during the year 2018 and 2021. A Lecture Workshop sponsored by Joint Science Academies of India was organized during 2018.

❖ **Scope for research collaborations and fund generation to be explored:**

The college has signed 56 MoUs with organizations and educational institutions of repute for providing training and undertaking collaborative inter-disciplinary projects on academic and research related *activities*. About 4781 collaborative learning activities have been undertaken for research, faculty exchange, student exchange, internship, on-the-job training and project work.

❖ **Teachers need to be motivated for pursuing Ph.D.:**

The institution encourages faculty to pursue Ph.D. 33 faculty members have completed their Doctoral Degree in the last 5 years. 31 faculty members are recognized as Research Guides under Bharathiar University and 65 faculty members have registered for Ph.D.

❖ **Collaborative activities and MOUs with other higher educational institutions of repute to be taken up:**

Kongu Arts and Science College has signed MoUs with organizations and Educational Institutions with National and International Reputation. The Institution initiates Interaction with Organisations and Universities with High Reputation to facilitate Memorandum of Understanding for sharing Knowledge, Research Activities, Students and Faculty Exchange and Collaboration in the form of student projects, Internships, Hands on Training, Workshops, Industrial Visits, Management Events and activities of the same kind. Our College has signed the following Number of MoUs.

2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Total
4	15	6	5	26	56

❖ **Teachers needs to be sent for Faculty Improvement Programme:**

College organized many Faculty Improvement Programmes (FIP) as a Post accreditation quality initiative. By giving faculty members plenty of opportunities to

participate in various Programmes like Professional Development Programme, Orientation Programme, Faculty Development Programme, Induction Programme, Skill Development Programme, Short Term Course and Refresher Course. Participants in all these Programmes aims to enhance the academic and intellectual climate in the campus. All these had inspired the faculty to create a competitive atmosphere for teaching and learning, directing growth in terms of academic qualification enhancement. In the process of faculty development, teachers systematically endeavour to develop their abilities in the following aspects:

- Pedagogical Expertise
- Leadership Qualities
- Competencies required for academic activities
- Individual Development
- Substantial improvement in the educational context

Total Number of faculty Participation in various FIP

Year	No of Programmes	Total No. of Participation
2021-2022	193	583
2020-2021	211	415
2019-2020	153	381
2018-2019	18	177
2017-2018	14	285

❖ Welfare measures for faculty and staff needs to be initiated, Medical insurance facilities for the student and staff needs to be initiated:

The college provides effective welfare measures for the faculty and non-teaching staff and also avenues for career development. The welfare measures for teaching and non - teaching staff are listed below:

Mandatory Benefits:

- ESI - Applicable to all eligible staff members.
- Employees Provident Fund as per EPF rules.
- Gratuity for Teaching and Non-Teaching Staff.

Leave Benefits:

- Casual Leave and Medical Leave.
- Maternity Leave for 3 Months with 50% salary for 3-5 years at KASC and 100% for more than 5 years at KASC.
- Special Casual Leave is granted for attending conferences, FDPs, seminars and workshops for professional and research enhancements.
- Winter and Summer Vacations are given to the entire teaching staff and non-teaching.

Monetary Benefits

- Special Increment on award of Ph.D./NET/SET.
- Special Incentives for Publications in Web of Sciences/Scopus/UGC Care listed Journals.
- Special Incentives for Book Publications.
- Incentives for Research Supervisors on successful guidance.
- Free Boarding and Lodging for Sub-Wardens in the College Hostels.
- Staff quarters.
- Free uniforms for class IV employees.

Other Benefits

- Accidental Insurance for Employees/ Students/ Parents.
- Free health check ups are organized.
- Facilities for indoor games like Table-tennis, Chess, Carrom, Badminton and Gym facilities are available.
- Awareness Programme on Health, Technology and Stress Management are conducted for all the teaching and non-teaching Staff.
- Internet and Computing facility for all the Faculty Members.
- Counselling facility by a Psychologist is available for all staff members.

Avenues for Career Development

- 10% seed money to the Principal Investigators for carrying out Minor/Major Projects.

- Financial support to participate in Seminars, Conferences, Workshops etc.
- Induction Programmes are arranged for the newly recruited Faculty Members.
- Both the teaching and non-teaching are permitted to pursue higher studies.
- Faculty Exchange Programmes.
- Appreciation and Recognition with Best Teacher Award.
- Faculty Development Programmes (FDP) for faculty members on regular basis.
- Skill Development Programmes are organized for non-teaching staff to enhance their skills in work environment.

❖ **Communication skills of the students needs to be enhanced:**

Grammar test has been conducted every month for all the UG students of the College to enrich and improve their grammatical skills. In classroom learning; students are actively involved in Skill Development Activities such as seminars, group discussions, debate, presentations on various modules. Communication skills are also incorporated into the curriculum by introducing Professional English I and II for all UG courses (I & II Semesters). In a view to nourish the language skills of the students, programmes like Art of Communication, a special lecture on Techniques of Report Writing & Public Speaking were organized. The students are provided with course materials, and also English Grammar Workbook to sustain their grammatical knowledge. The students are provided with Communication Lab hours to facilitate self-learning process in the acquisition of LSRW skills.

❖ **Placement activities of the students needs to be strengthened:**

- Providing Career Guidance: The Training and Placement Cell, along with the Career Guidance and Counselling Cell, conducted 22 career awareness programs such as competitive exam preparation, civil service exam preparation, opportunities in IT, ITES, healthcare, banking, financial services, and the government sector for the students. Through these programmes the students have gained a clear idea for suitable career. This career guidance

program are started early in the academic year and will be continued throughout the end of the academic period.

- Campus to Corporate (C2C) Training: Every year, students who have opted for a job receive a minimum of 50 hours of placement training in two phases. The training covers the following areas:
 - ✓ Soft Skills Training: In addition to academic skills, students are also trained on soft skills such as communication, teamwork, leadership, and problem-solving. These skills are highly valued by employers and can give students a cutting edge during placements.
 - ✓ Resume Writing and Mock Interviews: Resume writing, Mock group discussions, mock interviews, Just a Minute (JAM), and technical interviews are conducted to help students prepare for the recruitment process.
 - ✓ Aptitude Training: Students receive aptitude training in various areas, such as critical thinking, numerical, verbal and non-verbal reasoning, and logical analysis. This type of training is provided to improve their overall cognitive abilities.
- The Training and Placement cell provides assistance to students in preparing for interviews, creating resumes, and identifying suitable job opportunities.
- Industry-Academia Linkages: Industry-academia linkages are essential for students to enhance their employability skills and bridge the gap between academic knowledge and industry requirements. To strengthen this relationship, the Training and Placement Cell has signed a Memorandum of Understanding (MoU) with Infosys BPM, Core Aptitude, T.I.M.E, Test book, ICT Academy and Zaphire. The purpose of this MoU is to provide placement training, internships, industry visits, and interview opportunities to students.
- By establishing such linkages, students can engage and communicate with industry professionals, gaining insights into industry trends and expectations,

and building their professional networks. These connections can help them find potential job opportunities and guide them towards a successful career path.

- A total of 1838 students have been placed in various companies in the last five years (2017-2022) through the Training and Placement Cell.

❖ **Frequent meetings with parents and alumni to be taken up:**

The Alumni Association encourages the departments to conduct alumni meet at regular intervals. The Department of Computer Applications (UG) organized an Alumni meet on 20.10.2021 where the alumni shared their views on technological updates and recent trends in computer applications. The Research Department of Computer Applications conducted an Alumni meet on 20.10.2021.

On 24.10.2021, Department of English conducted an Alumni meet where the alumni shared experience in facing various exams for State and Central Government Jobs. They assured to help juniors in facing NET/SET exams. The Department of Computer Technology and Information Technology arranged alumni meet on 28.10.2021. It provided a forum for the Alumni to exchange their ideas on academic, cultural and social issues. An Alumni meet was conducted by the Department of Commerce (CA) on 30.10.2021 for alumni to share their memories, their present position and achievements.

On 30.10.2021, Department of Management Studies (PG) organized an Alumni meet. Group Discussion, Mock Interview sessions and Aptitude Training were given by alumni to current batch of students in the college. Our alumni donated oxygen concentrator, masks and other needy medical accessories to Government Medical College and Hospital, Perundurai during COVID period. The Alumni Association of our college was registered under Tamil Nadu Societies Act,1975 and it is in the way of strengthening the Alumni Association to serve better in future.

Parents Teachers meeting are organized at the end of each semester to provide feedback of the academic performance, behavioural aspects, career counseling and academic related activities of the students to their parents.

❖ **Availability of transportation facilities needs to be strengthened in remote and rural areas:**

The institution is providing transport facilities for the students and staff members by operating 49 buses along 35 different routes covering an average of 4400 kms per day. Around 2200 students and 90 staff members are availing the bus facility and the buses cover almost all urban, semi-urban, rural areas within a 65 km radius from the college. There are 50 Heavy Motor Vehicle Drivers and 5 Light Motor Vehicle Drivers permanently employed by the institution to operate the vehicles.

❖ **Within campus CCTV cameras to be installed for the security of the students:**

Our Institution ensures safety of students, staff members and other workers inside the campus through consistent CCTV video surveillance. More than 30 CCTV Cameras are installed in and around the campus to integrate campus security and students' safety. The recordings are constantly monitored for prompt remedial actions and harmony inside the campus.

❖ **College should start new PG courses as per the requirements:**

The college is offering M.Sc. Computer Science from the academic year 2020-2021 and has initiated the process to begin offering M.Sc. Biotechnology and M.Sc. Physics from the academic year 2022-2023. This will provide students with opportunities for career advancement in their respective fields of study.