



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

Accreditation - (Cycle - 2)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
VET FIRST GRADE COLLEGE**

**BENGALURU
Karnataka
560078**

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

Section I:GENERAL INFORMATION

1.Name & Address of the institution:	VET FIRST GRADE COLLEGE BENGALURU Karnataka 560078	
2.Year of Establishment	1995	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	4	
Departments/Centres:	4	
Programmes/Course offered:	7	
Permanent Faculty Members:	26	
Permanent Support Staff:	17	
Students:	660	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	<ol style="list-style-type: none">1. The college is self financing and is permanently affiliated to Bengaluru University and Bengaluru Central University.2. The college caters to students from economically poor background many of whom are first generation learners3. The college offers 4 UG courses in commerce fashion designing business administration and Computer application 1 PG course in M.Sc and 2 PG-diploma course in e-commerce and Business Administration	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 19-02-2019 To : 20-02-2019	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	MR. SANJEEV JAIN	Vice Chancellor,Shri Mata Vaishno Devi university
Member Co-ordinator:	DR. KETAN UPADHYAY	Professor,THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA
Member:	DR. DEEPALI SINGHEE	Professor
NAAC Co - ordinator:	Dr. Ruchi Tripathi	

Section II: CRITERION WISE ANALYSIS

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

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion 1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross-cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

The college provides higher education to the economically disadvantaged and follows the Choice Based Credit System (CBCS) as per the guidelines of Bangalore University and Bangalore Central University. The College prepares an Academic Calendar mentioning the co-curricular and extra-curricular activities. Orientation is conducted for students at the commencement of the session to familiarize them with the rules & regulations of the college. Lesson plans are made by faculty and the curriculum completed as per the plan. VET First Grade College conducts 4 UG, 1 PG programmes and 2 PG-diploma courses on of syllabus monitored. Different teaching pedagogy involving the use of ICT is also done in some cases. Bridge and remedial course are conducted in some of the programmes. Additional support is given to the differently abled students. Internal exams are conducted by the college in the form of class test and class assignments. The final exams are conducted by the university. Students need to be invigorated to deliver seminars, attend workshops and group discussions on various topics pertaining to the curriculum. More subject relevant value add-on courses are required and exposure to courses under MOOCS/SWAYYAM may be encouraged.

Students are imparted knowledge with regard to cross cutting issues like Environment, Public Health, Science & Society, Culture Diversity & Society, Value Education, Entrepreneurship, Soft Skills, Computer, Information Technology, Indian Constitution & Human Rights through the core compulsory subjects offered under the curriculum in the CBCS format. Some of these topics are also taught through additional lectures and workshops. Social responsibility is instilled through an active NSS. Students are sensitized regarding gender issues, environment, human values and professional ethics through some additional programmes. Formal mechanism to take feedback on curriculum from stakeholders particularly from industry need to be undertaken and the outcomes utilized for further betterment of teaching-learning.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The College follows open door admission giving due importance to the reservation policy of the Government of Karnataka. During admission, emphasis is given to students with higher marks and admission is on merit basis. It is done as per rules laid down by the University and State Government. Orientation is conducted for all students to acquaint them with the college norms. Students and teachers share a cordial relation and teachers are available for clearing doubts after classes. Faculty members also prepare students for exams by enabling them to solve old question papers and this has resulted in improvement of results. Some preparatory-mock exams are also conducted to raise the confidence among the student. Bridge course is conducted in some courses. Remedial classes are conducted for slow learners. The college also conducts industrial visits and internship to improve the teaching-learning process. A transparent examination system is followed and the students undergo continuous evaluation through internal assessment and assignments.

The syllabus adopted by the college is prescribed by the affiliating University and is student centric with provisions for experiential learning. Practical training carries about 50 marks. Students are also provided with platforms to exhibit their talents, creativity, intellectual leadership and team work through various co-curricular and extra-curricular programs. However, more seminars, workshops, in-house training on subject-related topics are required. Some short term courses conducted by the college help students to gain additional knowledge. Career counseling workshops, training in personality development, e-training, sports, and other extra-curricular activities brings about holistic development. Various platforms for student such as VanijyaMilana and VanijyaDhara for commerce students, FACCIO for Fashion designers and spotlight for

language improvement are some modes of experiential and participative learning.

Some faculties use ICT enabled teaching methods. However this needs to be improved and more ICT enabled infrastructure has to be provided to teachers. Faculties also need to undergo development through training and improve their skills. Students are encouraged to present papers at seminars. Wall magazine and e-newsletters by students enable them to develop their literary and writing skills.

Internal evaluation is monitored throughout the year through class tests and assignments and is notified to student through notice boards. Preparatory exams are conducted. Faculty members are encouraged to ensure centum results through cash rewards. Some students have performed well at the university level and have secured ranks. The number of students with distinctions has increased over the years. Along with academics, co-curricular & extra-curricular activities are also given due importance and there is provision at the University level to assign marks for the same.

Examination is planned during the beginning of each semester in accordance. Students are given an opportunity to see their internal answer scripts and register their grievances. Discrepancy, if any is resolved. There is provision for students who have not been able to attend a test due to medical or other genuine reason to appear for the test in the form of writing assignment. The internal assessment is based on attendance, unit test marks, assignments, participation in co-curricular & extra-curricular activities including the NSS.

Exams are conducted and results published by the affiliating University; the college has no control over this matter. The college has however appointed one staff to liaison with the University for discrepancies in matters related to examination and publication of results. The University issues semester wise marks statements and the degree certificate at the end of the course. However in case of urgency, students can procure provisional degree certificate issued by the college and counter signed by the University.

At the commencement of the new academic session, the college prepares an academic calendar detailing all co-curricular and extra-curricular activities and dates for conducting all exams. The calendar is adhered to.

The programme specific outcomes and courses outcomes are not displayed on the college website. Some distinction needs to be made between programme outcomes and programme specific outcomes. A detailed analysis of these outcomes is required to enable students to take appropriate career path after graduation and it is imperative for improvement in the teaching-learning process.

The outcomes for the course are not well defined and hence there is lack of clarity in this regard. The programme outcome is evaluated through the completion of the syllabus as prescribed by the university, while the programme specific outcome culminates in the form of the students' results at the end of the course. There has been some improvement in the results and the number of students with distinction at the university level has increased over the years in some programmes. Some students have also progressed to higher studies and near about 23% have been placed. There is thus a need to strengthen the placement cell of the institute and also introduce more PG-level programmes.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3

The College has been empanelled under Pradhan Mantri Yuva Yojana of Ministry of Skill Development & Entrepreneurship. Two teachers of the college have been trained under this scheme by the nodal agency. However promotion of entrepreneurial skills needs to be undertaken by the college and students be exposed to the concept of start-ups.

To enhance awareness among the student about social issues, rallies on various issues to create awareness amongst students and neighbourhood are conducted through the NSS-wing in collaboration with some NGOs. Special camps are organized in remote villages to create awareness on hygiene and cleanliness. Medical and blood donation camps are also arranged. Essay writing competition, drawing competitions and cultural programmes are held for school children in association with Kavacha Foundation, an NGO. Counseling sessions and awareness of human rights are also conducted. Some programmes to create awareness on various issues are also undertaken in collaboration with the police. Students are made to observe and celebrate days of national importance.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

The College is located in the heart of the Bangalore city that is easily accessible by public transport. It is a three storied building with a lift facility. 20 spacious and well-ventilated class rooms for regular conduct of classes and 6 laboratories apart from a 400-500 seater auditorium is available for teaching-learning activities. Two computer laboratories have over 50 computers with some licensed software. The campus is Wifi enabled. The maintenance of the laboratories however needs to be improved and its resources augmented. Four staffroom are present along with separate HOD rooms, but the size of some these rooms is inadequate. Separate principal's office, administrative office, board room, IQAC office, counseling room, placement office is also available. Separate rest room for boys and girls are there on each floor. There is provision for drinking water. A power back-up generator is there. The campus is under the CCTV surveillance. Parking facility for two-wheelers is provided for students & staff.

Well maintained playground for basket-ball, throw-ball and other outdoor games is available. Some facility for indoor games like table tennis, carom and chess is also made available to students that can be availed by students whenever they are free or after classes. Inter-college cricket tournaments are conducted by hiring the ground located adjacent to the college premises. Yoga is encouraged and a separate room is there to conduct this training. The college conducts a cultural fest, "Culrav".

The automated library has a collection of 9168 books and 16 journals & magazines with subscription of INFLIBNET-NLIST & NDL (National Digital Library) apart from Himalaya publishing house. No ILMS is visible although the automation has been implemented through the MIS, Pupilpod. The books are organized subject wise but without any recognized classification. The open access system is followed and the footfalls are recorded by the biometric machine. Five journals and some magazines are subscribed. Other than central library, departmental libraries are also been maintained. Books on various topics related to the syllabus by renowned authors and publishers need to be procured.

The library has subscription to some e-books and e-resources through INFLIBNET & NDL. Some audio-visual resources have also been procured. Students' project reports are also stored in the library. No

significant number of rare books was found in the collection.

The ICT facility at the college includes 55 desktops, 11 laptops and 11 LCD projectors. 150 mbps bandwidth is provided for internet connectivity in the WiFi enabled campus. The Administrative work has been automated through the MIS, Pupilpod.

There is some provision in the annual budget for maintenance of the college infrastructure. However the same can be improved further. There are two librarians and one assistant to look after the library. Separate technical staff is appointed to take care of computer lab. Some Group-D staffs have also been appointed to maintain the physical infrastructure. Upkeep of the UPS & Generator has been outsourced. Outdoor grounds are also well maintained.

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Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Qualitative analysis of Criterion 5

College has constituted various committees like Equal Opportunities Cell Counseling, Redressal & Women Grievance Cell, Anti-Ragging & Sexual Harassment Committee which has student representation. IQAC also has student delegate from each department to represent students' issues, if any. One student of the college was nominated as member of the Academic Council to represent students of NSS wings of all affiliated colleges at University by Bangalore University. Students are also actively involved in planning and executing several college events. The College also has a Student's Welfare Association.

The Alumni Association of the College has been registered as a society in 2017 with registration number 212 and the college maintains a database of the members. The alumni play an important role as mentors in various activities organized by college and an annual meet is organized.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QIM	Incremental improvements made during the preceding five years (<i>in case of first cycle</i>) Post accreditation quality initiatives (<i>second and subsequent cycles</i>)

Qualitative analysis of Criterion 6

VET First Grade College is an unit of the Vasavi Educational Trust with an objective to impart quality education in all streams, to all sections of the society by imbibing excellence in every aspect of teaching and learning. There is a change in the board of management every three years. The funds are collected and managed by the trust.

The VET First grade college has a well defined vision, mission statement and set out goals and objectives to achieve the same. The Board of Management is headed by a President and Secretary, who look after the managerial activities like providing infrastructure, finances. At the next level, Principal is delegated with powers for effective administration. The principal is the ex-officio convenor of the Academic Governing Council and heads all academic and administrative bodies of the institution. The administration is not decentralized but the principal is supported by a vice-principal and heads of all departments. Several committees are also formed for smooth execution of other academic and administrative activities and indicates

participate management. There is however limited participation of staff in decision making. The principal is a member of the University Academic Council and a few faculty members are also the members of the University-BOS, hence they are actively involved in the decision making process for the college to sustain and enhance quality of higher education imparted by the college.

The Management contributes towards the development of the institution and carries out its philanthropic work towards extending education to society at large. In this mission it is striving to uplift most of first generation learners. There are some perspective plans for the development of the Institution. But they are ambiguous and need greater clarity in terms of objectives and outcomes.

The college is governed by Board of Management under the Vasavi Educational Trust which includes the President and Secretary. Further powers are entrusted to the Principal to run the college smoothly. She is guided by the Academic Governing Council which comprises of management representatives, University nominees, members for the locality / society, senior faculty.

Several committees like IQAC, Grievance Redressal Cell, Anti-ragging Cell, Student Welfare Committee, Sexual Harassment Cell, Counseling Cell, NSS & others to maintain healthy environment in the Institution.

Though the college maintains transparency and has services rules that are communicated to the staff at the time of appointment itself, it follows its own guidelines that are laid down by the Managing Trust for staff related matters. Most faculties receive consolidated salary and there is no clarity on the promotions. The recruitment procedure followed by the college is also not as per the UGC norms or those prescribed by the university.

Some incentive is given to the teachers for achieving centum results at the university level. They are also sponsored by the college to attend seminars & conferences. Welfare schemes like the gratuity, PF, ESI are in place for teaching and non-teaching staff as and where applicable. Staff members are entitled to only casual leave and maternity leave.

Institution also has a Grievance/ Complaints Redressal cell. Complaint from students are received are resolved. Feedback is collected every year from students and staff and the outcomes are shared with the teachers.

The college management is participative and has constituted various committees to address issues such as anti-ragging, sexual harassment, placement, parent-relation, equal opportunity cell, library committee, etc. The meetings and resolution of these committees passed have been documented. The IQAC meetings resolutions and action taken report have been uploaded on the college website.

Some incentive is given to the teachers for achieving centum results at the university level. They are also sponsored by the college to attend seminars & conferences. Annual increments are given to all staff members. Staff members are entitled to only casual leave and maternity leave.

Newly appointed staff works on probation for one year after which their services are confirmed on the basis of feedback and their performance. Staffs are motivated to attend workshop, seminars, encouraged to pursue

higher studies. Experienced teachers are given more administrative responsibilities. Teachers are awarded by the college for centum results obtained by students at the university level in their subjects.

An informal system of appraisal exists at the college that is monitored by the IQAC. The Principal collects the view of the students both directly and indirectly. Self-appraisal is collected from every teacher and a structured feedback on teachers' performance is evaluated by the students teaching & non-teaching staff. The results are shared with the staff in some cases. There is no mechanism for awarding the performance except the mandatory annual increments and award for achieving centum results. Teachers need to be encouraged and supported for undertaking orientation and refresher courses for their professional growth. Currently this is not happening at the institute.

The college conducts internal and external audit through the official auditor of the Trust. The Bangalore University also audits the financial payments received by the university and any dues / objections is intimated to the institution. The last audit was done by the Bangalore University on 31st march 2012.

Funds are mobilized through fee collection. An additional requirement is met through funds raised by the trustees. The Head of the institution plans the financial requirements at the beginning of the academic session and proposes to the Management. The proposed financial requirements are approved by Management based on the availability of funds. It also releases the petty cash for the day to day expenses and also for events organized by the college.

The IQAC of the college was established in 2010 as per the NAAC guidelines. It chalks out the quality parameters for teaching, learning, innovation, research & development and students activities, cultural and sports and extension services for the holistic development of students. The IQAC in the last five years has conducted some faculty developments programs organized workshops, seminar and special lectures. It has implemented some value-add-on and certificate courses and has encouraged students to participate in research related activities. It oversees the collection of feedback from students, staff, alumni and parents. It takes decisions on all quality related parameters during its meetings.

The college uses chalk and talk method in general. However in certain cases use of ICT is also visible. Few faculty development programme have been conducted. The system of conducting periodic test, attendance, evaluation and communication of the same to the parents is in place. Few instances of industrial visit in some departments are visible. Guest lecture are also arranged to give practical exposure to the students. The teachers are playing the role of mentors. Certificate courses are offered based on industry requirement. The practice of solving past question papers helps students in improvement of their performance in the examination.

There is a significant increase in the number of courses since the last cycle of accreditation, BBA, M.Com and PG-diploma in E-commerce and PG-Diploma in Business Administration have been introduced. Two books have been published by faculty with ISBN. Few state and national level seminars are organized. Faculty and students have published articles and research papers in some journals of which five are in UGC recognized journals. Newsletters are published on regular basis. Student activities like inter-collegiate Cricket tournament, inter-collegiate fashion fest and formation of student clubs like Faccio, VanijyaDhara, Spot light and Vanijyamilana are visible. Institute also organizes an inter-collegiate cultural fest, Culrav. The Alumni Association has been registered. Activities like Exam Made Easy, 'Help Us to Help Others' and some other extension activities have been undertaken. Few new short-term courses have been introduced. ICT Facilities have been improved.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> 1. Safety and Security 2. Counselling 3. Common Room
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • E-waste management
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> • Students, staff using <ol style="list-style-type: none"> a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

The college provides safe and secure environment to students and staff through well manned gates by security personnel and CCTV surveillance cameras installed in all corridors, including parking area that function 24/7. Separate rest rooms and common areas are provided for boys and girls. The college also has some fire protection facility, but this needs to be enhanced. No health care facilities are visible. A first-aid kit is available. Counselling faculties are restricted to career counseling and a psychological counselor can be appointed to assist students to cope with personal issue and stress. The college has conducted various gender

sensitizing programmes, workshops and campaigns. Equal opportunity Cell has been formed for both boys & girls to raise voice in case of any kind of harassment.

The college has arrangements to collect wet waste and dry waste separately by BBMP as per the direction of the government. There is no visible system to manage wastage of water at the campus. More streamlined procedure for the disposal of e-waste need to be implements and practiced. There is no provision for rain water harvesting at the campus.

Some students use public transport like buses and metro as it is conveniently located in close proximity to the metro station. Some students also use two-wheelers to commute to and fro from the college. The College provides parking space for them. For ensuring a plastic-free campus, students and staff are encouraged to use carry bags. The college is moving towards paperless office has been achieved through the installation of Pupilpod for various processes. Circulars are sent to parents online. The college campus has a well-maintained landscaped garden. Plantation activities have been undertaken. College also organizes some green programs under the NSS.

The College organizes some national and state level festivals apart from celebrating birth and observing death anniversaries of great Indian personalities. Various national festivals celebrated and observed are Teacher's Day, Children's Day, International Women's Day, Yoga Day, Independence Day, Republic Day, Kannada Rajyothsava, Martyr's Day, Vivekananda Jayanthi, Gandhi Jayanthi and World Environmental Day.

Institution maintains transparency in its financial, academic, administrative and auxiliary functions. Financial audit is done annually by internal auditor as well as Bangalore University forms Local Inquiry Committees who conduct annual visits. Academic audit is done informally and periodically by the Head of the Institution in association with the IQAC. Decentralization of power is required for more transparency in administrative matters.

Title of the Practice: "VanijyaDhara & AkrayaSamantrana – Excellence through Knowledge"

VanijyaDhara is a Commerce forum for UG students initiated by the IQAC and AkrayaSamantrana, a Commerce Seminar forum for PG students with an objective to foster knowledge sharing and research culture, and to inculcate leadership qualities among student.

Under this platform, students of the college share their knowledge with their peers from other colleges and universities. Current issues are taken-up for discussion through paper presentations. A book of papers has also been published where even staff members have contributed their articles for publication. Under this forum, students are also motivated through awards.

VET First Grade College is a unit of Vasavi Educational Trust that started in 1995 with a mission to provide well balanced quality education to students with a purpose to serve the society. The college today provides education to several students from the economically weak backgrounds, some of whom are first generation learners in several areas like B.Com, BCA, BBA, B.Sc FAD & M.Com. Initiatives have been taken to provide holistic growth to students with an aim to make them better citizens of the country. Students are taught to imbibe professionalism in their approach and inculcate social values and ethical standards in their day-to-day dealings. College encourages them to achieve academic excellence through teaching-learning environment and encourages them to participate in various academic activities.

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

Strength

Strength

- Locational advantage of the Institute
- Supportive management who provides funds
- Young, dedicated and motivated faculties
- Harmonious mentor-mentee relation between students and faculty
- Students involvement of cultural and extension activities
- Satisfied stakeholders

Weakness

- Objectives are not in line with the vision and mission statements.
- Source of income only from fees
- The college lacks formal linkage with centres and organizations of excellence.
- Inadequate use of ICT has enabled teaching and learning resources.
- Lack of well qualified faculty
- Lack of student diversity
- Proper infrastructural arrangements for Divyangjans
- No enrollment of PG diploma courses
- Complete absence of research and innovation culture among faculties
- Anti-ragging squad is not in line with the UGC guidelines

Challenges

- Most students are from economically weak background and many are first generation learners.
- The college is unable to attract qualified faculty members.
- Opportunities for introduction of more industry oriented technical programmes/courses.
- Ample possibilities to undertake innovative and incubation centre for entrepreneurship and developmental programmes.

Opportunities

- Being located in a city, benefits from industry-institute interface is possible.
- More vocational and skill oriented course based on technology can be introduced.

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- 1. A perspective plan can be made prepared and implemented in a phased manner.
- 2. Efforts may be made to attract student from other states.
- 3. More value add-on courses that are subject-specific should be introduced to supplement the learning and technical skills of students.
- 4. The Placement process should be streamlined and placement activities need to be strengthened.
- 5. Qualified faculty should be recruited as per UGC norms and the existing ones encouraged for completing their Ph.Ds.
- 6. Proper promotional strategies for all staff should be adopted.
- 7. Feedback collection from various stakeholder needs to be formalized and the outcomes used for the betterment of teaching-learning process.
- 8. Faculties should be encouraged to undertake research projects and publish papers.
- 9. Computer and textile laboratories need to be augmented and maintained properly
- 10 Library resources need to be enhanced and classified in an appropriate manner.

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

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	MR. SANJEEV JAIN	Chairperson	
2	DR. KETAN UPADHYAY	Member Co-ordinator	
3	DR. DEEPALI SINGHEE	Member	
4	Dr. Ruchi Tripathi	NAAC Co - ordinator	

Place

Date

NAAC