Loyola Academy
Old Alwal, Secunderabad 500 010

NAAC 3rd CYCLE

October 2019

PEER TEAM REPORT ON INSTITUTIONAL ACCREDITATION OF LOYOLA ACADEMY C-25991

INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle - 3)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF LOYOLA ACADEMY C-25991

SECUNDERABAD
500010

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

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Section I:GENERAL INFORMATION		
1.Name & Address of the institution:	LOYOLA ACADEMY SECUNDERABAD Telangana 500010	
2.Year of Establishment	1978	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	4	
Departments/Centres:	11	
Programmes/Course offered:	26	
Permanent Faculty Members:	97	
Permanent Support Staff:	8	
Students:	3833	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. LOYOLA ACADEMY courses are well structured that enables holistic development of students 2. Since the very beginning the college has developed job oriented professional courses which are in demand 3. Despite being a minority college it imparts secular values and have very active interfaith forum. This was echoed by students and faculty members	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	Visit Date From : 25-10-2019 Visit Date To : 26-10-2019	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. GANAPATI D YADAV	Vice Chancellor,INSTITUTE OF CHEMICAL TECHNOLOGY MUMBAI
Member Co-ordinator:	DR. VENKATA KRISHNA PARIMALA	Professor,SRI PADMAVATI MAHILA UNIVERSITY
Member:	DR. AYYAPILLAI SELVAKUMAR	Principal,POPES COLLEGE
NAAC Co - ordinator:	Dr. Shyam Singh Inda	

Section II:CRITERION WISE ANALYSIS
Observations (Strengths and/or Weaknesses) on each qualitative metrices 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)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrices(QlM) in Criterion1)	
1.1	Curriculum Design and Development
1.1.1 QlM	Curricula developed /adopted have relevance to the local/ national / regional/global developmental needs with learning objectives including program outcomes, program specific outcomes and course outcomes of all the program offered by the Institution
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QlM	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 Loyola Academy has the good practice in initiating a range of programme options which are in tune with the emerging national and global trends and also that are relevant to local needs. The college adopted 'Choice Based Credit System (CBCS)' in the year2016. A total of 26 programmes are offered out of which 5 are Post graduate programmes. All the programmes offered have CBCS. Being an autonomous institution, the curriculum is designed and developed by the duly constituted Board of Studies (BOS) and approved by the Academic Council having representation of academia, industry, alumni and the other stakeholders. It is notable that almost all the courses offered have focus on Employability/ Entrepreneurship/ Skill Development. Contemporary Courses such as Big Data Analytics, Protected Cultivation, Biostatistics, Supply Chain Management, Public Relation, VAT (Value Added Tax), Food Technology and Food Science & Nutrition are included in various programmes. Students are encouraged to sign up for Certificate Courses. In addition to lectures, several guest lectures are organized. Courses on gender sensitization, environmental sustainability, and value education offered. Internships are organized for students as part of the curricula and study tours are organized for undergraduate students. The Feedback collected is analysed and action taken, further feedback is available on website The concept of PLANET which goes beyond NSS, making it mandatory for all students to interact with some 25 plus NGOs and spend time in the filed is truly unique abd laudatory.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrices(QlM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QlM	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 QlM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QlM	Preparation and adherence to Academic Calendar and Teaching plans by the institution
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.4 QlM	Positive impact of reforms on the examination procedures and processes including IT integration and continuous internal assessment on the examination management system
2.6	Student Performance and Learning Outcomes
2.6.1 QlM	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 QlM	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

Loyola Academy is a recognised minority institution. Hence, the rule of reservation for admission of students is not followed. At the same time college admits students from all strata. A considerable number of SC/ST/OBC students are admitted. Approximately 7% of the students belong to other states. The demand ratio for the last 5 years is 1:2. Outcome based education has been implemented. CBCS has been introduced for all programmes. Teachers use the lecture method predominantly. 64 classrooms have been provided with LCDs.

Many students have signed up for online courses such as MOOCs and NPTEL and SWAYAM portal. The institution assesses the learning levels of the students through continuous internal assessment. The students are identified as advanced and slow learners during the semester, by the level of their knowledge and skills, learning styles, talents, abilities and interests. Special lectures are arrainged for slow learners.

Student Centric Methods such as experiential learning, Participative learning and Problem solving methodologies are introduced. Practicals are in place for all the Science and Commerce programs along with Project Work to develop research aptitude, analytical &problem solving skills, Field visits/Industrial tours, etc. Participative Learning is encouraged in BSc Agriculture through Rural Agricultural Work Experience Programme. The College prepares and adheres to the Almanac, Academic Calendar and Teaching Plans. The College has adopted the system of valuation based on both Continuous Internal Assessment and Semester-End Examination with a ratio of 40:60.

Results are declared within 45 days from the last day of examination. As part of Choice-based Credit System (CBCS), Semester Grade Point Average (SGPA) and Cumulative Grade Point Average (CGPA) are given in the certificates instead of marks from the academic year 2016-17. There is provision for revaluation. In about 38 percent of the students who applied for revaluation have received increased marks. The pass percentage for the current year is about 98%.The college has a mechanism to address grievances and the students of the college adhere to these procedures. But very few grievances have been aired in the last five years.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrices(QlM) in Criterion3)	
3.1	Promotion of Research and Facilities
3.2	Resource Mobilization for Research
3.3	Innovation Ecosystem
3.3.1 QlM	Institution has created an eco system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge
3.4	Research Publications and Awards
3.5	Consultancy
3.6	Extension Activities
3.6.1 QlM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.7	Collaboration

Qualitative analysis of Criterion 3

The institution has policy for promotion of research which is uploaded on the institutional website. During the last five years only during one academic year an amount of Rs 10.46 lakhs is provided as seed money to its faculty. However in year 2019-20 an amount of Rs 1, 21,620 is provided as seed money to its Faculty. One teacher is awarded international fellowship for advanced studies/ research during the last five years. Central Instrumentation facility exists.

31 papers were published in UGC-CARE Journals during 2013-18 out of which 4 are Scopus/web of Science Journals and 53 research papers were published in other peer reviewed journals. During 2018-19, 21 research papers were published in UGC –CARE Journals and 2 papers in other peer reviewed journals. Further during 2019-20, 11 research papers were published in UGC –CARE Journal, in which 4 are Scopus listed Journals. An amount of Rs 20.89 lakhs grants wasreceived for projects sponsored by the non-government sources. There are no recognised research centres. Only two faculty members are qualified as research guides.

Institution has created an eco system for innovations including Incubation centre and other initiatives by constituting an Incubation committee in the year 2016-2017. Some of the programs held by this committee include "Lab to school" by the departments of Chemical Technology and Electronics Technology. Only one PhD is awarded during the last five years.

The college in its efforts to lay stress on extension activities, has undertaken an ambitious social program PLANET (Programme of Loyola Academy for Neighbourhood Empowerment and Transformation).The college has NSS and NCC units whose members participate actively in various extensions programmes on the occasion of various nationally and internationally important events/days. The college bagged 16 awards for extension activities from Government /recognised bodies during the last five years. About 10% of the students participate in extension activities. Not many Collaborative activities for research, faculty exchange, student exchange. There exists a number of linkages for internship and field trip during the last five years.

MOUs are signed with industries, training and research institutions like California Baptist University,USA, National Institute of Rural Development (NIRD), Indian Institute of Millets Research (IIMR), TataConsultancy Services (TCS), National Small Industries Corporation (NSIC), Association of Chartered CertifiedAccountants (ACCA), etc.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrices(QlM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QlM	The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc
4.1.2 QlM	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 QlM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QlM	Collection of rare books, manuscripts, special reports or any other knowledge resource for library enrichment
4.3	IT Infrastructure
4.3.1 QlM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QlM	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

Loyola Academy spread over 132.38 acres with green shady trees and well laid down internal roads. There are a total of 10 Blocks. The sprawling campus accommodates 75 classrooms and 42 labs, two hostels and three well equipped seminar halls. The college established a Reverse Osmosis Plant (RO) to provide clean water for drinking.

Fire certificate has been obtained for all the blocks. Solar street lights are well functional in the campus.

The college has developed good infrastructure for sports and games. Grounds and facilities are available for basketball, volleyball, handball, kabaddi and badminton courts as well. An open-air stadium for Athletics, Cricket and football field with a gallery which has a seating capacity of 200 is on the campus through UGC support. The college is recognised as the College with Potential for Excellence with adequate funds to build infrastucture. This also demonstrates its academic standing.

The Library hosts a vast repertoire of books, journals, magazines and e-library centre with well aided internet connectivity. The college uses an automated system of the NEWGENLAB 3.1.4 for library management - College subscribes for DELNET and INFLIBNET. There are 58,200 Volumes and subscribes for 135 journals. An annual amount of Rs 8 lakhs is spent on purchase of library books and journals.

The details of the computer and other peripherals include - Desktop computers 744, Servers9, Printers66, Routers 8, Projectors 64, CCTV cameras 305. The campus is WiFi (50 Mbps) enabled and has sufficient IT facilities to cater to the needs of students, office and all faculty.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrices(QlM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QlM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QlM	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
About 15% of the students get scholarships provided by the government and about 10% of the students get scholarships from the college. Number of programmes for career guidance and counselling are organised. About 20% of students are benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years. The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases through an online portal. On average about 28% of the students are placed in various companies and organisations. 17% of the students from the outgoing batch have gone for higher studies. A few students are qualified in NET/SLET The college has registered Alumni Association. Every year Alumni meet is organised on every Second Saturday of November.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrices(QlM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QlM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QlM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QlM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QlM	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 QlM	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 QlM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QlM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QlM	Institution conducts internal and external financial audits regularly
6.4.3 QlM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QlM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QlM	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 QlM	Incremental improvements made during the preceding five years ***(in case of first cycle)*** Post accreditation quality initiatives ***(second and subsequent cycles)***

Qualitative analysis of Criterion 6

Institute conducts a governing body meeting every year.

The Institute functions under the guidance of Loyola Society for its organizational setup, functioning of varied committees and service rules. The governing body is the highest decision making authority. All the recommendations from various Statutory and Non-statutory committees and their resolutions are ratified by Academic Council followed by the Governing Body for implementation. The Principal, who is the Academic Head of the Institution, is aided by Deans, of various committees, Heads of the Departments, Finance Officer, Section Heads, and Coordinators of other committees. The Institution has a formal "Annual Performance Appraisal" for both teaching and non-teaching staff which. The faculties are required to submit the filled in proforma of self appraisal. Based on the Annual appraisal, the teaching and non-teaching staff are given increments and this becomes one of the parameters in giving promotions in their respective cadre

IQAC is constituted as per the norms prescribed by NAAC. The institution reviews its teaching learning process, structures & methodologies of operations through Academic Departments. The IQAC is responsible for developing, coordinating and monitoring academic assessment activities to effect improvement in student learning. IQAC also conducts academic audits by external experts every year.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrices(QlM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QlM	Institution shows gender sensitivity in providing facilities such as a) Safety and Security b) Counselling c) Common Room
7.1.5 QlM	Waste Management steps including: • Solid waste management • Liquid waste management • E-waste management
7.1.6 QlM	Rain water harvesting structures and utilization in the campus
7.1.7 QlM	Green Practices • Students, staff using a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QlM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QlM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QlM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QlM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

Events to promote gender sensitisation, environmental consciousness and sustainability, Inclusive Approach are organised periodically. About 20% of annual power requirement of the Institution is met by the renewable energy sources. 25% of annual lighting power requirements is met through LED bulbs. Several activities and actions were undertaken for the safe disposal of liquid, solid and electronic waste from the campus.

The Working Campus of Loyola Academy has rainwater harvesting bunds, check dams and recharge wells (percolation pit) particularly in areas where the runoff coming from external catchments is high. There are three concrete check dams in the college. Rooftop Rainwater & Surface Water Runoff Harvesting is in existence.

Institution regularly organizes national festivals and birth / death anniversaries of the great Indian personalities. Every year about ten programmes are organised under this.

To maintain financial transparency, an Annual financial audit is conducted by an Auditor appointed by the Collegiate of Higher Education, Telangana. Additionally, there are also periodic internal audits in the institution. The college also conducts an internal academic audit for all academic departments. The complete internal evaluation system and student attendance is made available online through the ERP system of the college.

PLANET (Programme of Loyola Academy for Neighbourhood Empowerment and Transformation) and Internal Academic Audit cell (IAAC) – A Faculty-driven Initiative for Academic Quality Control are the two best practices of the college. The Interfaith Forum is truly symbol of its secularism bringinig equality among all stake holders. The alumni are proud of its record and glory.

Institutional distinctiveness: "The college focuses on the education and development of the socially and economically weaker sections of society".

Section III:OVERALL ANALYSISbased on Institutional strengths.Weaknesses,Opportunities & Challenges**(SWOC)(up to 500 words)**

Overall Analysis

Strengths:

The college caters to a sizable percentage of students from disadvantaged sections of society.

It has undertaken some productive outreach activities.

The management is committed to the cause of higher education, promotion of values among all stakeholders.

Renewable Energy Sources; Effective Waste Management, Water conservation and reuse

All round development of students is encouraged in all the departments

Weaknesses:

There is no visible research culture on campus, perhaps due to its focus on job oriented courses

No formalized skill-development programmes.

There has been an under utilization of available ICT resources.

For a college having 41 years of existence, collection of learning resources in the library is insufficient.

Opportunities:

Located very close to Hyderabad city which boasts of top educational institutions and big industries, there is a huge opportunity for mentoring and collaboration.

Getting the help of highly placed alumni to organize inernships for students, generation of resources for the college, full financial assistance to wards of employees who join the college.

A huge opportunity for both the staff and students to enroll in online programmes

A great opportunity to move towards paperless office for better and efficient administration

Departments can take initiatives to arrange international / national level seminars, conferences and research lecture series.

There is a scope for starting research Centre in interdisciplinary subjects and for sponsored projects.

Challenges:

Retaining talented faculty

A number of temporary faculty appointments are made due to delay in Government procedure in getting sanctions for the posts. It is

Predominantly an under graduate institution and finds it difficult to create a vibrant research culture.

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)

- Faculty may make persistent efforts to obtain projects from funding agencies.
- Measures may be taken for tapping more Alumni support.
- The library be strengthened with more reference books and journals and be fully automated.
- ICT facilities available in the college may be effectively utilised by faculty and students.
- Faculty may make persistent efforts to obtain projects from funding agencies.
- Certificate course in any foreign language
- The remedial lectures should be taught by a different teacher if the failure is more than 10% in any subject.
- Collaboration with different academia and industries is needed particularly because the courses are job oriented. Alumni should be asked to be visiting lectures or weekly lectures in each degree programme should be arranged for final and penultimate year students on current practices in industry. It is also advised to have a proper office with infrastructure for video conferencing, group discussions, mock interviews etc.
- Adequate faculty to student ratio should be maintained. The college should recruit senior/superannuated professors from other institutes/universities from abroad or within India on short term basis to teach a course/s in specific areas with attractive pay packages. Appointment of faculty from industry or with industrial experience or those retired from industry. More senior faculty needs to be appointed with adequate compensation. About 10% of faculty should be of this kind. In order to increase research activities such appointments will be most beneficial in the long run.
- To attract and retain good quality faculty and support staff, the college should give free education to children of teachers and support staff. It will have a very positive impact and in any case this will be a small percentage.
- The quality improvement programme (QIP) should be implemented by the college whereby atleast 1 or 2 members of faculty from each department are sent for Ph D degrees in elite institutes/universities on 3 years leave with full pay. The university may sign a bond with the employee so that he or she comes back. In such case, the faculty should spend every alternate term in the college. This will improve the NIRF ranking, enhance research atmosphere.
- The college must apply for Incubation Centre under DST or NITI Aayog schemes.
- There is a need to reward or incentivize performing teachers and employees. The rating should be

based on student evaluation and also on their publications/patents.

- New courses should be started only when there is demand and faculty is recruited to teach those courses or conduct research. Based on their performance and potential, the college may choose to apply for university status under the State Private Universities Act, if applicable.
- Advisory Committees consisting of external experts drawn from both industry and renowned institutes should be appointed for each faculty to promote research and innovation.
- Courses related to skill development suitable for local industries should be started. It will help the college to increase their resources.
- Biometric attendance should be introduced in each classroom.
- 24x7 feedback is needed so that teaching would be effective.

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	GANAPATI D YADAV	Chairman	26/10/19
2	VENKATA KRISHNA PARIMALA	Member Co - ordinator	
3	VENKATA KRISHNA PARIMALA	Member Co - ordinator	26/10/19.
4	VENKATA KRISHNA PARIMALA	Member Co - ordinator	
5	AYYAPILLAI SELVAKUMAR	Member	26/10/19
6	Dr. Shyam Singh Inda	NAAC Co - ordinator	

*This is a computer generated report and signature is not mandatory.

Place Secunderabad

Date 26th October 2019