

# **ANNUAL QUALITY ASSURANCE REPORT (AQAR) 2014-15**

**SUBMITTED TO**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**(NAAC)**

**BANGALORE**



**VSR&NVR COLLEGE (AUTONOMOUS)**

**AFFILIATED TO ACHARYA NAGARJUNA UNIVERSITY**

**Re-Accredited with " B" Grade by NAAC**

**Tenali -522 202**

**Guntur Dt.**

**Andhra Pradesh**

## Part – A

### I. Details of the Institution

1.1 Name of the Institution	V.S.R & N.V.R. COLLEGE
1.2 Address Line 1	NANNAPANENI NAGAR
Address Line 2	ITHANAGAR
City/Town	TENALI
State	ANDHRA PRADESH
Pin Code	522 201
Institution e-mail address	Principal.vsrnvr@gmail.com
Contact Nos.	08644-223388
Name of the Head of the Institution:	V.V.SEKHAR PRASAD
Tel. No. with STD Code:	08644-226961
Mobile:	+918374344566
Name of the IQAC Co-ordinator:	DR.L.CYRIL ARUN KUMAR
Mobile:	+919441113997
IQAC e-mail address:	iqac.vsrnvr@gmail.com

1.3 NAAC Track ID -----

1.4 Website address:

www.vsrnvr.ac.in

Web-link of the AQAR:

www.vsrnvrcollege.in/IQAC

1.5 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 <sup>st</sup> Cycle	B++	83.2%	2006	5 years
2	2 <sup>nd</sup> Cycle	B	2.50	2013	5 years
3	3 <sup>rd</sup> Cycle	-	-	-	-

1.6 Date of Establishment of IQAC :

23-11-2006

1.7 AQAR for the year

2014--2015

1.8 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((for example AQAR 2010-11 submitted to NAAC on 12-10-2011)

- i. AQAR \_\_\_\_\_ (DD/MM/YYYY)
- ii. AQAR \_\_\_\_\_ (DD/MM/YYYY)
- iii. AQAR \_\_\_\_\_ (DD/MM/YYYY)
- iv. AQAR \_\_\_\_\_ (DD/MM/YYYY)

1.9 Institutional Status

University

State  Central  Deemed  Private

Affiliated College

Yes  No

Constituent College

Yes  No

Autonomous college of UGC Yes  No

Regulatory Agency approved Institution Yes  No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education  Men  Women

Urban  Rural  Tribal

Financial Status Grant-in-aid  UGC 2(f)  UGC 12B

Grant-in-aid + Self Financing  Totally Self-financing

#### 1.10 Type of Faculty/Programme

Arts  Science  Commerce  Law  PEI (Phys Edu)

TEI (Edu)  Engineering  Health Science  Management

Others (Specify)

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#### 1.11 Name of the Affiliating University (*for the Colleges*)

ACHARYA NAGARJUNA  
UNIVERSITY

#### 1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University

University with Potential for Excellence  UGC-CPE

DST Star Scheme  UGC-CE

UGC-Special Assistance Programme  DST-FIST

UGC-Innovative PG programmes

Any other (*Specify*)

UGC-COP Programmes

## **2. IQAC Composition and Activities**

2.1 No. of Teachers

2.2 No. of Administrative/Technical staff

2.3 No. of students

2.4 No. of Management representatives

2.5 No. of Alumni

2.6 No. of any other stakeholder and  
community representatives

2.7 No. of Employers/ Industrialists

2.8 No. of other External Experts

2.9 Total No. of members

2.10 No. of IQAC meetings held

2.11 No. of meetings with various stakeholders:

No.

Faculty

Non-Teaching Staff Students

Alumni

Others

2.12 Has IQAC received any funding from UGC during the year? Yes  No

If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos.                      International                      National                      State                      Institution Level

(ii) Themes

- Organised Departmental workshop on **Human Values & Professional Ethics** on 25-6-14.
- Department of Physics organized one-day National Seminar on **“Industrial Important Materials** on 6-11-14.
- Department of **Chemistry Organised UGC (Autonomy Fund) and Alumni Association** Sponsored One-Day National Seminar on **“Eradication of Pollution – Roll of Science”** on 8-1-15.
- Workshop on Yoga & Meditation was organized by Physical Education and Sports Sciences on 21-6-14 Sri DV Somayya Sastry, who conducts classes on Yoga was the resource person .
- *Department of Commerce organized Workshop on ‘Intellectual Copy Rights’ on 06.01.2015*

#### 2.14 Significant Activities and contributions made by IQAC

- Organized Orientation program to teaching and non-teaching members
- Prepared and presented the Plan of Action .
- Four members were awarded Ph.D under FDP.
- Conducted periodical meetings with the Steering, Planning and UGC Committee.
- Motivated the departments to organize departmental workshops.
- Under the supervision of the Research Directors of our College, 3 scholars were awarded Ph.Ds.
- 30 research articles were published in National/International reputed Journals.
- 30 papers were presented in the National Seminars and were published in the Proceedings.
- Conducted Certificate Course in Spoken English.
- Offered suggestions for improvement after conducting internal academic audit.
- Insisting on ICT based teaching as smart classrooms are provided to all science departments,
- Efforts are being made to mitigate the global anxiety concerning the environmental hazards and Gender equity issues.
- Feedback is taken from the internal and external stakeholders, analyzed, and presented in the web.
- Three institutional workshops and two National Seminars were organized basing on the burning issues in the contemporary society

## 2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year

Plan of Action	Achievements
<ul style="list-style-type: none"> <li>➤ In the Orientation class organized for both teaching and non-teaching staff, Plan of Action for the year is announced.</li> <li>➤ Strengthening of the activities of various clubs/cells in the college in consultation with IQAC. Strengthening the activities of Eco Club in coordination with Red Ribbon Club and NSS wings.</li> <li>➤ Implementation of No Vehicle Day to curtail pollution in a humble way along with No Plastic Day, which will keep the campus free of plastic pollution.</li> <li>➤ Conduct of Internal Academic Audit</li> <li>➤ Inculcation of interest among the research scholars to produce quality theses by the research supervisors. Implementation of innovative methods.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Correspondent and Principal reviewed the result and advised the staff to offer quality education</li> <li>➤ Along with the co curricular activities organized for student community, staff members are motivated to go ahead with innovative programs.</li> <li>➤ Giving importance to outreach activities, the coordinators concerned and NSS Program officers took the students into the society often, so that rapport between them developed. Eco Club organized awareness programs on environmental pollution.</li> <li>➤ It is a regular process and this year also IAA is conducted and the needed suggestions are offered by the IQAC</li> <li>➤ Research work has gained momentum and the Research Supervisors have produced 5 Ph.Ds during this academic year. Innovative methods like Exchange programs, classes for educationally backwards students, Lab on Wheels are</li> </ul>

<ul style="list-style-type: none"> <li>➤ Outreach programs by departments and institution to inculcate Social Responsibility.</li> <li>➤ Making changes in the curriculum as per the local / National/ global needs. Conduct of a few more Certificate Courses/ Diploma Courses, which help students.</li> <li>➤ Giving priority to ICT based teaching, learning process.</li> <li>➤ WDC is motivated to conduct more activities that help the girl students of the college and women outside.</li> <li>➤ Implementation of</li> </ul>	<p>implemented.</p> <ul style="list-style-type: none"> <li>➤ Giving importance to outreach activities, the coordinators concerned and NSS Program officers took the students into the society often, so that rapport between them developed.</li> <li>➤ To offer quality education and to implement innovative methods in teaching &amp; learning process and to make students face the competitive world, curriculum is changed. Certificate Course in Tourism, Journalism and Soft Skills are conducted. This is in addition to the Diploma in Communicative English, C C in Mathematical Ability CC in Yoga &amp; Meditation and CC in Tally.</li> <li>➤ Science departments are provided smart classrooms. Members of Commerce department, Humanities and Languages made use of the Electronic room as per the schedule. Staff and gifted students made use of PPTs, to explain the projects and the concepts in a simple way.</li> <li>➤ Women Development Forum Visited the orphanages, Old Age Homes along with students, spent some time with them making the inmates happy with the thought that they are wanted.</li> </ul>
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<p>Swatch Bharat</p> <ul style="list-style-type: none"> <li>➤ Emphasis on service oriented activities by NSS volunteers and NCC Cadets.</li> <li>➤ Encouraging staff members to publish research articles.</li> <li>➤ Planning every activity in advance with prior intimation to IQAC.</li> <li>➤ Selection of themes by the Departments of Physics and Chemistry for National Seminars. One of them has to be interdisciplinary.</li> <li>➤ Motivating the deserving staff to apply for Best Teacher Award</li> </ul>	<ul style="list-style-type: none"> <li>➤ Responding to the call of the Prime Minister, students involved themselves in Swachh Bharat program regularly.</li> <li>➤ NSS &amp; NCC organized Blood donation campaign and about 100students donated blood.</li> <li>➤ 30 research Articles are published in the National/International Journals. 30 papers were presented in National seminars.</li> <li>➤ Workshop on Human Values &amp; Professional Ethics on 28-6-14.</li> <li>➤ Department of Physics organized National Seminar in collaboration with IQAC &amp; Alumni Association on “Industrial Important Materials” on 6<sup>th</sup> Nov 2014.</li> <li>➤ Department of Chemistry organized <i>National Seminar on</i> “Eradication of Pollution – Roll of Science” in collaboration with IQAC &amp; Alumni Association of our College.</li> <li>➤ Dr L Cyril Aruna Kumar of the Department of Zoology received the prestigious Best Teacher Award from the Govt of AP for the year 2014-15</li> </ul>
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2.15 Whether the AQAR was placed in statutory body      Yes       No

Management       Syndicate       Any other body

Provide the details of the action taken

**The management approved the plan of action and gave consent to implement them.**

## Part – B

### Criterion – I

#### I. Curricular Aspects

##### 1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	3 subjects	--	--	--
PG	01	--	01	--
UG	03	--	02	--
PG Diploma	--	--	--	--
Advanced Diploma	--	--	--	--
Diploma	--	01	--	--
Certificate	10			7
Others	--	--	--	--
<b>Total</b>	17	01	03	7

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options : **CBCS**

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	03 (BA; B.Com; B.Sc) & 01(PG)
Trimester	--
Annual	--

1.3 Feedback from stakeholders\*  
(On all aspects)

Alumni  Parents  Employers  Students

Mode of feedback : Online  Manual  Co-operating schools (for PEI)

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

While designing the curricula, national/ global needs are taken care of by the Committee constituted by higher ups. As an autonomous college, it has the privilege of altering/ including some topics, depending on the local need. Depending on the need of the students, some change or other is made and it is implemented only when BOS/ Academic council endorse it.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

Personal counselling centre is introduced.

## Criterion – II

### 2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
28	27	1	-	-

2.2 No. of permanent faculty with Ph.D.

08

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
0	0	0	0	0	0	0	0	0	0

2.4 No. of Guest and Visiting faculty and Temporary faculty

-	--	09
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2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	--	26	-
Presented papers	--	26	-
Resource Persons	--	02	--

2.6 Innovative processes adopted by the institution in Teaching and Learning:

- Role Play, Brainstorming sessions, Buzz & Quiz programs, Student seminars, cooperative learning, Assignments, tutorials, Class room tests, Group discussions, Case studies, Guest lectures have become regular features.
- Institution has adopted innovative teaching methods like OHP transparencies, Power Point presentations Subject Video lessons; Interactive Boards, etc are a few innovative processes. Language lab to improve communication skills, Commerce lab for Tally, Remedial classes for slow learners, Study Projects and web-based assignments for gifted students are a few processes adopted in Teaching , Learning.

2.7 Total No. of actual teaching days during this academic year

180

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

Photocopy on payment

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

28	09	05
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2.10 Average percentage of attendance of students

75%

2.11 Course/Programme wise distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction	I %	II %	III %	Pass %
B.A	20	00	04	10	00	70
B.Com	96	10	54	13	00	80
B.Sc.	110	22	66	03	00	83

## 2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes

- IQAC is the Soul / backbone of our institution. It monitors every activity of the institution.
- Motivates the staff to go for innovative methods in Teaching learning process and make use of ICT.
- It conducts Internal Academic Audit and monitors the progress of every Committee, every department.
- It sees that the internal stake holders become part and parcel of the activities of the institution.
- IQAC has a great role and responsibility in maintaining quality standards in the whole process of teaching, learning and evaluation.
- It motivates the staff to improve their qualification and offer quality education.
- It sees that the number of certificate courses is enhanced year by year, in view of global competition.

## 2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	00
UGC – Faculty Improvement Programme	00
HRD programmes	--
Orientation programmes	1
Faculty exchange programme	4
Staff training conducted by the university	--
Staff training conducted by other institutions	--
Summer / Winter schools, Workshops, etc.	01
Others	

## 2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	16	-	--	--
Technical Staff	-	-	-	-

## Criterion – III

### 3. Research, Consultancy and Extension

#### 3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- Four members pursued research work under FDP and they were awarded Ph.D
- Four members applied to the parent University and they were selected as Research Directors.
- Staff members applied to the UGC for financial aid to go for minor research project work and three members were sanctioned.
- The research supervisors of the Institution sow the seeds of desire to go for research among students.
- Gifted students were assigned project work, which paves way to research culture.
- Staff members have published research articles in national/international journals of repute.
- Research bent of mind is cultivated among students by guiding student study projects.
- .Research Promotion Cell publishes Research Bulletin bi-annually.
- To honor the student, whose presentation of the analysis of the Project work in the form of PPT is the best .
- Students present papers in student seminars and also in the national seminars organized by the college.

#### 3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	Nil	Nil	Nil	Nil
Outlay in Rs. Lakhs	Nil	Nil	Nil	Nil

#### 3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	Nil	02	01	Nil
Outlay in Rs. Lakhs	Nil	4.60 lakhs	1.70 lakhs	Nil

3.4 Details on research publications

	International	National	Others
Peer Review Journals	27		
Non-Peer Review Journals	Nil		
e-Journals	27		
Conference proceedings	Nil		

3.5 Details on Impact factor of publications:

Range  Average  h-index  Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	--	----	---	---
Minor Projects	2 Years	UGC	300000/-	250000
		UGC	160000/-	130000
		UGC	170000/-	120000
Interdisciplinary Projects	--	---	--	--
Industry sponsored	-	-	-	-
Projects sponsored by the University/ College	-	-	-	-
Students research projects <i>(other than compulsory by the University)</i>	-	-	-	-
Any other(Specify)	-	-	-	-
Total	-	-	630000	500000

3.7 No. of books published i) With ISBN No.  Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP  CAS  DST-FIST   
DPE  DBT Scheme/funds



3.18 No. of faculty from the Institution who are Ph. D. Guides and students registered under them

04

27

3.19 No. of Ph.D. awarded by faculty from the Institution

02

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF  SRF  Project Fellows  Any other

3.21 No. of students Participated in NSS events:

University level  State level   
National level  International level

3.22 No. of students participated in NCC events:

University level  State level   
National level  International level

3.23 No. of Awards won in NSS:

University level  State level   
National level  International level

3.24 No. of Awards won in NCC:

University level  State level   
National level  International level

3.25 No. of Extension activities organized

University forum  College forum   
NCC  NSS  Any other

### 3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- The yoga Centre and Pyramid are made use of by the Public regularly.
- NSS Units and NCC Cadets participated in the procession in honor of the seven martyrs of Tenali, who lost their lives in Quit India Movement.
- Some teachers take classes in schools as a token of service motive.
- WDC visited Old Age Homes and Orphanages and helped them.
- Department of English and NSS Volunteers lead a procession on December 1<sup>st</sup> to create awareness on HIV and preventive measures to be taken.
- Feeling social responsibility, the Management permits the University / District authorities to conduct coaching camps/ tournaments . It is a regular feature.
- As a token of social responsibility, it permits the local people to make use of the campus for morning and evening walk.
- The Management spares the buildings and the premises at the time of elections.
- Management & NSS units sent a team to Vizag to help the victims of Hud Hud cyclone victims.
- Staff and students take part in Swatch Bharat outside the campus.

## Criterion – IV

### 4. Infrastructure and Learning Resources

#### 4.1 Details of increase in infrastructure facilities

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	5.09Acres	--	--	--
Class rooms	30	--	--	--
Laboratories	12	--	--	--
Seminar Halls	2	--	--	--
No. of important equipments purchased ( $\geq$ 1-0 lakh) during the current year.	--	--	--	--



4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

- Access to internet is provided in the library and all departments.
- Provision is made to make use of ICT for resource sharing and networking, as well as adopting ICT-enabled administrative processes.
- Seminar Hall, Auditorium and e-classroom have ICT Infrastructure such as LCDs, Internet connectivity and other E-resources.
- Touch Screen Boards are also arranged in Departments of Mathematics, Physics, Chemistry, Botany and Zoology.
- Well Equipped Electronic Class room established for usage of Faculty as well as students.
- Wi-fi is provided on the campus.
- Department of Computer science organized an orientation programme on **Internet** for all the Degree students in class wise.
- Free Internet access was provided to the students in library.

4.6 Amount spent on maintenance in lakhs :

i) ICT	-----
ii) Campus Infrastructure and facilities	3,43,620
iii) Equipments	4,81,843
iv) Others	----
<b>Total :</b>	<b>8,25,463</b>

## Criterion – V

### 5. Student Support and Progression

#### 5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- IQAC ensures that every student is provided with information on student support services. It sees that
- Every department informs the students of the SSS available in their department.
- Librarian organizes orientation program for the first year students on three days- for B.A, B.Sc & B.Com students separately- to explain and demonstrates different Student Support Services offered by the Library.
- Physical Director takes the students round , shows the multi-gym , Electronic gym, Indoor stadium and many more facilities offered by the institution,
- Science departments exhibit the instruments , labs and explains to them of the support they offer.
- College websites / handbooks provide students with information on student support services and relevant staff contacts to access reasonable support services.

#### 5.2 Efforts made by the institution for tracking the progression

- Progression of students in attendance and academic performance is monitored continually.
- Mentors take care of that.
- Percentage of attendance of students will be calculated and the names of those who have put up less than 75% will be displayed on all notice boards. The parents of these students are informed.
- During Bridge Courses, staff members assess the students.
- Advanced learners are assigned with value added tasks and their progression is tracked easily as they are in touch with the teacher.
- Below average students are slow learners and remedial coaching is offered to them.
- As most of the assignments are done at home, it is difficult to track their progression.
- Marks that they get in the internal and external examinations are made use of to know their progression.
- Teaching, non-teaching, gifted students and concerned individual departments under different committees are involved to monitor the progression.

5.3 (a) Total Number of students

(b) No. of students outside the state

(c) No. of international students

Men	No	%	Women	No	%
	-	-		-	-

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
167	456	42	323	---	987	117	407	42	236	---	802

Demand ratio --

Dropout % Nil

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

- Coaching classes for various Competitive Examinations are conducted by Departments of Mathematics and Commerce.

No. of students beneficiaries

5.5 No. of students qualified in these examinations

NET	<input type="text" value="--"/>	SET/SLET	<input type="text" value="-"/>	GATE	<input type="text" value="-"/>	CAT	<input type="text" value="-"/>
IAS/IPS etc	<input type="text" value="-"/>	State PSC	<input type="text" value="-"/>	UPSC	<input type="text" value="-"/>	Others	<input type="text" value="-"/>

## 5.6 Details of student counselling and career guidance

- 20 to 25 students are under the care of a staff member, usually for the three years, which builds rapport among the mentors and mentee. The mentor is to be the friend, philosopher and guide of the mentee. He is supposed to know the ins and outs of the mentee and feels free to discuss academic and personal problems with him. He counsels the mentee and sees that he is on the right track. As he knows his calibre, he advises him to pursue higher studies or take up a job that suits him. He recommends the books he has to read, if he is after competitive examinations.
- By arranging guest lectures on career guidance, the Convenor of 'Career Guidance' helps them get the information needed.
- Staff members of different departments offer career guidance to the students
- If the mentor fails to convince any mentee on the verge of depression, he refers the case to Personal Counselling Centre' of the college.

No. of students benefitted

140

## 5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
-	-	-	-

## 5.8. Details of gender sensitization programmes

- Women Development Cell arranged gender sensitization programs.
- Guest lectures on Domestic Violence, Gender inequality, biased attitude towards women are arranged to create awareness of the need for women empowerment.
- WDC arranged an Essay writing competition on 'Gender Sensitization is a basic requirement for the normal development of an individual.' Boys and girls expressed their views well.
- WDC conducted elocution competition on "Gender Discrimination should disappear"
- Debate on "Do women need economic independence"
- Mrs Lalitha Kumari, a famous writer, well known as Volga spoke at length on the role teachers have to play in bringing awareness on gender sensitization among the students. Narrating The plethora of news reports on violence against women both at home and at public, the growing intolerance and insensitivity to the very existence of this co-being has sent signals of alarm across the globe, she says a well planned determined strategies are required to cleanse this deep malaise.

## 5.9 Students Activities

### 5.9.1 No. of students participated in Sports, Games and other events

State/ University level  National level  International level

### No. of students participated in cultural events

State/ University level  National level  International level

### 5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level  National level  International level

Cultural: State/ University level  National level  International level

## 5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	---	---
Financial support from government	586	Rs.40,77,906
Financial support from other sources	---	---
Number of students who received International/ National recognitions	---	---

### 5.11 Student organised / initiatives

Fairs : State/ University level  National level  International level

Exhibition: State/ University level  National level  International level

5.12 No. of social initiatives undertaken by the students

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5.13 Major grievances of students (if any) redressed: Ni

## Criterion – VI

### **6. Governance, Leadership and Management**

6.1 State the Vision and Mission of the institution

#### **Vission**

Vision of the institution is to produce competent, committed, socially responsible, human resources by unfolding ‘the perfection already in man’. The vision is in tune with its motto “Aathmanam Vijaniyath” which means ‘Know thy Self’. Roof Pyramid of the college partly helps in translating the vision into reality.

#### **Mission**

- To liberate youth from the bondage of poverty, deprivation, suffering, gender and other discrimination, by offering quality and value based education.
- To cater to the higher educational needs of this area in general and of the weaker sections in particular so that access and equity are provided.
- To raise the social status of women by encouraging women’s education and equal participation.
- To develop community orientation, social responsibility, organizational ability, leadership qualities etc.,
- To instill scientific zeal and develop skilled human resource to meet contemporary challenges.
- To facilitate young learners with opportunities to hone their ethics and leadership potential.
- The vision and mission of the institution is a reflection of the national policies of higher education, in molding human resources to meet contemporary challenges.

6.2 Does the Institution has a management Information System

Information flow and decision making process are systematised due to participative management. Suggestions from the Management committee reach the Principal, who in turn sees that they reach the committees proper. Staff Council ensures the smooth and effective functioning in consultation with the members of the members of their departments. The IQAC meets the Staff Council often and it passes on the information to the members in departmental meetings. Meetings with internal and external stakeholders are common and feedback obtained from all these sources is analysed and steps needed are taken. Students receive the information pertaining to them from the prospectus,

### 6.3 Quality improvement strategies adopted by the institution for each of the following:

#### 6.3.1 Curriculum Development

Common core syllabus framed taking into consideration National/ Global needs has to be followed by the institution. As an autonomous institution it has freedom to develop/ include/ alter the curriculum to certain extent. Taking into consideration the needs of the students, some changes are made almost every year in one paper or another, skill-based, self-employment oriented certificate courses and ADD on Courses are introduced, only after the approval of BOS& Academic Council.

#### 6.3.2 Teaching and Learning

- ICT Infrastructure such as LCDs, Internet connectivity and other e-resources, which are essential for ICT based Teaching-Learning are provided in the smart rooms.
- Modern teaching aids like LCD, OHP etc have been incorporated.
- .Study projects and web-based assignments are given to the gifted students, remedial coaching is provided for educationally backward students. Such steps enhance the scope of improvement.
- As per the guidelines and the need of the hour, teaching is to be replaced by learner-centric learning, which includes collaborative learning, experiential learning, participatory learning and inter active learning.
- Students and staff make use of smart rooms and e-classroom for presenting PPTs, Vedio clippings, student seminars, group discussions etc.,

#### 6.3.3 Examination and Evaluation

- The Institution follows semester system with continuous and comprehensive internal assessment as an integral part its system .Two mid Internal exams and External exams at the end of the semester, percentage of attendance in every semester, continuous assessment throug co curricular activities like Group discussion, student seminars, interactive sessions, PPTs, Buzz & Quiz programs, are a few factors that get examined.
- Question papers for internal exams are prepared and valued by the lecturers concerned, Question papers for external examination are set by outsiders and valued by others.
- Evaluation is based on the performance of the candidate in co curricular , extra curricular activities and performance in classroom. If any student is dissatisfied with the marks he gets in the exam, he can request and receive a zerox copy of the answer sheet on payment.
- To ensure that all the stakeholders are aware of the evaluation processes, the complete syllabuses, including examination and evaluation details are made available on the website.
- The percentage of marks for internal and external exams are 30% and 70%..Supplementary exams are conducted . Students of 6<sup>th</sup> Sem can appear for the exam if they fail in one paper.
- Their performance is evaluated not only on the basis of tests and examinations

#### 6.3.4 Research and Development

- Research Promotion Committee publishes Research Bulletin bi-annually and IQAC spread research culture among teachers and the students.
- News Letter SAMATHA biannually , Monographs, in addition to Magazine are published.
- In collaboration with IQAC& Alumni Association, two national seminars are organized by two departments every year. Every year a few doctorates / M.Phils are produced by the Research guides. A few lecturers are pursuing research.
- A number of research articles are published in national/ International journals of repute by the Research Supervisors, their scholars and some of the staff members too.
- Students are assigned Study Projects and web-based assignments, which inculcates research bent of mind. Study Projects are prescribed for students of 6<sup>th</sup> semester. Gifted students are entrusted with research oriented project-work.

#### 6.3.5 Library, ICT and physical infrastructure / instrumentation

- A spacious library with 53,779 text books, 5386 reference books. Provides a number of student support services like Open Access;
- Digital Library with 10 systems with internet facility.
- The library is equipped with open educational resources like the Information and
- Library Network (**INFLIBNET**), which provides access to a large number of e-journals and e-books.
- ICT ; Every department has a system with internet facility and printer.
- All science departments have smart rooms to provide ICT based teaching.
- Electronic room is used by all the other departments as per the schedule.
- CDS , PPTs are made use of as part of ICT teaching.
- Physical Infra structure: The College has a very good physical infra structure. Buildings, grounds, furniture and apparatus along with equipments essential for imparting education are procured
- Generator for the entire college, inverters for all the science departments and library, Intercom for all the departments are provided,

#### 6.3.6 Human Resource Management

- Management recruits unaided staff and additional technicians to assist faculty dealing with laboratory classes and also maintenance of equipment in the laboratories
- The institution has very dedicated , committed and genuine faculty and visionary Management
- Principal practices democratic leadership and does supervisory and administrative task.
- Assessing the interest of the faculty, their services are made use of in the relevant Committees.
- Constituting various committees, the institution decentralizes power/ work so that every one does his/ her work without any sense of uneasiness.
- Efficient, non-controversial members are in charge of Key posts
- Intercom connections are provided in every department to transfer information from Management to staff and vice versa.

### 6.3.7 Faculty and Staff recruitment

After obtaining permission from the CCE, advertisements inviting applications from qualified candidates are published in leading newspapers. Applicants who meet the eligibility criteria stipulated by the UGC , Parent University and state govt are called for an interview . The selection panel consists of the Principal, Secretary, Nominee from the University, RJD and an external subject expert. Candidates deemed suitable to meet the institutions requirements are selected and their names are sent to CCE for approval.

### 6.3.8 Industry Interaction / Collaboration

Commerce students are taken on Industrial visits every year. As this area does not have many industries, the departments find it difficult to have linkages with them. People from industries are invited to deliver guest lecture, which prove to be fruitful . Students derive satisfaction on seeing knowledge and expertise being used for socially useful and productive purposes. Staff members make use of the knowledge to improve and widen the curricula.

### 6.3.9 Admission of Students

- Admissions are based on merit and as per the norms of the Government and university.
- Admission committee prepares merit lists and admits the students accordingly.
- Reservation procedure is followed strictly.

## 6.4 Welfare schemes for

Teaching	<p>Incentives to the staff for their outstanding performance            Credit Society loan facility            Health Checkups by doctors            Marriages of children in the campus without payment            Gym &amp; Fitness centre free of cost</p>
Non teaching	<p>Credit Society loan facility            Health Checkups by doctors            Fitness centre, Yoga centre free of cost            Marriages of children in the campus without payment            Gym &amp; Fitness centre free of cost</p>
Students	<p>Endowment Scholarships for meritorious students            Incentives for outstanding performance.            Fee concession to rank holders            Payment of exam fee for the poor at their request            Number of student support services            Skill-based, self-employment oriented certificate courses            Free certificate courses.            Hostel ,Parking, canteen facilities            Gym &amp; Fitness centre free of cost            Free internet access            Awards for meritorious students            Scholarship for merit            Good library            Personal counselling            Scholarships and Free ships, endowment awards            Students non-residential centre            Hostel facilities            Sports facilities            Free Medical check up.</p>

6.5 Total corpus fund generated

Rs.700000/-

6.6 Whether annual financial audit has been done

Yes

No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	CCE	yes	IQAC
Administrative	-	-	YES	Management

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes

Yes

No

For PG Programmes

Yes

No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

- Reforms in examinations are made with the consent of the Academic Council .
- Choice Based Credit system , NCC as an Elective Subject, Credits to NSS , NCC, Sports and Games.
- Providing a Xerox copy of the answer sheet on payment are continued.
- Dummy number system is followed.
- Results are available on College website and notice board
- Declaration of result is done within 30 days from the date of conducting.
- Instant Examination for Final Degree students who fail in a single subject in the sixth semester.
- Students, not satisfied with the marks are provided a zerox copy of the answer sheet on payment

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

NA

#### 6.11 Activities and support from the Alumni Association

- Alumni meetings take place every year.
- Some of the members were students of this college and work in the college. They come forward for the betterment of the institution.
- One batch or other take permission and spend a day in the institution along with their families, enjoy themselves sharing memories and felicitate their teachers , who are available, even if they are retired.
- Through Alumni Association, which is a registered body, alumna spent about 35 lakhs on renovation works.
- Some of the staff members were students of this college and work in the college. They come forward for the betterment of the institution.
- Alumni, who deliver guest lecturers motivate the present students to keep up the prestige of the college.
- National seminars are organized in collaboration with the Alumni Association.

#### 6.12 Activities and support from the Parent – Teacher Association

- Parents are continuously informed about the progress of their children either through mobile phones or e-mails .
- Absence of students is informed and parents and are requested to attend the meeting to discuss the pros and cons and take the necessary steps
- Feedback from the parents is taken on issues related to teaching, student's response.

#### 6.13 Development programmes for support staff

- Recognition of individual's worth has resulted in enhancing their feeling of responsibility and achievements.
- Incentives are given to the staff for their outstanding performance .
- Cooperative and credit society of the College helps the staff by offering financial help on low interest.
- The necessary training programs in the usage of ICT are given by the Department of Computers.
- Counselling and Short term Computer Training Programme is arranged for supporting staff. Non-teaching staff are encouraged to register themselves for higher education as the institution is running Dr BR Ambedkar Center, Gitam University and Andhra University Study Centres.

#### 6.14 Initiatives taken by the institution to make the campus eco-friendly

- Establishment of ECO Club, which is functional throughout the year.
- Organizing lectures on environmental pollution to create awareness among the students on the disastrous consequences, if the same things continue.
- e-waste management , vermi compost making use of the leaves , flowers etc; water harvesting, plantation; implementation of ‘No Plastic Day’ greenery everywhere in the campus.
- Observing ‘No Vehicle Day’ is added this year. Procession to create awareness on the need to be eco-friendly.
- Adequate publicity is given on the campus to bring awareness among all students and faculty about conservation of environment by saving power.
- Plantation Programmes; Cleanliness Drive; ban on the use of tobacco.

## Criterion – VII

### 7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

- The following innovations introduced during this academic year have positive impact on the institution.
- Implementation Earn while You Learn program.
- Exhibition of toppers photos.
- Incentives given to the outstanding performance in NCC, NSS, and Games
- Participation in ECO club activities, which resulted in the awareness of environmental pollution.
- Handing over the public system to the students during interval

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

- Certificate courses are introduced.
- For outsiders Department of English has conducted classes in Spoken English .
- Positive impact on the teaching and learning process is created.
- Students are in favour of PPTs both by lecturers and gifted students.
- Interactive sessions by the speakers are enjoyed by students.
- Group discussions have indisputable impact.
- 30 research articles were published in National/ International Journals of repute.
- 30 papers were presented in National/State seminars.
- Two work shops at institutional level and two national seminars were organized.
- Value based education classes were conducted in the last hour of Saturdays, which provided a platform to speak on gender equity issues, burning problems and thought provoking problems like environmental pollution, ozone depletion etc.,
- Women Development Cell’s activities are strengthened.
- Environmental problems are addressed by Eco Club.
- For the all round development of the personality of students, skill-based certificate courses are conducted.

7.3 Give two Best Practices of the institution(Annexure-III)

- 1.Value Based Education
- 2.Teacher-Ward System

7.4 Contribution to environmental awareness / protection

- Environmental Awareness is created among the students by the Eco Club.
- A number of programs are conducted to make the students have in depth knowledge of the hazards of man created pollution.
- NSS regularly conducts clean green programmes in and outside the institution and protects plants and trees.
- Papers which were used on one side are made use of as a measure of economy and to put an end to pollution in a humble way.
- Herbal plants were distributed to the students on Freshers Day to plant them in their houses.
- Staff and students distributed clay idols of Lord Ganapathi to avoid pollution.
- Rain harvesting pits on our college campus are being maintained,
- Many students brought one sapling attracted by the caption” Each one Plant One”
- Wastes are segregated and properly disposed off without causing pollution.

7.5 Whether environmental audit was conducted?

Yes

No

7.6 Any other relevant information the institution wishes to add.

### **STRENGTHS**

Committed Management for the cause of education

The first College in Tenali and Repalle taluq , which gave lease of life to the downtrodden sections by providing higher educational facilities.

Management well known for its support to the backward classes and its efforts for equality and providing education at a low cost.

Excellent infrastructure, well established classrooms, student-friendly library, highly qualified staff , quality education,

### **WEAKNESSES**

Since its inception 80 to 85% of the students are from SC/ST/ Minorities .

Most of them hail from rural background and illiterate families.

They seem to be satisfied with the incentives they get as under privileged people.

They do not seem to be bothered about the global concept.

Deterioration of standards

Delay in government approvals for filling up retired vacancies

### **OPPORTUNITIES:**

The institution sends out of its portals at least some students who have real values and who prove themselves to be assets to society.

ICT based education, Value based education, Skill-based, employment –oriented certificate courses that are offered are a few opportunities to fulfill the noble cause of the management. They will attract the students.

Opportunities to develop and establish new programmes to meet the new and growing demands of society .

Chances to open new Post Graduate courses

### **THREATS**

Mushroom growth of educational institutions

Craze of the illiterate parents for corporate colleges

Inability on the part of the parents to differentiate between service –oriented institutions and commercial colleges.

Step motherly attitude of parents towards government / Aided colleges.

8. Plans of institution for next year:

- Strengthening the activities of all the clubs/ Cells.
- Conduct of Orientation program to the teaching , non-teaching staff and students.
- Insistence on learner-centric learning and making more use of ICT based learning.
- Giving prominence to outreach activities.
- Involving students in live projects
- Increasing the frequency of Internal Academic Audit rounds and meetings
- Providing experiential learning thro' project –based learning, Field work, Surveys, experiments and practical classes.
- Stressing the need to pay attention to environmental pollution.
- Offering counselling to the students and outsiders in depression with the help of Personal Counselling Centre.
- Involving students in live projects
- To lay emphasis on the two academic exercises to face NAAC& Auton omous Committees in 2017.



*Dr.L.Cyril Arun Kumar*

**IQAC Co-Ordinator  
VSR & NVR COLLEGE, TENALI**



*D.V.Somaiah Sastry*

**PRINCIPAL  
VSR & NVR COLLEGE (AUTONOMOUS)  
TENALI**

## Annexure-I

### VSR & NVR College (AIDED & AUTONOMOUS), TENALI Reaccredited by NAAC

#### ACADEMIC CALANDER FOR 2014-2015

16-06-14	:Reopening of College after summer vacation
16-06-14	:Commencement of class work for III and V semesters
03-07-14	:Commencement of class work for I semester
12-08-14 to 14-08-14	:I Internal Examinations for I , III and V semesters
<b>10-09-14</b>	<b>:Last date for payment of Examination fee</b>
10-09-14 to 12-09-14	:II Internal Examinations for I , III and V semesters
29-09-14 to 04-10-14	:Dasara Holidays
<b>08-10-14</b>	<b>: Semester End Exams - VI &amp; II Sem.</b>
<b>17-10-14</b>	<b>:Semester End Examinations - V &amp; III Sem.</b>
<b>28-10-14</b>	<b>:Semester End Examinations - I &amp; IV Sem.</b>
10-11-14	:Commencement of classes for II, IV and VI semesters
18-12-14 to 20-12-14	:I Internal Examinations for II , IV and VI Semesters
23-12-14 to 27-12-14	:Christmas Holidays
12-01-15 to 17-01-15	:Sankranti Holidays
22-01-15 to 24-01-15	:II Internal Examinations for II , IV and VI semesters
28-01-15	:Founder's day
<b>31-01-15</b>	<b>:Last date for payment of Examination fees</b>
<b>23-02-15</b>	<b>:Commencement of Practical Examinations</b>
<b>04-03-15</b>	<b>: Semester End Exams - V &amp; III Sem.</b>
<b>13-03-15</b>	<b>:Semester End Examinations - VI &amp; II Sem.</b>

**24-03-15** :Semester End Examinations - IV & I Sem.  
31-03-15 :Last working day for the academic year 2013-14  
15-06-15 :Reopening of College after summer vacation.

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ANNEXURE-II

**STUDENT FEEDBACK FORM**

Note i) please give your opinion on the performance of the teacher with reference to the 20 items listed below; the opinion is to be given on a five – point rating scale – I – poor, II – average, III – good, IV – very good, V – excellent.

ii) Please do not write your name or put your signature anywhere.

**College:**

**Name of the Lecturer:**

**Subject:**

**Class:**

**Date:**

S. NO	Item	Rating				
		I	II	III	IV	V
1.	Efforts to effectively cover 100% of Syllabus					
2.	The interest generated in the students while teaching in the class room					
3.	Clarity of expression while teaching the topic/lesion					
4.	Depth of subject content explained					
5.	Level of latest developments in the subject taught					
6.	Use of other methods of teaching like class seminar question answer group discussion etc. in the class room					
7.	Encouraging questions on the topic in the class and clearing doubts					
8.	Use of teaching models and teaching aids in					

	the class room					
9.	Encouraging and supervising the students for study projects					
10.	Aptitude shown in arranging field visits, invited lectures etc. in the subject					
11.	Encouraging and guiding students in reading library (subject and general) books and using internet					
12.	Encouraging and guiding students in giving class seminars					
13.	Regularity and seriousness in valuing the answer scripts of monthly tests and discussing the same with the students					
14.	Remedial coaching and efforts made in preparing the students for University Examinations					
15.	Regularity and punctuality to the class					
16.	Enthusiasm shown to encourage and guide students in extracurricular activities like cultural, community service. Nation building etc.					
17.	Counselling and career guidance					
18.	Accessibility of the lecturer outside the class room for academic interaction					
19.	Personal care and affection while dealing with individual students and helping students					
20.	Overall opinion on the lecturer					

Total Score:

### Annexure-III

#### **1. Title of the Practice : VALUE BASED EDUCATION**

#### **2. The context that required the initiation of the practice (100)**

Ever receiving and never ending news of the inhuman behaviour of the people, ghastly incidents of three year old babies and eighty year old women being raped, incidents of minting money risking the lives of many people by means of food adulteration; old parents seeking the shelter of Old Age Homes ; value imparted to the valueless money out of ignorance and lack of spiritual knowledge; killing one's own brother or sister for a few bucks; , playing with the lives of innocent of people under the guise of spirituality, ditching one's own friends for power and pelf, craze for parasitic life , fear that the fast diminishing values very soon perish are a few reasons behind initiating this practice.

#### **3 Objectives:**

To initiate real values to the young students as their second parents

To impart social, moral, integrity, character and spirituality

To make them cultivate human values to become real human beings

To introduce to them the lives of great people who ledv significant lives and stood as incarnation of values.

To mould the youth into useful, selfless citizens, who are assets to our nation, as it is one of the objectives of our institution.

#### **4 The Practice**

To inculcate values in the students, the last hour of every Saturday is demarked for Value Based Education. As per the schedule, a particular department has to arrange a guest lecture or a lecturer of that department has to deliver a lecture on values. All students attend the class. Whoever may be the speaker, he/she has to concentrate on values/ morals, which are diminishing fast. To see that they do not perish and they have to be given a lease of life, these classes are arranged. Usually the speaker selects a burning issue of the contemporary society, probes into it and creates an impression on the listeners never to resort to such inhuman activities. The purport of all these speeches is nothing but giving a human touch to the young human resources so that they will not go astray and become responsible citizens and future leaders. Students are encouraged to interact with the speakers and they are given chance to address too. .But from 2015, there is a change in this program. as a paper ' Human Values and Professional Ethics' is incorporated in the curriculum for 1<sup>st</sup> year students in the first Semester. Dedicating this hour to 'Performing Arts'' students are encouraged to show their skills/ talents through various art forms like songs/ dance/ skit/ mime/ speech etc. .As per the schedule, students

of BA/B.Com/BSc led by the departments concerned, exhibit their talents. In consultation with the IQAC topics on Gender equity/ sensitivity/ values/ responsibility of humans towards environment etc are selected and the department of Telugu passes on that information to the departments ahead of time. The practice of discussing values is being continued till today.

### **5 Obstacles faced if any and strategies adopted to overcome them (150)**

In the initial stages, it seemed that there was no coordination among the students. Just like environmental pollution, the concept of the need to lead life with values is spread among the student population too. Their minds were not like white slates. It took quite some time to wipe off the black marks on their mental screen. Sluggishness, lack of self respect, whiling away time, parasitic life seems to be the hall mark of many. Earning money by any means seem to be the motto of some. Very carefully speeches were delivered on great people without any focus on their caste. Slowly the students, who were reluctant in the beginning, began to show interest in the practice. The passive listeners have become active speakers. Debates on topics related to gender equity, immorality, corruption charges, values like truth/non-violence/ integrity etc are drilled into their minds so that there is some impact of it on them.

### **6. Impact of the practice (100 – 120 words)**

Though the impact cannot be measured exactly, some change in them is perceptible. It is an attempt to initiate young people into values. As theirs are impressionable minds, definitely there will be an impact on them. Moreover it is believed that the values inculcated among young generation would remain with them permanently. If the speaker, who deals with the students in this class really believes in human values, and if he plays a major and a decisive role in giving this lesson by precept as well as by example, definitely, they begin to think in terms of values. What they heard, what they spoke come to the fore, whenever they are about to fall into the mire of immorality.

### **7. Resources required :**

The human resources, who are moved at the vanquishing values in the present day society, commitment on their part to save the future generation and our nation by imparting values to the future citizens are the requirement.

## **2<sup>nd</sup> Best Practice**

### **1. Title of the Practice : TEACHER –WARD SYSTEM**

#### **2. The context that required the initiation of the practice (100)**

On finding students to be indisciplined and carried away by wrong influences, which mar their lives and turn them into inhuman beasts, this practice is thought of. Without the guidance of staff, students move like rudderless boat on the ocean of life. They need guidance at every stage in almost everything. Moreover most of the students of our college are from illiterate families and there is no one to guide them properly so that the objective of our college, to send out of its portals responsible citizens cannot be achieved unless teachers take initiative to guide the students in all aspects. So the IQAC of this college has decided to strengthen staff guardianship to the advantage of the students.

#### **3 Objectives:**

To establish close rapport with the mentees and guide them in every way.

To take care of them as the second parents

To make the students feel that they are their friends, guides and philosophers.

To treat them as though they are their own children and offer academic, and personal guidance.

To make the students understand that their only job is to acquire knowledge needed to lead a good life.

As one of the objectives of our institution is to mould the youth into useful, selfless citizens, who are assets to our nation, it is hoped to make them grow into real human beings.

#### **4. The Practice (250 – 300 words)**

This practice needs coordination among staff members and Staff Guardian Committee. Depending on the strength of the students and staff, usually 25 to 30 wards are allotted to a staff guardian. Officially one staff guardian class is conducted every month and the feedback is passed on to the Convener, which will in turn be passed on to different sectors for action to be initiated. Some wards remain with the guardian for three full years so that rapport and intimacy are established between the two.

Teacher's responsibility towards students does not cease with just academic enrichment. A good teacher establishes contact with the students and connects with his/her pupils and reach them on multiple levels. By forging strong relationships, teachers are able to affect virtually every aspect of their students' lives, teaching them the important life lessons that will help them succeed beyond term papers and standardized tests. In short, he comes closer to the wards more than their parents and friends. He

should make the student feel that he can talk to him anytime on anything. He comes out with his/ her personal problems, seeks his advice and sometime monetary help too. This practice is beneficial in both the ways as the teacher gets a sense of satisfaction with the feeling that he has guided the lives of a people. His happiness knows no bounds, if his wards achieve success in career and life. As they know the inns and outs of their wards, guardians can assess the problems they face and help them in sorting them out.

The wards unravel their hearts before the guardians on academic problems. The guardian helps them in his own way and requests the IQAC to see that special classes are arranged for them.

#### **5. Obstacles faced if any and strategies adopted to overcome them (150 – 200 words)**

Inability on the part of the students to open themselves before their mentors in the initial stages with the fear that he/ she may pass on his comments on a particular lecturer, which may result in prejudice. Reluctance on their part to establish contact with the mentor outside the classroom, due to some inhibitions. Unwillingness to share personal matters with the mentor; hesitation to come close to an elderly person that too to a teacher; diffidence to meet him out of the classrooms; hesitance to part with him his personal problems are some of the obstacles faced the beginning. Feeling the pulse of such students, the mentors tackled them in a different way, by talking to them in a friendly way, by moving with them, by creating scope for them to meet him often, he sees that ice was broken. A good teacher is always respected and loved by the students. Once they realize that the mentor is their well wisher and helps them to the maximum extent, the bond between the mentor and mentee has become stronger.

#### **6. Impact of the practice (100 – 120 words)**

This practice has yielded very good result. All the mentors have begun to follow the example of the successful mentor. Majority of the problems are solved by the mentors as they take steps to see that the information reached the people, concerned. As far as possible, the inconveniences that the students face are set right at the earliest. In certain issues, the drawbacks are rectified, provisions are made as per their request, and the suggestions offered by the students are taken cognizance of. The importance attached to them, the response of the higher ups to their problems created an atmosphere congenial to everybody.

#### **7. Resources required :**

As offering guidance to students is the responsibility of students, no extra resources are needed for this practice except the commitment of teachers

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