

**PEER TEAM REPORT ON INSTITUTIONAL ACCREDITATION
OF
MURGAON EDUCATION SOCIETY'S COLLEGE OF ARTS &
COMMERCE, ZUARINAGAR-GOA.**

25th & 26th August 1999

1. Preface :

The Murgaon Education Society's College of Arts & Commerce requested the National Assessment and Accreditation Council (NAAC), Bangalore that the College may be considered for accreditation after proper assessment of the Institution. Accordingly, the College submitted its Self-Assessment Report in March '99 and the NAAC constituted a Peer Team to visit the institution with the following members : 1) Dr. A.N.P. Ummerkutty, former Vice Chancellor of Calicut University (Chairman) and 2) Dr. C. Thangamuthu, Professor, Dept. of Economics, Bharathidasan University, Tiruchirapalli (Member). The Peer Team visited the M.E.S. College of Arts & Commerce on 25th & 26th .

The Peer Team wishes to thank Dr. A. Gnanam Chairman, NAAC for offering them an occasion to visit and assess the work of a leading affiliated college under the Goa University. The Team received full co-operation in their work from the College Principal Prof. Madhav Kamat and his colleagues. The Team Members are thankful for this. They also thank Dr. Latha Pillai, Deputy Advisor NAAC for her unstinted support and help during the assessment work.

M.E.S. College of Arts & Commerce, Zuarinagar, Goa was launched in 1972 to provide opportunities in higher education to the youth of the educationally backward Mormugao Taluka and neighbouring areas of the

State of Goa. It was first affiliated to the then Bombay University but the affiliation was transferred to the University of Goa after the latter was established in 1985. The College was shifted in 1985 to its present beautiful campus in the village of Dabolim, also called Zuarinagar. In the new 25 acres location ample opportunities are available for expansion. The Murgaoon Education Society had a vision, namely, the preparation of the youth of the area in the mighty task of nation building through its educational endeavours. To achieve this goal, the Society worked with missionary zeal and introduced courses of studies that would impart not only relevant knowledge and practical skills, but also high ethical values and a sense of commitment to development activities.

It is interesting to note that the main intention of the College in volunteering for assessment and accreditation is to improve the quality of education and to move towards excellence. The College also hopes that the accreditation exercise is a step in the direction of attaining autonomy.

2. Criterion-Wise Analysis

Criterion I : Curricular Aspects :

The M.E.S. College is basically a bi-faculty institution . It has only Commerce & Arts faculties. But these faculties are well-developed offering B.Com. and B.A. courses in a variety of combinations in relevant subjects.

In addition, there is also the Department of Sports and Physical Education. The College is also offering the UGC sponsored Vocational Degree Courses in 3 subjects, namely :

- 1) Travel & Tourism
- 2) Taxation, Procedure and Practices and
- 3) Foreign Trade.

What is notable in the evaluation of curricular aspects is that there has been a steady progress in respect of options available and in respect of the contents in each option. The three UGC-sponsored Vocational Degree programmes have been well integrated with the existing courses. Induction of foundation courses in Population Studies, Social Development etc and applied components such as Child Development, Environmental Studies, Co-operative Management etc. are welcome additions to the regular curricula. The curricula of various subjects have been redesigned as and when needed to give them a clear career orientation. However, being an affiliated College, this objective had to be achieved through persuasion of the concerned academic bodies of the Goa University. The College has done well in this respect. They took initiative in designing and introducing, with approval of the Goa University, new courses like Diversity Unity and Nation Building, Social Ecology, Entrepreneurship Development, Services Marketing etc.

Criterion II : Teaching Learning & Evaluation

Out of the 24 confirmed teachers, 5 are Ph.D. holders and 6 M.Phil holders. For an under-graduate institution this is very good. Teachers take keen interest in the progress of students and adopt non-lecture methods also in teaching. Personality Development Courses, Career guidance, Counselling, quiz programming, discussions, home assignments etc are resorted to. It is found that some teachers take extra classes during holidays voluntarily and spontaneously thus demonstrating their commitment to the profession.

Final Exam is conducted by the University, but the Ist year and IInd Year exams are conducted by the College on behalf of the University. The question papers are prepared at the University level and conduct of Examinations and evaluation of answer papers are done by the

College. An attempt is thus made by the Goa University to decentralise the evaluation system. However, since only the marks obtained in the Final Exam are taken into account for determining the overall grading, the students do not seem to show as much interest as is desired in the exams conducted by the College. Class tests also meet with the same fate though the College conducts them regularly. It is reported that attempts to externalise the First and Second year Exams, either partially or fully, were resented by the students on some misapprehensions. Since the issue requires a clear policy shift on the part of the University, the College is not in a position to do anything to improve the system.

Teachers have shown great enthusiasm in implementing the UGC-sponsored Vocational Degree courses which will continue with the support of the State Government even when the UGC assistance is stopped. This is indeed a welcome step. Also notable is the fact that the College succeeded in getting the Campus Diversity Initiative Grant of the Ford Foundation. The scheme has helped to strengthen the quality of teaching-learning process in some Departments. Participation of teachers in National level seminars, conduct of symposia, and other faculty improvement programmes are laudable features.

Criterion - III : Research, Consultancy & Extension

Being an affiliated under-graduate College, the research facilities available are limited. Yet it is gratifying to note that the College has shown interest in research by granting study leave to teachers proceeding to pursue research degrees. Four teachers are currently engaged in Ph.D research. The college also provides funds to teachers to present research papers in national level conferences.

Under the given research background, not much consultancy is to be expected. But it is reported that the research findings of the Ph.D. thesis of one of the teachers were made use of by banks in South Goa for improving their credit delivery system.

The extension activities of the College are good. Through the work of the NSS & NCC units a number of useful collaborative activities with other agencies is undertaken. Malaria eradication & AIDS awareness programmes, anti-tobacco campaign, Nature Club activities etc. are examples of socially useful activities.

Criterion - IV : Infra-structure and Learning resources:

The college has adequate buildings for the existing curricular programmes and they have been put to maximum use. Since the college classes are conducted from 8 a.m. to 1 p.m., in the after-noons the class rooms are utilised by the Junior college under the same management functioning in the college campus. Further, the college facilities are thrown open, outside class hours, for use by other agencies such as Insitute of Chartered Accountants, conduct of competitive examinations, MES Institute of Management Studies Research and Ship building.

The library which is functioning at present in the academic block in a limited space is to move to a new spacious separate Library Block is nearing completion. More than two lakh rupees is the annual budget provision for purchase of books for library which has 13,000 volumes at present. There is a book bank and also inter-library loan facility. The library works from 8 a.m. to 4 p.m. stretching out by 3 hours after the close of college classes but there is no open access system now due to the shortage of space.

The track record of sports performance of the students has been found to be good, at the inter-collegiate, inter University/national levels. There is a multipurpose gymkhana providing for indoor game facilities. The foot-ball, volley ball, basket ball grounds deserve to be improved.

Since most of the students are from the neighbouring places, and they are to commute the distance daily, there is no felt need for the hostel accomodation. The college has a good canteen and common room for girls students.

As the computer facilities are shared with the Junior College it is inadequate to cater to all the first year students for undergoing a meaningful computer awareness course.

Criterion - V : Student Support and Progression

The student support services of the college include several merit scholarships, Students Aid Fund, Endowment scholarships instituted by philanthrophists and Alumni, and other scholarships supported by Rotary Club, Lions Club and other agencies.

Welfare facilities such as the availability of full fee concession to non-teaching staff, (for one child at a time); cash incentives and subsidised supply of sportswear to sports students, Student counselling, tutorial assistance, Career guidance and placement arrangements especially for the students in vocational courses etc. are notable.

The Academic calendar is indicated clearly in the college prospectus and accordingly the time schedule of academic activities strictly adhered to without interruption thanks to the campus peace and harmony among the students. Remedial teaching for the weaker students is arranged by the college.

Though there is no formal mechanism of collecting systematic data on the progression of students into higher studies/employment, the Principal it is reported that most of the students are able to get fairly good employment/self employment.

The linkages and rapport maintained by the college with the industries and several service sector organisation in the region facilitate easy entry to employment.

Value education through foundation courses and communal harmony nurtured through Campus Diversity Initiative Project sponsored by the Ford Foundation need special mention.

Criterion - VI : Organisation and Management

The following are the special features of the management :

- Steadfast adherence to the avowed objective of the Institution, that is, to cater to the weaker sections of the region particularly the working class in the port city of Vasco and its rural neighbourhood. The management does not collect any capitation fees, nor does it charge any extra-fees on any score. The fee structure is within the affordability of the middle class and the lower middle class.

- The Managing Committee both in letter and spirit, draws up only broad policies and programmes, and as a rule, does not interfere in any of the internal administrative matters of the College, be it admission of students or appointment of faculty; this ideal principle of leaving the academic decision to the academics of the campus is something unique that this institution can be legitimately proud of.
- There is a perfect co-ordination and harmony of perceptions among all the sections of the College community, the Principal, faculty members, non-teaching staff and students. Such a spirit of oneness is largely due to the unquestioned credibility and reputation enjoyed by the father-figure, the Principal who has nurtured the College right from the scratch; the Principal has been able to inspire the confidence and unstinted co-operation every one of the College Community, both past and present, parents and also the local society at large.
- The faculty members, through their representations in several of the College Committees such as Planning & Development Board, Calendar Committee, Examination Committee, Library Committee, partake in decision making at various domains; such a participatory style of decision making has reinforced the harmony and co-ordination in the campus.
- Faculty recruitment through All-India open advertisement purely based on merit.
- Teachers do make self-appraisal, but the self-appraisal is not systematically followed up.
- Computer training provided to the non-teaching staff and computerisation of administration has been initiated.
- Resource generation by the management through donations from Parent Teacher Associations, Alumni, local institutional donors and philanthropists has been quite spontaneous as

evidenced, for insuance by the contributions currently made towards construction of the library.

- Budgeting and auditing, including the internal auditing by the Chartered Account, have been systematially made and the resource management has been found to be efficient.

The pace of expansion seems to be steady but very cautious and hence the college is yet to venture into new and currently significant programmes of study such as Computer Science, Information Technology etc.

Criterion - VII : Healthy Practices:

- The non interefering style of management into the academic affairs of the college.
- Familial and informal relationship that exists between the Principal and the faculty members through excellent practices of personal rapport, for e.g., the Principal and all the faculty members freely interacting and exchanging views at the staff room, on daily basis, during the tea time.
- The faculty recruitment through all India advertisement.
- The Principal maintaining personal rapport with the members of the alumni and trying to get possible assistance from them for the development of the college.
- A close and informal teacher-student relationship and hence easy accessibility of teachers for the students for getting academic counselling and guidance outside class hours
- Alumni organising functions to commend the services of the teachers every year.

- Functional linkages with local industries and service sector institutions.
- Close academic interaction between the college and the Institute of Ship Building Management

OVERALL ANALYSIS :

M.E.S. College of Arts & Commerce is a limited faculty graduate level affiliated College with 27 years of history. A steady progress in the introduction of new courses and in redesigning curricula is seen during this period. When the Goan Economy was expanding in the early seventies, the need for trained personnel in commerce and economics was keenly felt and the courses introduced in the College were a direct response to this need. Many of its faculty have membership or chairmanship of the concerned Boards of studies and thus are able to influence the academic programmes of the University. This is indeed the way an affiliated College can extend healthy influence on the mother institution. The College has earned the goodwill and the support of the rural constituency it is serving. Much of the progress of the institution can be attributed to the close integration achieved between the two. A similar close co-ordination is visible between the management and the academics headed by the Principal.

At present the M.E.S. College of Arts & Commerce and the Junior College run by the same Management are conducted in the same premises on a shift basis. The former works from 8 a.m. to 1 p.m. and the latter after that. It is informed that this practice is resorted to due to lack of space and other facilities. From an academic point of view, this situation puts a great deal of constraint on the college atmosphere. Since the faculty and the students of the Junior Section take over the premises at the prescribed time, those of the College section have to vacate the

Campus. The College faculty cannot spend their spare time for research and extra-coaching activities nor the students devote any time for extracurricular activities. The management indicated that extra buildings will be put up for the Junior college. But the issue is to be given top priority to make the atmosphere more congenial for healthier functioning of both the College.

Commendations & Suggestions ✓

- ◆ The College has strived to live up to its goals and objectives throughout its existence eradicating the educational backwardness of the weaker sections the surrounding community.
- ◆ Though a limited faculty Institution, attention was concentrated in strengthening the curricula and syllabi through integrating vocational courses.
- ◆ Many faculty members served and continue to serve as chairman and members of the Board of studies in Commerce, Economics, Geography etc. It is through this academic activism, that faculty members have influenced the different University bodies both in modernising the contents of the courses and in redesigning their curricula.
- ◆ Congenial harmony exists between the Management and the Principal, the former leaving all academic matters to the latter and not interfering with them in any way .
- ◆ Similar harmony exists within the institution between the Principal, the faculty, staff and the students.

- ◆ Linkages have been established between the College and the Industrial and Business houses of the locality to the mutual benefit of both.
- ◆ Alumni Association and Parent Teachers Association are strong and have extended large support, including financial, to the College.
- ◆ Extension activities are highly diversified and socially oriented.

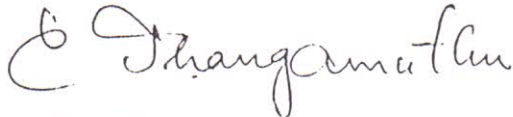
The College may consider the following suggestions for its further development :

- ◆ The introduction of choice based credit system which allows some horizontal mobility to students might be explored through the same academic activism which the College has shown in.
- ◆ The College may offer some more vocational courses similar to the UGC sponsored programmes.
- ◆ Partial externalisation of the 1st & 11nd year exam seems inevitable as presently it is not taken seriously by the students as the Goa University is not giving credit to these exam.
- ◆ Sponsored research projects relevant to the needs of the community can be explored. The presence of a few full time research fellows will greatly enhance the research culture of the Institution. Teachers may be encouraged to apply for minor and major research projects.
- ◆ Introduction of a formal performance-appraisal method may provide valuable feedback for faculty improvement.

- ◆ The use of modern pedagogical methods in classroom may help in creating a more vibrant academic atmosphere.
- ◆ The allocation of sepearate buildings for Junior College may ease the present burden on space and related issues.

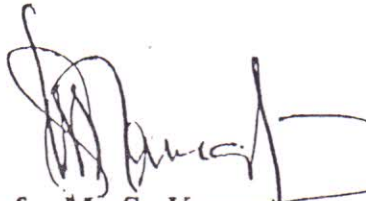


1. **Dr. A. N. P. Ummerkutty**
Chairman of the Peer Team



2. **Dr. C. Thangamuthu**
Member of the Peer Team

I have read the report and I agree with the observations



Prof. M. S. Kamat

PRINCIPAL

26.8.99