

INCREMENTAL IMPROVEMENT BASED ON PREVIOUS PEER TEAM RECOMMENDATIONS



**MES ASMABI COLLEGE
P.VEMBALLUR**



Incremental Improvement based on Previous Peer Team Recommendations

- Peer Team Recommendation 1:-**More certificate courses for undergraduate students needed**

Certificate courses	
2018 17 Courses	2023 117 Courses

The number of certificate courses during the previous accreditation period was only seventeen. Following the recommendations of the peer team, 117 Certificate/Add on Courses were provided to students during the assessment period. The various certificate/Add on courses focussed on different areas like soft skill development, preparation for competitive examinations, enhancing employability skills, accounting skills, physical fitness etc. Most of the courses addressed the cross cutting issues like gender, human values, environment sustainability and professional ethics.

Link for the Certificate Courses



- Peer team recommendation 2:-**Courses for computer literacy for all students is needed**

Computer Student Ratio	
2018 17.39:1	2023 9:1

Course on computer literacy for all the students were provided. While the student computer ratio in the previous accreditation period was 17.39:1, following the recommendations it is now increased to 9:1. New Computers were added in the language lab during this period. One computer lab is available for BCA students and another one for general requirements. Training for 1652 students was conducted during this period.

- Peer Team Recommendation 3: **Certificate course on soft skills should be started for the college students**

Soft Skill Training Programmes	
2018 Only ASAP	2023 9 Certificate Programmes and 34 Soft Skill Training Programmes

9 certificate courses on Soft Skills and 34 Soft skill training programmes were conducted for students during the period in compliance with the NAAC peer team recommendations.

- Peer team recommendation 4: **Sports facility should be enhanced**

Sports Facilities	
2018	2023 <ul style="list-style-type: none"> • Football Academy with Full time coach • Sports Academy • New 400 m Track, New Basket Ball Court • Fees Concession, Free Food and Hostel Accommodation for Sports Students

Following the NAAC peer team recommendation, the college has set up a football academy with a full time coach. In addition another sports academy was started during the period to give physical training for our students and people from outside who are job aspirants in police and army. A 400 metre track has been developed in the college ground and this facility is also used by various schools in Kaipamangalam Constituency. A new Basket ball court Is Constructed in front of the college. The college Management spends one lakh per year to provide free food and accommodation to the sports students.

- Peer Team Recommendation 5: **More research department should be promoted**

No of Research Departments	
2018 1	2023 3

Based on peer team recommendations, deliberate efforts were made to upgrade post graduate departments to research centres. The University of Calicut recognised two departments: Commerce and English as research departments in 2020 and 2021 respectively

- Peer Team Recommendation 6: **Efforts should be made for effective campus placement**

No of Students Placed	
2013-2018 21	2018-2023 500

Capacity enhancement programs were conducted systematically, adhering to the strategic plan addressing various aspects including soft-skills, life-skills, ICT and computing skills, enhancing the employability skills of the students. Career Guidance and Placement cell of the college initiated placement drives and as a result 50.43% students progressed to higher education and various jobs.

- Peer Team Recommendation 7: **Enhancement of compensation package for non-aided employees**

Compensation package for Non Aided Employees	
2018 Basic pay + Increment	2023 Basic pay + Increment ESI, EPF, Salary Advance Vacation Salary Performance Based Increment

Non aided employees are provided with ESI and EPF. They are also given salary advance whenever needed. They are also provided festival allowance. Besides annual increment, performance based increment on obtaining higher qualifications like NET and PhD are also given. Teachers are given salary during vacation period. Financial assistance for house construction for non teaching staff worth Rs 5,00,000/- was provided. Also gave Rs 2,61,500/ as financial assistance towards the treatment for cancer of a non teaching staff. They are also given interest free loans and other monetary support. Free uniforms are provided for security and cleaning staff. Free accommodation is given inside the campus. The children of the staff are given preference for admission to various programmes with fee waiver or concession. Provisions are made to grant leave to pursue research. During the pandemic period the college provided free COVID-19 vaccines/reimbursement for vaccination and essential health services. Financial assistance is offered for FDP and orientation programmes. Day care facility is made available within the campus. Canteen facilities are provided with subsidised cost.

- Peer Team Recommendation 8: **Engagement of experts for training students in different sports**

Experts for training	
2018	2023 <ul style="list-style-type: none"> • Full time Football Coach • Special Expert Physical training for selection in Police, Army etc.

- A full time coach has been appointed with free food and accommodation to give training in football. A trainer is appointed in the sports academy to give special physical training to the students in the college and interested outsiders enabling them for selection to police and army.

- Peer Team Recommendation 9: **More faculty development programmes should be organised**

No of Faculty Development Programs Conducted	
2013-2018 13	2018-2023 22

- 22 faculty development programmes were conducted during the period. FDPs on NEP and 4 year UG programmes were organised by the college to meet the timely requirements. Workshops on AI tools were provided to all teachers to stay updated with current trends and to effectively integrate it in teaching learning process. The FDPs aimed to enhance teacher competencies and contributed significantly to the professional growth and development of the participating teachers preparing them for the evolving demands of education in the present era. FDPs on Intellectual Property Rights were also organised promoting innovation and research.

[Link to details](#)

- Peer Team Recommendation 10: **Innovation and Incubation centres should be started**

Innovation Ecosystem	
2018 Only ED Club	2023 IEDC, IIC, Incubation Cell, YIP, Participated in ARIIA and NIRF-Incubation

Innovative and Entrepreneurship Development Centre, MES Asmabi college was constituted in 2020 having 230 members including UG and PG students. IEDC conducted seven programmes collaborating with different departments and also conducted two webinars. Fempreneur Festa was conducted to introduce to the students female entrepreneurs and to listen to their success stories. The innovation ecosystem within the institution has evolved from a basic level of awareness and orientation to a well-organized and cohesive environment, supported by research and development departments. The IIC, IEDC, YIP, ED club, Incubation centre and IPR cell organize programs to raise awareness and provide orientation to students and faculties from all departments.

[Link to Innovation Ecosystem](#)