



SELF STUDY REPORT
FOR
2nd CYCLE OF ACCREDITATION

PIONEER COLLEGE OF ARTS AND SCIENCE

**P.B.NO.7204, JOTHIPURAM, COIMBATORE
641047**

www.pioneercas.edu.in

Submitted To
NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
BANGALORE

Executive Summary

Introduction:

Pioneer College of Arts and Science was **established in the year 1998** under the aegis of Pioneer Trust at Jothipuram, a village in Perianaicken palayam town pachayat, Coimbatore, away from the hustle and bustle of the city in a sprawling 15 acre campus. The college was started by Late Sri.G.Devarajan and Smt. Suguna Devarajan. With her organizational capabilities, leadership qualities and commitment to the society our Founder Trustee Smt.Suguna Devarajan has transformed this educational edifice, as one of the most sought out institutions in the region.

The social setting in this region relies on meagre income from agriculture, mill work, petty business, coolie, vending and salary earned from industry employment. **95% of the students of the College are first generation learners and are economically poor** and our institution is like a savior to them to pursue their higher education dreams. As Majority of our students are from vernacular medium rural schools, they struggle in academics when they come to college due to sudden switch to English medium of instruction. **One of the standout features of education at Pioneer is its unique bilingualism.** Faculties take much effort to teach Tamil medium students in Tamil and English in the first two years and in English in the final year and transform them to become executives, entrepreneurs and leaders of tomorrow with self- confidence and efficiency.

Academics

The College presently offers 7 UG courses, 2 PG courses, 2 pre-doctoral and 2 doctoral programmes. The present student strength of our college is 1283.

As a step towards personalizing education we at Pioneer upload course materials and videos of classroom teaching in our LMS(Learning Management System) so that students can learn at their own pace. The differences in learning will not affect the pace of a class since we use blended learning where students attend ‘brick and mortar’ classes where a teacher is present for face-to-face classroom practices combined with computer mediated activities for delivery of course content.

In addition to academics, the required life skills are imparted through Add-on courses which provide our students an edge over others in placements.

Vision:

To create a centre of academic excellence in education and research through professionalism and to serve the society by improving knowledge, skills and ethical values.

Mission:

To aspire and strive for excellence in education and to commit the knowledge and expertise of teaching fraternity for the welfare of the students and prosperity of the society.

SWOC***Institutional Strength :***

- **Opportune Location:** First generation low income students disproportionately like to attend colleges near their residence. The College is located in a rural area easily accessible to students from Perianaickenpalayam, Karamadai, Mettupalayam and Sirumugai.
- **Competent Faculty:** Resourceful, well-qualified team of faculty with a quest for continuous learning.
- **Affordable quality education:** The fee structure of the college is reasonable and within the affordability of the rural students.
- **Academic credentials:** Academic excellence is achieved through
 - Exposure to best minds in academia and industry through guest lectures, seminars and conferences.
 - Web based applications to deliver content and assign work to the students.
 - Paper presentation and publication assistance to advanced learners
 - Remedial classes for slow learners
 - Cash awards to top 10 university rank holders
- **Thoughtful Student support:**
 - Merit-based and need-based scholarships(Government and private)
 - Endowment scholarships
 - Free education, Fee concessions and Sports concessions
 - TA/DA to participate in sports tournaments and meets is provided by the Management
- **Strong Tutor-ward system:** In-house counseling and mentoring for holistic development of students is done through tutor – ward system.
- **Substantial Library:** The library has around 9000 books, 500 reference books, 10 journals, 30 magazines, INFLIBNET e-journals and back volumes of journals and projects.
- **Productive Placement training:** The placement cell conducts regular aptitude classes, communicative English and soft skill training to enhance the employability of the students.
- **Transformational leadership:** Personal care of the top management from higher level till the lowest level has made the employees put an extra effort in their work.
- **Vibrant Extension and outreach:** Extension activities are organised not only through NSS but also by the departments to establish lifelong bonding with the rural community.
- **Institutional Social responsibility:** The students and faculty take classes at the nearby Government schools. Computers, chairs and tables and evening snacks are also given to the needy schools
- **Robust Alumni association:** Registered alumni association with vibrant alumni interaction contributes significantly to the development of the college.

Institutional Weakness :

- **Non- autonomous:** Being an affiliated college, we do not have autonomy to introduce syllabus based reforms and new courses.
- **Research Funding is meagre:** Funds are yet to be secured from UGC/ ICSSR/DST and other funding agencies
- **Limited Revenue:** As the college offers programmes at low cost, the generation of surplus revenue is a challenge.
- **Less number of other state students:** The College caters to the needs of rural community. So it does not attract students from other states and countries.

Institutional Opportunity :

- **Extending the reach:** The College has established a name in its locality. It can widen its geographical reach to accommodate students from neighboring areas and eventually other states.
- **Promoting Entrepreneurship:** Entrepreneurial ventures by our students are yet to mature out of the initiatives that have been initiated.
- **Starting Shift II :** Running another shift may help the college make optimal use of resources and generate additional revenue.

Institutional Challenge :

- **Implementing ICT tools:** Technology appears to be a boon and at the same time a curse. Integration of technology has to be judiciously planned so that the teacher remains the primary facilitator and use of technology is need-based.
- **Economically self-dependent:** Improving infrastructure without funds and without raising fee is a challenge as increasing fee challenges the affordability of the students.
- **Faculty empowerment:** As the institution caters to the economically and educationally poor students a lot of energy of the faculty is focused strongly on student support hence the teaching fraternity finds it difficult to make quality time for research, refresher programmes and orientation training.
- **Placement:** Attracting core companies for placement is yet to deliver the desired results.

Criteria wise Summary***Curricular Aspects :***

- The College offers 7 UG, 2 PG, 2 M.Phil and 2 Ph.D programmes.
- The CBCS curriculum the syllabus framed by Bharathiar University is followed.
- One senior faculty is member of Board of Studies of the University. Three faculty members are members of Board of Studies of autonomous colleges. Two faculty members are members of senate of the University. They have made positive impact in framing the syllabus of their respective programmes

- Department workload, individual work load, lesson plan, academic plan and its implementation are the responsibility of the Heads who are given autonomy to plan with the department faculty under the supervision of the Principal.
- All teachers use ICT enabled teaching. Teachers use blended learning through LMS.
- Guest lectures, seminars, conferences, workshops are held to reinforce class room teaching and expose the students to the emerging trends in the industry.
- Experiential learning is provided through project work, internship, marketing melas and industrial visits.
- The college imparts life skills through add-on courses in collaboration with professional organizations.
- Feedback on curriculum and on the institution is obtained from stakeholders and steps to bridge the gap if any, are initiated in the college committee meeting. Feedback analysis report is posted in the institutional website.

Teaching-learning and Evaluation :

- The college follows the reservation policy of the state government in admissions and the report is sent to the SC/ST cell, AISHE and to the University.
- The college has disabled friendly facilities and admits differently-abled students.
- 100% of teachers use ICT and LMS to upload course material. Teachers also upload video lessons in YouTube.
- The average experience of teachers in the same institution is 8.1 years.
- Faculty members regularly present papers in National and International seminars and conferences.
- Students and faculty have enrolled in online courses through NPTEL local chapter. 3 faculty members have emerged toppers in NPTEL courses.
- Bridge courses are conducted for the first year students to bridge the gap in school to college transition.
- Remedial classes are arranged for slow learners.
- The advanced learners are guided to present papers in seminars and conferences, do projects and publish research articles in journals.
- Soft skill and placement training are given to all the students.
- Two Continuous Internal Assessment (CIA) tests and one Model examination are conducted as per the schedule given in college calendar.
- The attainment of POs, PSOs and COs is monitored and systematically analysed during the formative and summative Assessments.
- In 2018-19, the average pass percentage was 90% and 7 students secured top 10 university ranks in different disciplines of which 2 students achieved gold medals. (FIRST RANK)

Research, Innovations and Extension :

- The college has a Research Coordination committee (RCC) to strengthen the research activities.

- The college offers 2 M.Phil Programmes (Commerce and Computer Science) and 2 Ph.D. Programmes (Computer Science and Commerce).
- There are 3 M.Phil Research Guides and 3 Ph.D Research guides in the institution.
- The faculty and students are encouraged to present papers in National and International seminars and conferences. On duty leave is sanctioned to promote participation. A total of 158 research papers were presented in National level seminars and 63 in International level seminars and conferences in the last 5 years.
- A total of 84 research articles were published in Journals. 148 were published in conference proceedings.
- A total of 7 books and 7 chapters in books (of which 5 are Springer book chapters) have been published by our faculty members in last 5 years
- The impetus for innovation and IPR is provided through IPR cell which organises workshops and seminars regularly.
- The Entrepreneurship Development Cell of the College organises three day Entrepreneurship awareness camp every year under the sponsorship of EDII, Ahmedabad to instill entrepreneurial spirit among students.
- Extension activities are undertaken regularly through NSS, YRC and by all the departments which have a great impact in the students, neighborhood community and adopted villages.
- **ICT Academy of Tamil Nadu has recognized our extension activity**, ‘Empowering the local schools – support the education of poor’ **as one of the best practices** across the state in the year 2016-17.

Infrastructure and Learning Resources :

- The college has 6 computer laboratories, 1 air-conditioned seminar hall, 1 auditorium, 7 faculty rooms, 26 class rooms of which 4 class rooms, 3 computer labs and seminar hall have fixed LCD projectors.
- The Department of English has a language lab to improve the communication skills of the students.
- The college central library has 8602 books, 13 journals and 22 magazines and 6 newspapers. The librarian orients the faculty and students for use of OPAC and INFLIBNET.
- A D Space in the library with 7 computers is provided for e-content access.
- Each department has its own department library.
- The college plies 10 buses in all directions touching even interior villages to assure adequate transportation facilities for the students and staff.
- The other facilities worth mentioning are: An auditorium with a capacity of 1200 students, a canteen, students and faculty dining halls, separate parking sheds for faculty and students, Water doctors on all the floors, disabled-friendly toilets and rain-water harvesting facilities
- The college has 24x7 wi-fi facility with a speed of 10 Mbps.
- For staff attendance, Biometric system is followed.
- CCTV cameras are installed on all floors and in computer laboratories of the college.
- There is a playground for all outdoor games and athletic events.
- Continuous review of infrastructure and learning resources is carried out by the College Committee and the recommendations are integrated in the Annual Planning for upgrading, maintaining and utilizing physical,

academic and support facilities.

Student Support and Progression :

- The College provides scholarships (both private and Government SC/ST), fee concessions to students excelling in academics and sports, free education and endowment. 30% of students get benefitted by this gesture of the Management every year.
- Bharathiar university has recognized our college as, **‘the best college helping maximum number of students with scholarships and free education’**
- The advanced learners are identified and given extra coaching to train them to appear for the bank examinations and other competitive examinations.
- Bottom-up approach is followed in counseling. The class tutors take care of the personal, academic and career counseling of their wards in the first level, then comes the counseling committee and the Principal.
- Pioneer College of Arts and Science Alumni association is a registered body and has contributed around Rs. 5 lakhs for the development of the college since its inception.
- For over all development of the students, the college has 6 clubs. Each student is a member in any one of the clubs. The college conducts on an average 5 cultural and sports activities other than club activities.
- In the last five years students have won 5 awards in International sports and 39 in National level sports and cultural events and 114 prizes in state level and inter-collegiate sports and cultural competitions.
- The student council plays an important role in giving suggestions and feedback about the academic, co-curricular, extracurricular and infrastructural developments. Student representatives are also part of IQAC, Anti-Ragging committee, Cultural committee, Grievance redressal committee etc. They play an active role in decision making process.
- The IQAC was established in 2015 and is instrumental in implementing quality initiatives in the college. On an average 5 initiatives are undertaken every year.
- The placement cell trains and guides the students in getting recruited. The placement for 2018-19 was 51% and student progression for higher education was 14%

Governance, Leadership and Management :

- The College Committee comprising of the Chairman, Secretary, Joint Secretary, Principal, Two Senior faculty, Academic coordinator and One University representative meets periodically to execute the plans for the growth of the college.
- Participative Management is followed wherever necessary; authority is delegated to various committees and faculty-incharges. There are 15 committees and 4 cells which take care of different aspects of the functioning of the college.
- All Accounts are audited by the Qualified Auditors every year during the month of March.
- Internal Academic Audit is conducted once a year by Internal Auditors headed by IQAC Coordinator.
- The College being Self-financing Institution, run by Pioneer Trust, it finds its own resources to meet the expenses of the college.
- Mobilization of funds is procedural and utilized for the benefits of the students to get them exposed towards excellence in education system.

- Welfare measures for teaching and non-teaching staff include
 - Employees State Insurance
 - Employees Provident Fund
 - Fee concession to Children of Employees
 - Travelling expenses for Physical directors to take students to participate in tournaments.
 - Financial assistance to participate in Seminars/Faculty development programs.
 - Support and help to participate and present papers in International conferences abroad.
 - PF loans sanctioned as per GOI rules.
 - Salary advance given for needy staff members.
 - On -Duty leave, Ten Casual leave per year and two permissions (of one hour) per month are allowed for faculty members.
 - Free tea in the morning and evening
 - Free transport to senior faculty members.
- IQAC has contributed for institutionalizing the quality assurance strategies and it consists of members from different sections of the society like Management, Academicians, Alumni, Local community and Industrialists etc.

Institutional Values and Best Practices :

- Our College aims to empower the students especially from inclusive society. In addition to education, we offer training to get employment in reputed companies.
- Add on courses are offered to improve their life skills.
- Gender equity programmes are organized by Language departments.
- Human values and professional ethics courses are offered through the curriculum.
- Our Institution prioritizes the importance of our nation by conducting programmes like Swachh Bharat, Digital India, Start up India and various extension activities. In addition to NSS, each department conducts two extension activities every semester.
- Our college has adopted villages under Unnat Bharat Abhiyan(UBA)
- Motivational programmes, yoga and sports are given to the students to maintain healthy body and mind.
- Solid waste management is carried out through a NGO - 'Hand-in-Hand' and Perianaickenpalayam Town Panchayat.
- Liquid, E-Waste are managed properly without creating any environmental pollution. Waste management is efficiently followed. Conservation of water is practiced through rain water harvesting. Green practice is one of the major accomplishments, which is continuously followed through insisting the stakeholders to use paperless work, Plastic free environment, green landscaping by planting saplings.
- To exhibit patriotism, our Institution celebrates Independence Day, Republic Day and all the National and regional level festivals with enthusiasm and Zeal.
- Special programmes are conducted as a remembrance of great leaders, to impart their achievements and sacrifices, to the students.
- Our Management gives continuous support to encourage the sports students by giving fee concession. The Travelling Allowance to students and faculty for participating in tournaments is provided by the management

- Our faculty members have sponsored rolling trophies to the winners of various games in the annual sports meet.
- Two best practices of the college are: 'Social laboratory – participative interactive learning' and 'Act to Achieve- Shaping the Career Goals of Students'.
- Our college motto is "**Onward with honour**". This is our distinctive feature as we prioritize on quality education and good employment to students so that they can lead an honourable life.

Profile

BASIC INFORMATION

Name and Address of the College	
Name	PIONEER COLLEGE OF ARTS AND SCIENCE
Address	P.B.No.7204, Jothipuram, Coimbatore
City	Coimbatore
State	Tamil Nadu
Pin	641047
Website	www.pioneercas.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	S.MAHENDRAN	0422-2695084	9600403590	-	pioneercas@gmail.com
IQAC / CIQA coordinator	N.Valarmathy	0422-2698674	9994437597	-	valarmathykamalam@gmail.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education

By Shift	Regular
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Recognized Minority institution

If it is a recognized minority institution

No

Establishment Details

Date of establishment of the college

19-08-1998

University to which the college is affiliated/ or which governs the college (if it is a constituent college)**State****University name****Document**

Tamil Nadu

Bharathiar University

[View Document](#)**Details of UGC recognition****Under Section****Date****View Document**

2f of UGC

06-08-2004

[View Document](#)

12B of UGC

18-09-2013

[View Document](#)**Details of recognition/approval by stationary/regulatory bodies like AICTE, NCTE, MCI, DCI, PCI, RCI etc (other than UGC)****Statutory
Regulatory
Authority****Recognition/Approval details
Institution/Department
programme****Day, Month and
year (dd-mm-
yyyy)****Validity
in
months****Remarks**

No contents

Details of autonomy

Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?

Yes

[autonomydoc_1582197195.pdf](#)

If yes, has the College applied for availing the autonomous status?

No

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence (CPE)?

No

Is the College recognized for its performance by any other governmental agency?

No

Location and Area of Campus

Campus Type	Address	Location *	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	P.B.No.7204, Jothipuram, Coimbatore	Rural	15	6869.04

ACADEMIC INFORMATION

Details of Programs Offered by the College (Give Data for Current Academic year)						
Program Level	Name of Program/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BBA,Business Administration	36	XII standard	English	66	60
UG	BCom,Commerce	36	XII standard	English	66	61
UG	BSc,Computer Science	36	XII standard	English	66	60
UG	BCA,Computer Applications	36	XII standard	English	132	99
UG	BSc,Mathematics	36	XII standard	English	50	22
UG	BSc,Information Technology	36	XII standard	English	66	58
UG	BCom,Commerce With Computer Applications	36	XII standard	English	66	63
PG	MCom,Pg And Research Department Of Commerce	24	BCom	English	40	26
PG	MSc,Pg And Research Department Of Computer Science	24	B.ScCS B.Sc IT BCA B.Sc CT	English	34	33
Doctoral (Ph.D)	PhD or DPhil,Pg And Research Department Of Commerce	36	M.Com M.Com CA with or without M.Phil	English	8	4
Doctoral (Ph.D)	PhD or DPhil,Pg And Research Department Of Computer Science	36	M.Sc CS MCA with or without M.Phil	English	16	0
Pre Doctoral (M.Phil)	MPhil,Pg And Research Department Of Commerce	24	M.Com M.Com CA	English	32	1
Pre Doctoral (M.Phil)	MPhil,Pg And Research Department Of Computer Science	24	M.Sc CS M.Sc IT M.Sc SS	English	30	0

Position Details of Faculty & Staff in the College												
Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				0				0

Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				63			
Recruited	0	0	0	0	0	0	0	0	11	52	0	63
Yet to Recruit	0				0				0			

Non-Teaching Staff

	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				26
Recruited	14	12	0	26
Yet to Recruit				0

Technical Staff

	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				3
Recruited	0	3	0	3
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	2	0	0	0	0	0	2
M.Phil.	0	0	0	0	0	0	7	44	0	51
PG	0	0	0	0	0	0	2	8	0	10

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0

Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year						
Program		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	4	0	0	0	4
	Others	0	0	0	0	0
Pre Doctoral (M.Phil)	Male	0	0	0	0	0
	Female	1	0	0	0	1
	Others	0	0	0	0	0
UG	Male	152	0	0	0	152
	Female	273	0	0	0	273
	Others	0	0	0	0	0
PG	Male	13	0	0	0	13
	Female	46	0	0	0	46
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	33	34	32	38
	Female	56	64	62	73
	Others	0	0	0	0
ST	Male	4	2	2	5
	Female	6	3	2	3
	Others	0	0	0	0

OBC	Male	50	66	49	66
	Female	156	124	129	143
	Others	0	0	0	0
General	Male	6	2	6	6
	Female	16	8	11	9
	Others	0	0	0	0
Others	Male	41	56	41	50
	Female	76	97	90	96
	Others	0	0	0	0
Total		444	456	424	489

Provide the Following Details		
Number of Programs	Self-financed Programs offered	New Programs introduced during the last five years
	13	6

Provide the Following Details		
Unit Cost of Education	Including Salary Component	Excluding Salary Component
19221	19221	8588

QIF

1. Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum delivery through a well planned and documented process

Answer:

As the college is a non-autonomous institution, it follows the syllabus framed by the parent university (Bharathiar University), with semester pattern of examinations. Normally the University updates the syllabus of each course once in every three years. The syllabi prescribed by the Bharathiar University consist of five units; the number of contact hours planned for each paper is approximately sixty to seventy two hours. Another eighteen to thirty hours of the time period is utilized for conducting discussions, test, assignment, seminars and model examinations.

The college follows day order system with six hours per day allotted for teaching-learning. A timetable is framed for each class to complete the courses and to carry out the activities planned by the department.

At the beginning of every semester lesson plan is prepared by the faculty members and recorded as per the syllabus and credit hours allotted by the University. The lesson plan is comprehensive notes that serve the dual purpose of planning and monitoring the progress of the course.

The teacher also makes meaningful comments on the written works of the students and marks are awarded. Sessions are planned well in advance and the progress of the session is recorded in the log book. All the departments are maintaining personal log and CIA registers to monitor the progress of the student in each course. The notes of lesson are prepared by the concerned faculty and made available to the students to prepare themselves for the end semester examinations.

The faculty of the college are deputed to attend refresher and orientation programmes and domain specific FDPs to upgrade and update their knowledge and to cope with the global development and for effective curriculum delivery.

Teaching- learning is 'Student centric' as 90% of the students are from rural area and come from Tamil medium Government Schools. The faculty follow 'bi-lingualism' in classrooms till second year and English medium of instruction is followed in the final year of the programme. add on courses on 'Communicative English', 'Soft skill development', 'Dot net' and 'Android' are provided to the second year and final year Under-Graduate students to improve their spoken English and employability skills.

Faculty members make optimal use of ICT facilities to deliver their lectures. Seminar hall, final year classrooms and computer labs are equipped with LCD Projectors.

Heads of the Departments conduct Department meetings; they maintain the proceedings of the meetings. They plan the innovative teaching techniques and activities of the department through the meetings. The principal conducts the meeting of the teaching and non-teaching staff to review the academic and extra-curricular aspects.

IQAC meetings are conducted regularly. Meetings of the College Committee are conducted twice a year. The management reviews all the activities of the college through presentation of the Principal and deliberations made in the meeting. The management extends support and guidance in the execution of the plans and programmes effectively and successfully. In this way the curriculum is delivered through a well planned and documented process.

File Description	Document
Upload Additional information	View Document
Link for Additional information	View Document

1.1.2 The institution adheres to the academic calendar including for the conduct of CIE

Answer:

The academic activities and schedule of the CIA tests are planned according to University schedule. The college calendar is prepared for a year well in advance and distributed to every student when they come to college on the first day of an academic year. The calendar contains all information related to examination, evaluation process, payment of fee, Schedule of CIA tests and department activities like Guest lectures, seminars, extension activities and celebration of important days.

Based on the schedule given in the calendar, the HODs insist that their faculty members cover the portions of syllabus for each CIA test, well in advance and revise the portions covered, a few days before the test actually begins. Principal reviews the coverage of syllabus and conduct of examination as per the schedule through HODs meetings.

In order to adhere to the schedule, systematic planning of lessons are done through lesson plans and their implementation is reflected in logbook by each and every faculty member.

File Description	Document
Link for Additional information	View Document

1.1.3 Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the last five years

1. Academic council/BoS of Affiliating university
2. Setting of question papers for UG/PG programs
3. Design and Development of Curriculum for Add on/ certificate/ Diploma Courses
4. Assessment /evaluation process of the affiliating University

Answer: B. Any 3 of the above

File Description	Document
Institutional data in prescribed format	View Document
Details of participation of teachers in various bodies/activities provided as a response to the metric	View Document
Any additional information	View Document

1.2 Academic Flexibility

1.2.1 Percentage of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

Answer: 100

1.2.1.1 Number of Programmes in which CBCS / Elective course system implemented.

Answer: 13

File Description	Document
Minutes of relevant Academic Council/ BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.2.2 Number of Add on /Certificate programs offered during the last five years

Answer: 25

1.2.2.1 How many Add on /Certificate programs are added within the last 5 years.

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
6	5	4	5	5

File Description	Document
List of Add on /Certificate programs	View Document
Brochure or any other document relating to Add on /Certificate programs	View Document
Any additional information	View Document

1.2.3 Average percentage of students enrolled in Certificate/ Add-on programs as against the total number of students during the last five years

Answer: 36.22

1.2.3.1 Number of students enrolled in value added courses (beyond the curriculum) offered year-wise during last five years.

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
429	426	423	467	467

File Description	Document
Details of the students enrolled in Subjects related to certificate/Add-on programs	View Document
Any additional information	View Document

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum

Answer:

Pioneer College is affiliated to Bharathiar University, Coimbatore which designs the curriculum for all programmes offered by the college. The University has integrated Gender, environment and sustainability, human values and professional ethics in its curriculum.

The following courses are offered for all UG programs offered by the college

1.Value education – human rights: The topics covered in this course include Concept of human values, value education towards personal, national and global development, character formation towards positive personality, national and international values, Conflict of cross-cultural influences, mass media, cross-border education, materialistic values, professional challenges and compromise, Modern Challenges of Adolescent Emotions and behavior; Sex and spirituality: Comparison and competition; positive and negative thoughts. Human rights – Rights of women and children.

Human rights day is celebrated on 10th of December every year. The college has designed its own code of conduct for the students and published in the college calendar. The students have to abide by them.

2.Women’s rights: The topics covered in this course include: Laws, Legal Systems and Change, Politics of land and gender in India Women’s Rights: Access to Justice, Crime Against Women –Domestic Violence – Dowry Related Harassment and Dowry Deaths – Molestation – Sexual Abuse and Rape – Loopholes in Practice – Law Enforcement Agency. Women’s Rights Special Women Welfare Laws, Sexual Harassment at Work Places – Rape and Indecent Representation –Immoral Trafficking –Acts Enacted for Women Development and Empowerment - Role of Rape Crisis Centers.

3.Yoga for human excellence: Yoga and physical health, yogasanas, art of nurturing the life force and mind, sublimation, introspection, moralization of desires, neutralization of anger, eradication of worries, benefits of blessings, greatness of friendship, law of nature, purity of thought, deed and cultural education.

All the UG students one hour/week dedicated to practice yoga, which rejuvenates them.

4. Environmental studies: Multidisciplinary nature of environmental studies Natural Resources: Renewable and non-renewable resources: Natural resources and associated problems. Forest resources, Water resources, Mineral resources, Food resources, Energy resources, Land resources, Role of an individual in conservation of natural resources, Equitable use of resources for sustainable lifestyles, bio-diversity and its conservation, environmental pollution.

Eco club and the college NSS conduct regular programmes for environment preservation and sustainability.

Professional ethics

Placement training by our faculty and add course on 'Soft Skill development' help the students to learn ethics at work place.

The following programmes offer courses related to professional ethics

Programme	Course integrating Professional ethics
BBA	Principles of Management
	Organisational behaviour
	Business law
	Communication skills - I
	Communication skills - II
	Campus to corporate
	Soft skills for business
	Business correspondence
	Customer relationship management
	Services marketing
	Advertising and sales promotion
	Human Resource management
	Banking law and practice
B.Com	Business Organisation and Office Management
	Principles of Marketing
	Principles of Management
	Company law and secretarial Practice
	Executive Business Communication
	Banking law and practice
	Principles of Marketing
	Executive Business Communication
B.Com CA	Principles of Management
	Banking and insurance law

File Description	Document
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View Document
Any additional information	View Document

1.3.2 Average percentage of courses that include experiential learning through project work/field work/internship during last five years

Answer: 3.69

1.3.2.1 Number of courses that include experiential learning through project work/field work/internship year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
8	8	7	8	7

File Description	Document
Programme / Curriculum/ Syllabus of the courses	View Document
MoU's with relevant organizations for these courses, if any Average percentage of courses that include experiential learning through project work/field work/internship	View Document

1.3.3 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year

Answer: 19.41

1.3.3.1 Number of students undertaking project work/field work / internships

Answer: 249

File Description	Document
List of programmes and number of students undertaking project work/field work/ /internships	View Document
Any additional information	View Document

1.4 Feedback System

1.4.1 Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders

1) Students

2) Teachers

3) Employers

4) Alumni

Answer: A. All of the above

File Description	Document
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View Document
URL for stakeholder feedback report	View Document

1.4.2 Feedback process of the Institution may be classified as follows:

Options:

- 1. Feedback collected, analysed and action taken and feedback available on website**
- 2. Feedback collected, analysed and action has been taken**
- 3. Feedback collected and analysed**
- 4. Feedback collected**
- 5. Feedback not collected**

Answer: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
Upload any additional information	View Document
URL for feedback report	View Document

2. Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Answer: 83.58

2.1.1.1 Number of students admitted year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
489	436	465	444	437

2.1.1.2 Number of sanctioned seats year wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
672	578	507	495	495

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.1.2 Average percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

Answer: 69.3

2.1.2.1 Number of actual students admitted from the reserved categories year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
207	173	173	174	172

File Description	Document
Average percentage of seats filled against seats reserved	View Document
Any additional information	View Document

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

Answer:

The institution conducts three day orientation programme for freshers after the admission during which they are given insights into the curricular, co-curricular and extra-curricular activities of the college. After the classes begin the slow learners and advanced learners are identified and classified. Special programmes are planned and executed for both as given below:

Advanced learners

Advanced learners are motivated to strive for higher goals. They are provided with additional inputs for better career planning and growth like:

- Extra coaching to secure university ranks
- Motivating them to appear for competitive exams.
- Encouraging them to present papers in seminars/conferences.
- Scholarships and recognition through cash awards to university rank holders.
- Motivating them to take up MOOCs courses/spoken tutorial.
- Involving them in Peer teaching to help the slow learners.

Slow learners

Slow learners are identified from CIA results. The tutors have discussion with them to understand their learning levels and following programmes are conducted to cater to their needs

- Remedial classes are conducted by respective subject in-charge
- Tutors monitor the individual progress of the students and offer need based counseling.
- Peer-peer learning
- PTA meetings are conducted to discuss the challenges faced by the learners and remedial measures to be followed.

The success of the above is observed in advanced learners recognizing their capabilities and taking active part in paper presentations in seminars/conferences etc. The slow learners are able to improve their academic performance.

File Description	Document
Upload any additional information	View Document
Past link for additional Information	View Document

2.2.2 Student- Full time teacher ratio (Data for the latest completed academic year)

Answer: 20.37

File Description	Document
Any additional information	View Document

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Answer:

In this dynamic world, we need to produce graduates who are able to face challenges and adopt innovative and creative means in problem solving in their respective professions. We follow the following learner-centric methods like experiential learning, participative learning, blended learning, pragmatic learning, personalized learning etc

Experiential learning

All the final year UG and PG students have project work as a part of their curriculum. They learn by undertaking project in their subject area of interest. BBA, B.Com, B.Com CA and M.Com students have to undergo internship/institutional training for a month during their summer vacation in their second year of study. This provides them practical learning experience. BBA, B.Com and B.Com CA students organize 'Mega Marketing Mela' – 'Pioneer Mart' every year, through which they learn marketing skills.

Other experiential learning techniques followed are:

- Role play and Management games(AdZap, Business quiz, etc)
- Designing invitations for seminar/conferences
- Report writing
- Hands on training through workshops
- Yoga for human excellence

Participative learning

Clubs at our college are by the students of the students and for the students. There are six clubs: literary club, eco club, skill club, etiquette club, craft club and cultural club. Through these clubs the students not only participate in extra-curricular activities but also explore the other(talent) side of their personality. Literature, dance, song, drama, debate, elocution, presentation, communication, hand craft, personal grooming and environment are the areas in which students develop their skills making them ready for employment and life. College day, Sports day, Teachers day, Fresher's day, Pongal, Diwali, Christmas and Inter-collegiate meets are all celebrated in a grand way. These fests sharpen students' soft skills as they learn how to work in teams, resource (5Ms – Men, Money, Materials, Machines and Methods) allocation, innovative/creative thinking and problem solving.

ICT based learning:

ICT learning methods like flipped classes, projectors, computers and laptops are widely used in classes. Students also use a wide variety of e-resources like e-PG Pathshala, YouTube channels, e-books, e-journals, and the like. Library also has an e-section which has 7 computers where the students can learn e-resources in the library. Wi-fi enabled campus allows free internet access. Library also provides remote access to e-resources. The students also can make use of learning materials provided by their teachers through College Learning Management System.

Aptitude training: One hour/week is dedicated exclusively for Aptitude training handled by the Mathematics department faculty for all the students irrespective of their Programmes. This is in addition to placement training.

Soft skill training: Two hours/week are allotted to soft skill training which is handled by English department faculty in the English Language lab.

Other learning methods include

- Lecture method
- Group learning
- Case study analysis

File Description	Document
Upload any additional information	View Document
Link for additional information	View Document

2.3.2 Teachers use ICT enabled tools for effective teaching-learning process.

Answer:

ICT is an umbrella term that includes computers, internet and audio-visual system which enables the users to access, store and transmit data in digital form.

The college is a digital campus and has implemented College Management System. All the academic and administrative functions including library and examination is conducted through the College Management System(CMS). LMS(Learning Management System) is an integral part of this CMS, through which the faculty upload their course material (text document, Power Point presentation and videos) in the LMS, conduct test/quiz and assign work to the students. The CMS is also available as mobile app where the student can access the LMS through their mobile phones whenever they want.

Remote access to e-resources of the library is also provided in the college website which is also mobile-friendly. The library has a D Space with 7 computers to access e-resources. All students have registered in NDL. Our college has a local chapter in SWAYAM/NPTEL and students and faculty members have registered for online courses.

All the laboratories, final year class rooms and seminar hall have fixed LCD projectors with audio-visual facility. The campus is wi-fi enabled.

All the teachers use ICT tools for teaching-learning. As the present students are Net Geners(Children grown up surrounded by digital media) engaging them in the class room, gaining their attention and arousing curiosity is a challenging task for the teachers. Our faculty not only use LMS but also use other Apps and tools to arouse the curiosity and make learning interesting.

File Description	Document
Upload any additional information	View Document
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View Document

2.3.3 Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

Answer: 25.16

2.3.3.1 Number of mentors

Answer: 51

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll.	View Document
mentor/mentee ratio	View Document
Circulars pertaining to assigning mentors to mentees	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Answer: 100

File Description	Document
Year wise full time teachers and sanctioned posts for	View Document

5years(Data Template)	
List of the faculty members authenticated by the Head of HEI	View Document

2.4.2 Average percentage of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Answer: 6.27

2.4.2.1 Number of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
3	4	4	4	4

File Description	Document
List of number of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. and number of full time teachers for 5 years (Data Template)	View Document
Any additional information	View Document

2.4.3 Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)

Answer: 8.1

2.4.3.1 Total experience of full-time teachers

Answer: 510

File Description	Document
List of Teachers including their PAN, designation, dept and experience details(Data Template)	View Document
Any additional information	View Document

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal assessment is transparent and robust in terms of frequency and mode

Answer:

The College has an Examination coordination committee which handles the conduct of internal and end semester examinations of the college. The well planned schedule of exams given in the college calendar helps in advance preparations. The students are assessed at various levels: knowledge, understanding and application of knowledge.

Orientation on CIA

Students are made aware of the evaluation process through the following

- Orientation programme at the beginning of the semester.
- Academic calendar with schedule of CIA examinations.

- Display in College and department notice boards.
- Through Tutorial meetings

Student circular

Dates of the CIA tests are notified in the college and department notice boards and sent as circular to each class and announced by faculty in the class atleast 10 days in advance. Dates of submission of assignments are announced in the class by the respective faculty members. The College ensures that all the students are aware of the evaluation process through the college calendar. The students and parents are apprised about evaluation process in the orientation programme conducted at the beginning of the year.

Distribution of answer scripts

The valued CIA answer scripts will be distributed to the students one week after the conduct of every CIA test. The faculty discusses the performance with each student while distributing the valued answer scripts. The answer script will be reviewed by the student and clarifications if any can be sought with the concerned faculty member. The answer scripts are endorsed by the students and returned back.

The students who have grievance regarding the internal assessment system or marks can represent their grievances to their Department heads, student grievance redressal committee and to the Principal.

The performance of students is discussed in the tutorial meetings and entered in the tutorial record.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

2.5.2 Mechanism to deal with internal/external examination related grievances is transparent, time-bound and efficient

Answer:

Students are oriented about the evaluation (both internal and external) system by the Heads of the Departments and respective class tutors. The college has a tradition of conducting the internal assessment tests systematically and the students are asked to write the tests for the entire scheduled time of the test so that they get writing practice. The test papers of both theory and practical are distributed to the students within three days from the date of completion of the internal tests. The students shall go through the answer script, check and acknowledge the marks secured and return the paper to the faculty concerned. The test papers are preserved in the department till the marks are published by the University. Grievances related to CIA tests are handled by the respective subject teacher. If the student is not satisfied with the evaluation of the subject teacher, he/she shall report to the class tutor or to the Head of the Department. Head of the department handles the grievances and tries to solve it at the department level.

If the student is not satisfied with the decision of the Head of the department he can appeal the matter to the Examination co-ordination committee. The committee meets regularly to decide the plan of schedule for the conduct of CIA tests and to resolve matters that arise now and then. The College also has students' grievance redressal committee to which the aggrieved students can represent their issues and get resolved. The students can also represent their grievances directly to the Principal of the college and get remedy.

File Description	Document
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Any additional information	View Document
Link for additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Answer:

The College website states the vision, objectives, program outcomes, program specific outcomes and course outcomes of all the departments. The college website also highlights the achievements of students and list of jobs that students get after completion of different programmes. Alumni of the departments are invited for the orientation programme of the first year students to explain the Programme outcomes and Programme specific outcomes. They also express their achievements, which encourages the new comers to involve themselves in various programs and events of the college.

As the College is affiliated to Bharathiar University, the Programme Outcomes and Programme specific outcomes are framed by the Heads of the Departments as per University syllabus and guidelines. Department meetings are convened to discuss the Programme outcomes and plans to attain the learning outcomes. The faculty incharge of each course develop the course outcome and course objectives by matching the syllabus contents with deliverables. The lesson plan is prepared by faculty concerned and approved by the Heads of the departments.

Suggestions and reviews given by the stakeholders on POs and PSOs are discussed in the department meetings and IQAC meetings and are represented to Bharathiar University in Senate meetings and BoS meetings.

The syllabus and the learning objectives are available in the BU website for reference, the copy of which is maintained in the department and college library. The faculty discusses the learning objectives and expected outcomes for each course at the beginning of the semester as well as before starting each unit of the syllabus.

File Description	Document
Upload COs for all Programmes (exemplars from Glossary)	View Document
Upload any additional information	View Document
Past link for Additional information	View Document

2.6.2 Attainment of programme outcomes and course outcomes are evaluated by the institution.

Answer:

Attainment of Course Outcomes

Course outcomes are narrow statements that describe what students should learn from the course and what they should be able to do at the end of the course. The attainment of course outcome is directly measured by the score that students secure in CIA tests and ESE tests and the competencies they acquire after completion of the course which is measured from their placement record or entrepreneurship and progression to higher studies.

Attainment of Programme Outcomes and Programme specific Outcomes.

Programme Outcomes are broader statements that describe what the students are expected to know and able to do upon graduation. Programme specific outcomes state the learning outcomes of a specific

Programme.

POs and PSOs are attained through attainment of Course outcomes.

CO attainment level is set for the program and courses based on the continuous internal assessment and semester examinations.

Attainment of a CO in a course is set as = 25% from Continuous Internal Assessment (Inclusive of assignments)+75% from semester end Comprehensive Examinations

The CO attainment is measured using the following rules:

- **High** - 60% and above of students scoring more than 60% of marks
- **Medium** - 50% and above of students scoring more than 60% of marks
- **Low** - less than 50% of students scoring more than 60% of marks

The College evaluates the students as class toppers every year and awards them proficiency certificates and Best outgoing students are identified in each department and recognized in the College day celebration. Best Outgoing students are identified based on academic performance, attendance, participation in curricular and extra-curricular activities. University rank holders are honoured with cash prizes, medals and rank certificate at the Graduation day.

The attainment of Programme outcomes are indirectly measured by the level of confidence they gain in interacting with the society, their ability to face challenges, their interest in lifelong learning which cannot be measured immediately and only in the long run, which is measured through Alumni feedback survey conducted during Alumni association meetings and deliberations made in the meeting.

File Description	Document
Upload any additional information	View Document
Paste link for Additional information	View Document

2.6.3 Average pass percentage of Students during last five years

Answer: 86.31

2.6.3.1 Number of final year students who passed the university examination year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
332	333	337	331	372

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
382	385	386	388	435

File Description	Document
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View Document
Upload any additional information	View Document
Paste link for the annual report	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Answer: 3.46

File Description	Document
Upload database of all currently enrolled students (Data Template)	View Document

3. Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants received from Government and non-governmental agencies for research projects, endowments, Chairs in the institution during the last five years (INR in Lakhs)

Answer: 0

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
List of endowments / projects with details of grants	View Document

3.1.2 Percentage of teachers recognized as research guides (latest completed academic year)

Answer: 4.76

3.1.2.1 Number of teachers recognized as research guides

Answer: 3

File Description	Document
Any additional information	View Document

3.1.3 Percentage of departments having Research projects funded by government and non government agencies during the last five years

Answer: 0

3.1.3.1 Number of departments having Research projects funded by government and non-government agencies during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

3.1.3.2 Number of departments offering academic programmes

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
9	9	7	7	7

File Description	Document
List of research projects and funding details	View Document

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Answer:

The College encourages innovation and instills entrepreneurial spirit in the young minds through academic, research and extension activities.

The College has an **Entrepreneurship Development Cell(EDC)** with the main objective of imparting innovation and entrepreneurship among the students and faculty members. The cell conducts entrepreneurship development programmes, entrepreneurship awareness camps(in association with EDII, Gujarat) and faculty development programmes which are found to be very productive in creating innovation and entrepreneurial culture among the students.

IPR Cell: IPR cell committed to the development of innovation and creative ideas among the faculty and students. The cell organises seminars and workshops related to Intellectual Property Rights, innovation and research with industry and academic experts.

Craft club and skill club of college provides non-formal skill training like jewellery making, nail art, mehendi, woolen scarf, hair band, interior decoration, flower vase making, soap making, mat-making from rugs, wealth out of waste, embroidery, Photoshop workshop, assembling computer and Spiral machine in the college was used to train the students on spiral binding to enable the students to earn a revenue.

Our College is member of **ICT Academy**, through which our faculty are trained on PHP, R Programming, Python, Big Data analytics, Cloud computing, sales force-BPX, Presentation skills and team building. The knowledge gained through these programmes is transferred to the learners in the classroom. The students regularly participate in the Youth leadership summit and workshops organized by ICT Academy of Tamilnadu Government.

The College has constituted a **Research Co-ordination Committee** to coordinate and facilitate research activities in the College. The committee encourages faculty and students to undertake research projects. The college library has a rich stock of journals, reference books and e-resources with internet facility and remote access to students and faculty to promote research activities.

IQAC of the college promotes innovation culture through its quality initiatives like Workshops on Intellectual Property Rights, GST transactions in Tally, Awareness on Capital markets, Basics of PHP, interaction with entrepreneurs, monitoring the activities of the departments and the college as a whole.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

3.2.2 Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the last five years

Answer: 11

3.2.2.1 Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
6	3	2	0	0

File Description	Document
Report of the event	View Document
List of workshops/seminars during last 5 years	View Document
Any additional information	View Document

3.3 Research Publications and Awards

3.3.1 Number of Ph.Ds registered per eligible teacher during the last five years

Answer: 5.33

3.3.1.1 How many Ph.Ds registered per eligible teacher within last five years

Answer: 16

3.3.1.2 Number of teachers recognized as guides during the last five years

Answer: 3

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document
Any additional information	View Document
URL to the research page on HEI website	View Document

3.3.2 Number of research papers per teachers in the Journals notified on UGC website during the last five years

Answer: 0.35

3.3.2.1 Number of research papers in the Journals notified on UGC website during the last five years.

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
11	8	1	1	0

File Description	Document
List of research papers by title, author, department, name and year of publication	View Document

3.3.3 Number of books and chapters in edited volumes/books published and papers published in national/international conference proceedings per teacher during last five years

Answer: 2.58

3.3.3.1 Total number of books and chapters in edited volumes/books published and papers in national/international conference proceedings year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
45	32	41	7	32

File Description	Document
List books and chapters edited volumes/ books published	View Document
Any additional information	View Document

3.4 Extension Activities

3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.

Answer:

The College has Four NSS units with a 400 volunteers who carry out extension activities as per the curriculum. The National Service Scheme(NSS) of the College is very active and vibrant in engaging the community through social service and extension activities. The NSS of our college has adopted 4 villages for 4 units and have organized 26 swatch bharath cleaning programmes, 11 awareness rallies, 5 pulse polio immunization programmes, 11 medical camps, 15 stage plays and street plays, 8 blood donation camps, 55 awareness lectures/programmes and 3 solid waste management programmes in the last five years. The students get exposed to the socio-economic problems of the less privileged section of the society in the neighbourhood through these outreach programmes which leads to their holistic development.

In addition as per the College IQAC norms every department conducts two extension activities per semester. They are:– teaching Computer Basics to Tribal Students, inculcating the importance of Higher Education to rural people, conducting Computer classes for XII Students, distribution of stationary items and clothes to the tribal children, guiding in banking process during demonetization, The joy of giving week, distribution of snacks and sweets to old age Home, The joy of giving week - distribution of Food at Government hospital, Mettupalayam, stationery items to Govt. School children, Pongal celebration with Govt. School children, consumer awareness exhibition and voter's awareness programme.

File Description	Document
Upload any additional information	View Document

Paste link for additional information	View Document
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3.4.2 Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years

Answer: 2

3.4.2.1 Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	1	0

File Description	Document
Number of awards for extension activities in last 5 year	View Document
e-copy of the award letters	View Document

3.4.3 Number of extension and outreach Programmes conducted by the institution through NSS/ NCC/ Red Cross/ YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc.) and / or those organised in collaboration with industry, community and NGOs during the last five years.

Answer: 70

3.4.3.1 Number of extension and outreach Programmes conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
14	13	14	17	12

File Description	Document
Reports of the event organized	View Document
Number of extension and outreach Programmes conducted with industry, community etc for the last five years	View Document

3.4.4 Average percentage of students participating in extension activities at 3.4.3. above during last five years

Answer: 61.22

3.4.4.1 Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
593	398	1210	957	578

File Description	Document
Report of the event	View Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document

3.5 Collaboration

3.5.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year

Answer: 75

3.5.1.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
15	15	18	14	13

File Description	Document
e-copies of related Document	View Document
Details of Collaborative activities with institutions/industries for research, Faculty exchange, Student exchange/ internship	View Document
Any additional information	View Document

3.5.2 Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the last five years

Answer: 27

3.5.2.1 Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
5	6	5	5	6

File Description	Document
e-Copies of the MoUs with institution/ industry/corporate houses	View Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document

4. Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

Answer:

The College is situated away from the city atmosphere on the Mettupalayam-Coimbatore highway with a peaceful eco-friendly atmosphere in a sprawling 15 acre campus.

The College has got a good infrastructure facility for effective teaching-learning atmosphere. It is the policy of the management to offer the best possible infrastructure to the wards. Thus the creation and enhancement is need-based.

The College was established in 1998 with only three programmes with seven faculty members. Now it has grown up in dynamic proportion with 7 UG (Regular), 2 PG(Regular), 4 Research (M.Phil(Fulltime and Part-time) and Ph.D(Fulltime and Part-time)) Programmes. Now there are 63 faculty members.

The College has two hostels in separate buildings for men and women students. College Bus facility(10 buses) is available to the students coming from remote villages at affordable cost.

- 26 well furnished classrooms with fixed LCD projectors in final year classrooms with adequate lighting and ventilation.
- Intercom/internet and wi-fi connectivity are available
- 4 computer labs with fixed LCD Projectors and black board with 227 computers 3 for UG students and 1 for PG students.
- 2 computer labs for basic learners with 56 computers.
- The college has English language laboratory to improve the communication skills of the students.
- There is 1 air-conditioned seminar hall with a fixed LCD projector with a capacity of accommodating 150 students.
- One central library with 7 computers with printer cum scanner for the students to use e-resources.
- Five department libraries with 7 computer systems in each department.
- One auditorium accommodating 1200 students.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.2 The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga etc.

Answer:

The College is extending equal importance to extra-curricular activities like games, sports, yoga and cultural activities.

- The College has facilities for **indoor games** like table-tennis, chess and carrom.
- Facilities to play **outdoor games** like cricket, handball, football, volleyball, throw ball and Kabbadi for men and kho-kho, kabbadi, volleyball, throw ball and tennikoit for women are available.
- There are **5 playgrounds** for both boys and girls.
- The **faculty** members of the College have **sponsored rolling trophies** to be given to the teams who emerge as winners in the annual sports meet in various games/events viz., cricket, volleyball, ball badminton, kabbadi, kho-kho etc for men and women separately.
- The yoga is taught for both girls and boys separately in the open space and in the Auditorium by our student volunteers.
- The faculty also use the ground for developing and maintaining their physical fitness.

- **Protected water supply is assured for the faculty and students with the provision of water doctors in all the floors.**
- **Separate room is provided for 4 NSS units to store the equipments and keep the records.**
- There is an auditorium with inbuilt audio-video system accommodating 1200 students. Thus there is required infrastructural support for cultural activities both for rehearsals and final performances.

The auditorium is utilized for celebrating college day, graduation day, fresher's day, alumni meet, PTA meet, placement day, teachers day and for conducting seminars, symposiums, conferences, FDPs, exhibitions etc.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. (Data for the latest completed academic year)

Answer: 22.22

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Answer: 6

File Description	Document
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.4 Average percentage of expenditure, excluding salary for infrastructure augmentation during last five years(INR in Lakhs)

Answer: 3.34

4.1.4.1 Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
1.40	10.96	1.68	.63	.94

File Description	Document
Upload Details of budget allocation, excluding salary during the last five years (Data Template)	View Document
Upload audited utilization statements	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS)

Answer:

Central library of the college has more than 8000 books, National and International journals & magazines. The library has a calm atmosphere conducive for learning. The fully automated library is continuously adding more books in all relevant subjects every year.

Back volumes of journals, project reports and university question papers are bound and kept separately for reference. Apart from central library, all departments have their own separate department libraries.

Digital library: Seven Computers are available in the library for the students and faculty to access e-resources

Reprography: Reprographic facility is available. Students are allowed to take photocopy of books and journals free of cost

Remote Access: Remote access to e-books and e-journals are provided to faculty and students through N-List Login

- Name of ILMS software – myLinsy library management software
- Nature of automation (fully or partially) - Partially
- Year of Automation - 2015

File Description	Document
Upload any additional information	View Document
Paste link for Additional Information	View Document

4.2.2 The institution has subscription for the following e-resources

1. e-journals
2. e-ShodhSindhu
3. Shodhganga Membership
4. e-books
5. Databases
6. Remote access to e-resources

Answer: A. Any 4 or more of the above

File Description	Document
Upload any additional information	View Document
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership, Remote access to library resources, Web interface etc (Data Template)	View Document

4.2.3 Average annual expenditure for purchase of books/e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

Answer: 0.35

4.2.3.1 Annual expenditure of purchase of books/e-books and subscription to journals/e-journals year wise during last five years (INR in Lakhs)

Answer:

2018-19 2017-18 2016-17 2015-16 2014-15
 .75 .54 .12 .22 .11

File Description	Document
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the last five years (Data Template)	View Document
Audited statements of accounts	View Document
Any additional information	View Document

4.2.4 Percentage per day usage of library by teachers and students during the last completed academic year

Answer: 11.14

4.2.4.1 Number of teachers and students using library per day over last one year

Answer: 150

File Description	Document
Details of library usage by teachers and students	View Document
Any additional information	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Answer:

- The College has 4 Computer labs 227 computers with internet and LAN facility for regular learning and 2 computer labs with 56 computers for basic learning.
- All the departments have computers with internet facility for the use of the faculty members.
- There are 7 computers and 1 printer with scanner in the library with internet access for the use of the students and faculty.
- There are 2 computers, 1 laptop and one printer with scanner in the office and 1 computer, 1 laptop and 1 colour printer in the Principal's room.
- All the labs, Seminar hall and final year classrooms have fixed LCD projectors.
- The college has 24x7 wi-fi connection (1:1 leased line) with a speed of 10 mbps.

All these IT facilities are regularly updated and well monitored by the respective faculty in-charges.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.3.2 Student - Computer ratio (Data for the latest completed academic year)

Answer: 4.53

File Description	Document
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Upload any additional information	View Document
Student – computer ratio	View Document

4.3.3 Bandwidth of internet connection in the Institution

Answer: D. 05 MBPS – 10 MBPS

File Description	Document
Upload any additional Information	View Document
Details of available bandwidth of internet connection in the Institution	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Average percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years(INR in Lakhs)

Answer: 11.37

4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year-wise during the last five years (INR in lakhs)

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
26.61	8.95	6.55	1.62	11.81

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View Document
Audited statements of accounts	View Document

4.4.2 There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Answer:

- The college has a team of housekeeping staff headed by Office superintendent to oversee the maintenance of buildings, classrooms, laboratories, Hostels, Sports facilities, Solid and liquid waste management, auditorium and other facilities in the campus. Adequate in-house staff are employed to maintain hygiene and cleanliness in the campus.
- The Office superintendent organizes, supervises and coordinates the work of housekeeping staff on a day- to- day basis. Furniture maintenance is on annual basis during the summer vacation.
- The security staff are in charge of the surveillance at the College gate and vehicle parking within the campus. Campus Surveillance is taken care by CCTVs and other security arrangements.
- Transport facilities are monitored and maintained by the Transport Officer. Annual maintenance of vehicles is done promptly at the end of the academic year.
- Fire safety equipments installed in all labs and in all departments are maintained by the respective departments.
- Teaching aids such as LCD Projectors, Laptops, Desktops, Printers, Wi-Fi, etc., are maintained by the lab administrator and a periodic audit is conducted to keep the devices in appropriate condition.
- Library Books found damaged are frequently checked and being repaired. Annual pest control measures are taken and books are preserved Reprographic facilities are available.
- Regular pruning and watering of trees, plants and potted plants are done by the gardener
- Sports facilities - The indoor games facilities are kept clean and are maintained as per the specifications. Housekeeping staff takes care of the play courts and Jumping pits.

- The website coordinator ensures that college website is updated time to time. Moreover all important notices concerning academics, examinations, assignments are uploaded on the website duly approved by the college Principal.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

5.Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

Answer: 9.95

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
94	122	114	137	139

File Description	Document
upload self attested letter with the list of students sanctioned scholarship	View Document
Upload any additional information Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years (Data Template)	View Document

5.1.2 Average percentage of students benefitted by scholarships, freeships etc. provided by the institution / non- government agencies during the last five years

Answer: 3.98

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution / non- government agencies year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
54	39	68	46	37

File Description	Document
Upload any additional information	View Document
Number of students benefited by scholarships and freeships institution / non- government agencies in last 5 years (Date Template)	View Document

5.1.3 Capacity building and skills enhancement initiatives taken by the institution include the following

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Answer: A. All of the above

File Description	Document
Details of capability building and skills enhancement initiatives (Data Template)	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years

Answer: 109.86

5.1.4.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
1515	1439	1266	240	2215

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document
Any additional information	View Document

5.1.5 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. *Implementation of guidelines of statutory/regulatory bodies*
2. *Organisation wide awareness and undertakings on policies with zero tolerance*
3. *Mechanisms for submission of online/offline students' grievances*
4. *Timely redressal of the grievances through appropriate committees*

Answer: B. 3 of the above

File Description	Document
Upload any additional information	View Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Answer: 31.62

5.2.1.1 Number of outgoing students placed year - wise during the last five years.

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
125	195	115	80	28

File Description	Document
Upload any additional information	View Document
Details of student placement during the last five years (Data Template)	View Document

5.2.2 Average percentage of students progressing to higher education during the last five years

Answer: 99.01

5.2.2.1 Number of outgoing student progression to higher education during last five years

Answer: 301

File Description	Document
Upload supporting data for student/alumni	View Document
Details of student progression to higher education (Data Template)	View Document

5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT/JAM/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Answer: 0

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, etc.)) year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Number of students qualifying in state/ national/ international level examinations during the last five years (Data Template)	View Document

5.3 Student Participation and Activities

5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the last five years.

Answer: 67

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) year-wise during the last five years.

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
22	19	19	3	4

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national/international level during the last five year	View Document
e-copies of award letters and certificates	View Document

5.3.2 Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)

Answer:

Student Council

The student Council is active, fully functional and council meetings are conducted regularly. The Student council has 1 chairman, 1 secretary and 1 joint secretary nominated by the Principal on recommendation by the Heads of various departments. The student council has all heads of departments and representatives from each class as its members which meet and discuss the activities of the college, grievances in academic and administrative matters which are dealt with immediately. The students chairman is a member of the IQAC of the college and takes active part in IQAC meetings and initiatives.

Representation in Statutory committees

The Anti-ragging committee and Internal Complaints Committee functions in the campus with representatives as per the UGC guidelines. The student representatives in these committees help the faculty members to curb ragging and to redress students' grievances.

All the programmes/activities, Co-Curricular of all the departments are carried out with duly appointed student representatives.

Representation in non-statutory committees and clubs:

Student representatives are also included in non-statutory committees like student grievance redressal committee, admission committee, library advisory committee, NSS advisory committee, College calendar committee, college magazine committee and cultural committee.

All the students shall enroll themselves in any one of the six clubs – literary club, cultural club, skill club, eco club, cultural club and etiquette club to enhance their skills in their interested field.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

5.3.3 Average number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions)

Answer: 49.4

5.3.3.1 Number of sports and cultural events/competitions in which students of the Institution participated year-wise during last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
39	107	55	38	8

File Description	Document
Report of the event	View Document
Number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions) (Data Template)	View Document

5.4 Alumni Engagement

5.4.1 There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Answer:

The institution has a registered and functional Alumni Association named 'PIONEER COLLEGE OF ARTS AND SCIENCE ALUMNI ASSOCIATION' (Vide Rule 8 of Tamil Nadu Society's Registration Rule, 1978, under section 10 of the Tamil Nadu Act 1975 (S.No: 306/2013)).

The Alumni Association meeting is conducted regularly once in a year preferably in the second Sunday of July every year. The Alumni Association of our college supports and engages alumni community worldwide and is a forum to develop bondages and life-long association between the alumni and the present students of the institute to build the reputation of the college. All the outgoing students of our college are inducted into the Alumni Association.

Our alumni are an asset to the institution; their contributions and involvement include:

- They are active members of IQAC.
- Our Alumni who are renowned academicians are invited as resource persons in academic programmes like Guest lectures/Seminars/ workshops and share their expertise with the students

and the faculty.

- Alumni well placed in IT/Banking/Government Sectors are invited to give special lectures to stimulate confidence and ignite the students to aim for their Career.
- Alumni make constructive word - of - mouth promotion about the college during the admissions every year and facilitate the institution to admit considerable number of students.
- Alumni are introduced as role models to inculcate the entrepreneurial skills.

Contribution from Alumni and Alumni association fund are given below:

- An Amount of Rs.15000/- was donated towards Chennai flood relief on 9.12.2015
- Rs.1,15,000/- was contributed towards purchase of artificial legs for a student of Govt. Arts college, Coimbatore who lost his legs in a train accident.
- Rs.50,441/- was donated from the fund towards cancer treatment of Mrs.V.Kalamani w/o Vellingiri at GKNM Hospital.
- Rs.10000/- was given as scholarship to two BCA students to pursue their studies.
- Two Alumni donated an amount of Rs.10,000/- towards education of poor students of the college in the year 2015.
- Four Alumni donated Rs.5000/- each towards education of poor students of the college in the year 2016.
- An Alumnus of 2001-2004 batch donated Rs.10,000/- towards education of needy students in the year 2017.
- An alumnus of 2004-07 donated an amount of Rs.20,000/- towards scholarship of poor students in the year 2018.
- 4 alumni from 2001-04 batch have contributed RS.5000/- towards scholarship of needy students in the year 2018.
- An amount of 2,27,000 was spent for the maintenance of the college Auditorium in the year 2018-2019.

Our College has the rich tradition of inducting our Alumni as our Faculty

Our College Auditorium is maintained by the Alumni association.

Some of our notable illustrious alumni are:

- Bobby Simha – National award winning Film actor, Chennai
- Ku.Karthik – Lyricist, Music composer, Chennai
- Srividhya – Serial actress, Chennai
- Amudha.R – TCS, Melbourne, Australia
- Sabin.A.S. – Landmark, UAE.
- Gowrishankar.P – Project lead, CTS, London
- Anup Kuttamani – National Australia Bank, Melbourne, Australia
- Stephenraj.A. – Google student Ambassador

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

5.4.2 Alumni contribution during the last five years (INR in lakhs)

Answer: E. <1 Lakhs

File Description	Document
Upload any additional information	View Document

[Link for any additional information](#)
[View Document](#)

6. Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of and in tune with the vision and mission of the institution

Answer:

The Institution paves way for the welfare of the students to strive for excellence in education for maximum utilisation of knowledge and expertise of teaching fraternity and education for betterment of weaker sections of the society

The Institution aims at and takes great effort for providing an excellent education to the students of economically backward area and helps them in improvement of knowledge. Teachers play an immense part in the upliftment and welfare of the students for their successful future.

The social setting in this region relies on meagre income from agriculture, mill work, petty business, coolie, vending and salary earned from industry employment. 95% of the students of the College are first generation learners and are economically poor and downtrodden and the institution is like savior to them to pursue their higher education dreams. Our strength is our sound pedagogy to teach in Tamil (Mother tongue of 90% of our students) that has withstood the test of time. One of the standout features of education at Pioneer College is its unique bilingualism. Faculties take much effort to teach Tamil medium students in Tamil and in English in the first two semesters and transform them to become executives, entrepreneurs and leaders of tomorrow with self- confidence and efficiency.

The College translates its vision through quality research followed by innovative teaching and transferring of knowledge to students through classroom teaching, extension and project based learning. The college also ensures quality sustenance and quality enhancement through vigilant monitoring and assessing the current needs of stakeholders.

In addition to academics, the required soft skills are imparted through out-sourced **addon programme** which provide our students an edge over others in placements. There is another value added programme 'Art of blissful living' which enables the students face their emotional disturbances or instabilities to live a happy and satisfied life. The college endorses the culture and values of the Nation by celebrating important festivals (Pongal, Onam, Margazhi utsavam, Christmas) and important days like Independence day, Republic day, Human rights day, Navy day, Armed forces flag day, Consumer rights day etc. The students imbibe the respective values through these celebrations.

Personal care of the top management from higher level till the lowest level has made the employees to put an extra effort in their work. Ample opportunities are provided for professional development of teachers by providing adequate financial support services and necessary leave of absence. A total of 43 training programmes were organized for the teaching/non-teaching members during last five years. A structured system of performance appraisal for teaching faculty is in place. Academic and Administrative audits are conducted for reviewing the quality and effectiveness of academic and administrative processes. Internal Quality Assurance Cell plays a pivotal role in maintaining quality standards to attain excellence and has conducted about 7 quality enhancement initiatives in the last five years.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.1.2 The effective leadership is visible in various institutional practices such as decentralization and participative management

Answer:

At Pioneer College, authority is decentralized and delegated so that good leaders emerge at various levels. The leadership matrix and architecture from top – down comprises of College committee at the apex followed by Principal, Heads of various departments, Statutory and non-statutory committees, faculty members and student council representatives.

Regular meetings are conducted – HoDs with the Principal, Faculty with the principal and Department meetings so that grievance of any kind are met immediately.

Decentralised and participative management is seen in every endeavour as each department/ faculty function as separate unit in implementing student-centric approaches. This gives the faculty a sense of belongingness to the college.

“Pioneer is an institution built upon faith, fortitude and commitment”

- The meetings of the Principal with the Heads of the Departments make the administrative work decentralized.
- The Academic coordinator assigns daily work schedule to the non-teaching staff and she convenes meetings with the non-teaching staff whenever necessary.
- Examination committee monitors all the activities relating to CIA tests and University examinations
- The Placement cell takes care of training and placement activities.
- Internal Compliance Committee, Discipline Committee, Anti-Ragging Committee, Admission Committee, Examination Committee, Students grievance redressal committee, faculty grievance redressal committee, Library advisory committee, sports advisory committee, ED cell and Placement Cell are some of the committees and the committee members take care of the related issues.
- Senior faculty takes care of UGC/University/Directorate of Collegiate Education / AISHE, NIRF and NAAC related work.
- IQAC contributes to the enhancement of academic quality in the college.

Every year Teachers day is celebrated in a grand manner. A classy get together is hosted by the Management at the College for the teachers of all its sister institutions. On this day the faculty members freely talk to the Members of the College Management about the progress and development of the College.

Suitable leadership positions and timely promotions are given to the faculty members based on their performance and seniority. The instances include Assistant Professors being elevated to the cadre of Associate Professors and some of them are promoted as Heads of the Departments

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.2 Strategy Development and Deployment**6.2.1 The institutional Strategic / Perspective plan is effectively deployed****Answer:**

The strategic plan is born out of the forward thinking of the management in taking the institution even further in academic and administrative aspects and thereby enhancing the overall quality of the college. The strategic plan of the college is in line with the vision and mission of the institution. Education and employment alone can lift a man from ignorance and give him a responsible living. This is the motto of our college as well.

‘Academic excellence with good employment’ is the strategic plan right from the inception of the college.

This strategic plan is implemented through the following series of action plan with accountability being defined and the progress is reviewed at every stage and corrective measures are taken immediately wherever necessary.

Action plan for academic excellence and placement

S.No	Tasks	Responsibility	Follow-up/Corrective measures
1.	Students bio-data – identify the academic and financial background of the students	Class tutors (One for every 30 students)	Apply for scholarships (Govt as well as private)
2.	Bridge course	Subject in-charge	Feedback analysis -Report
3.	Time table – work load	Head of the department	Alternate arrangements whenever a faculty is on leave
4.	Lesson plan – coverage of syllabus	Subject in-charge	Feedback analysis - Report
5.	Notes of lesson – including latest developments	Subject in-charge	Make it available to the students either online or offline
6.	Log book – attendance	Subject in-charge	Late comers/ Frequent Absentees are noted for counselling
7.	Internal assessment tests	Exam cell	Retests for absentees/ OD students/ failures
8.	Assignments	Subject in-charge	Discussion of performance with students
9.	Identification of slow learners	Class tutors	Conduct counselling sessions – identify the problem.
10.	Additional coaching classes	Subject in-charge	Regular monitoring of performance
11.	Remedial classes	Class tutors	Review meetings of result analysis
12.	Classes for advanced learners	Class tutors	Suggest online courses/ competitive examinations
13.	Question banks – Revision/discussion of important questions	Subject in-charge	Make it available for reference.
14.	Mathematics aptitude class	Mathematics department	Regular tests are conducted and performance is monitored
15.	English aptitude class	English department	Progress is monitored
16.	PTA meetings - Discussion of wards’ performance with the parents.	Faculty incharge	Parents suggestions are sought for further improvements
17.	Guest lectures/	Faculty incharge	Feed back – analysis –

seminars/ workshops – gain knowledge on latest techniques and trends		action plan.
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The institution has created meaningful and remarkable plans to achieve the mission and vision of the College. Tutor – ward system is very strong in identifying the challenges or problems faced by the students in continuing their education and progressing in their studies. Personal counseling is given by the tutors wherever necessary. If required, they are referred to counseling committee of the college. Every department has a department library through which the books are distributed to needy students. Additional coaching classes, remedial classes, English and Mathematics Aptitude classes are conducted regularly to improve their employability.

Success of this plan is evident through the **university ranks we have secured so far and the placement record** of the students.

File Description	Document
Upload any additional information	View Document
strategic Plan and deployment documents on the website	View Document
Paste link for additional information	View Document

6.2.2 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Answer:

Pioneer College of Arts and Science has the following statutory and non-statutory bodies

Statutory Committees

- 1. College Committee:** The College Committee is the apex body which runs the college. The main objective of the committee is to look into the administration of the College.
- 2. Internal Complaints Committee:** Internal Complaint Committee has been constituted under the chairmanship of the Principal with a prime objective to provide protection against sexual harassment of women at workplace.
- 3. Student Grievance Redressal Committee:** The objective of the Student Grievance Redressal Committee is to redress the grievances of the students.
- 4. Anti-Ragging Committee:** This committee aims to prevent ragging of any form.

Non-Statutory Committees:

- 1. The Research Coordination Committee:** This committee focuses on formulating strategies and ideas for promoting research culture in the college. This team also identifies the avenues for research and motivates the faculty and students to accomplish the same.
- 2. The Examination Committee:** The examination committee conducts the Examinations in an efficient and systematic manner.
- 3. Admission Committee:** The Admission Committee is entrusted with the objective of admitting students to all the programmes offered by the institution.

4. The Library Advisory Committee: The committee prepares the annual budget proposal for the purchase of new books to the library.

5. Discipline Committee: is responsible for discipline in the college. The erring students are warned if necessary disciplinary actions are taken.

6. Sports Advisory Committee: is responsible for the conduct of intra-mural and inter-collegiate tournaments, conduct of one university game every year, conduct of Sports Day, etc.

7. NSS-Advisory Committee: The four units of this college are actively involved in regular activities and special camp activities under the control of this committee.

8. College Magazine Committee: The Committee is in charge of bringing out the college magazine every year.

9. College Calendar Committee: This Committee is responsible for preparing and distributing the college calendar

10. Cultural Committee: Cultural Committee is responsible for organizing cultural shows in the college.

11. Faculty Grievances Redressal Committee: This committee redresses the grievances of the faculty members

12. Counseling Committee: This committee counsels students who are affected by issues such as depression, family problems, and exam fears or stress.

CELLS

1. Internal Quality Assurance Cell: IQAC is involved in developing realistic and attainable standards for every administrative and academic activity. IQAC of the institution aims mainly at keeping the institution up-to-date with activities that ensure that the institution maintains the best of quality.

2. ED Cell: This cell focuses on inculcating the entrepreneurial skills in students and realizing their entrepreneurial abilities and providing due training.

3. Placement Cell: The Cell organises career guidance and orientation programmes, on campus pool drives, placement training classes for the final year students.

4. IPR Cell: IPR cell committed to the development of innovation and creative ideas among the faculty and students was established on 18.6.2018. The cell organises seminars and workshops related to Intellectual Property Rights, innovation and research with industry and academic experts.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document
Link to Organogram of the Institution webpage	View Document

6.2.3 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Answer: B. 3 of the above

File Description	Document
Screen shots of user interfaces	View Document
ERP (Enterprise Resource Planning) Document	View Document
Details of implementation of e-governance in areas of operation, Administration etc	View Document

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Answer:

The institution has effective welfare measures for teaching and non-teaching staff. They are described below:

Welfare measures for Teaching staff

Finance and related support

- **Financial assistance:** Financial assistance is provided to faculty to participate in training programmes, Seminars, workshops, conferences and publication of books.
- **Free Transport:** The College plies ten buses that provide access to different parts of Mettupalayam, Sirumugai, Velliangadu, Karamadai, Thadagam, Kavundampalayam and Idayar palayam. One senior faculty in each bus is allowed to travel free of cost and other staff members who are in need of the same can utilize the facility at a concessional rate.
- **Staff picnic:** Once a year, staff trip is arranged by the management for the teaching as well as non-teaching staff.
- **EPF:** Employee Provident Fund (EPF) is applicable to the staff of our college from their date of joining the institution.
- **Travelling expenses** for Physical directors to take students to participate in tournaments.
- Support and help to participate and present papers in International conferences abroad.
- **PF loans** sanctioned as per GOI rules.
- **Salary advance** given for needy staff members.

Recognition and awards

- Recognition for producing 100% results.
- On Teachers day celebration every teaching and non-teaching staff are given gifts by the management and lunch is hosted by the Management every year.
- Best Performance Awards given during womens' day celebrations.
- Sports events are conducted for faculty on sports day and prizes are awarded.

Leave related benefits

- Maternity leave for 1 year for women staff members.
- Sick leave
- Ten Casual leave per year and two permissions (of one hour) per month are allowed for faculty members.

Physical facilities

- Conducive working environment provided in the campus in the form of Physical Infrastructure.
- Separate lunch room for faculty.
- Separate rest rooms.
- Separate vehicle parking lot for faculty.
- Library with computer and internet facility.

- Special programs on health and fitness, yoga and meditation.
- Faculty members also play games like shuttle badminton and throw ball during Saturdays when it is holiday for students.

Welfare Measures for Non-Teaching Staff:

- **EPF:** Employee Provident Fund (EPF) is applicable to the staff of our college from their date of joining the institution.
- **Staff picnic:** Once a year, staff trip is arranged by the management for the teaching as well as non-teaching staff. The Management also takes care of all the financial expenses of this trip. This trip gives an opportunity for the staff to energize and rejuvenate their mind and body.
- On Teachers day celebration every teaching and non-teaching staff is given gifts by the management and lunch is hosted by the Management every year.
- Every year on the eve of diwali the management presents new dresses and sweets for the non-teaching staff.
- **ESI:** Employee state insurance is available for permanent non-teaching staff.
- Free Education to Children of Non-Teaching Staff.
- Free education for non-teaching staff for pursuing their higher studies.
- Need based Financial Assistance for Medical Treatment.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.3.2 Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Answer: 0

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Upload any additional information	View Document
Details of teachers provided with financial support to attend conference, workshops etc during the last five years	View Document

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Answer: 8.4

6.3.3.1 Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
5	6	5	4	22

File Description	Document
Upload any additional information	View Document
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff	View Document

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP) during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

Answer: 3.25

6.3.4.1 Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course year-wise during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
3	1	5	1	0

File Description	Document
IQAC report summary	View Document
Details of teachers attending professional development programmes during the last five years	View Document

6.3.5 Institutions Performance Appraisal System for teaching and non-teaching staff

Answer:

Performance appraisal system for Teaching staff:

There is a three-tier performance appraisal system for the teaching faculty – Student evaluation of the faculty, Self appraisal by the faculty and Confidential report by the HoDs to the Principal.

Student evaluation of faculty: At the end of every year, the students are given a feedback form to evaluate the performance of the faculty who have handled different courses for them. The evaluation points include: coverage of syllabus, content delivery, communication ability, discussion of latest developments etc. The feedback are collected, analysed and corrective measures are taken.

Self appraisal by teaching staff:

The Teaching faculty prepare a record of their academic and administrative activities in prescribed format (as per UGC Guidelines) and submit the same to their respective HODs.

Confidential report by the HoDs to the Principal:

The Heads of the departments analyse the self appraisal forms submitted by the faculty and submit a confidential report to the Principal which is accorded for their career advancements.

Performance appraisal system for Non- Teaching staff:

The Principal, academic coordinator and the office superintendent observe the performance of the non-teaching staff. They discuss their opinions and views with one another and try to appraise their performance. Appreciation is given to those whose performance is good and counseling is offered to those who lag behind.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.4 Financial Management and Resource Mobilization**6.4.1 Institution conducts internal and external financial audits regularly****Answer:**

All Accounts are maintained in the Administrative Office by the Accountant in prescribed format as per GOI guidelines.

Financial Audit is performed on a yearly basis and the Financial Statements are certified by the registered Chartered Accountant after duly checking the registers, records, vouchers and other documents.

Every year the funds generated are properly utilized and recorded. No audit objections were raised in the last five years.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.4.2 Funds / Grants received from non-government bodies, individuals, philanthropers during the last five years (not covered in Criterion III)**Answer: 16.27**

6.4.2.1 Total Grants received from non-government bodies, individuals, Philanthropers year wise during the last five years (INR in Lakhs)

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
2.83	2.75	3.37	3.43	3.89

File Description	Document
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the last five years	View Document

[Any additional information](#)
[View Document](#)

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Answer:

The College has the following sources to generate funds for the conduct of the college activities.

- Fee collected from students is the major source of funds and it is deposited in a Nationalised bank and utilized as per University norms.
- Bus fee and hostel fee are collected and utilized for running the transportation and hostel facilities.
- Grants from Government bodies for conduct of seminars/workshops
- Registration collected from staff and students for the conduct of seminars/workshops/conferences/symposia/ melas.
- Voluntary contribution by philanthropists for offering scholarships for the deserving students.
- Voluntary contribution by Alumni.
- Scholarships from Government for SC/ST students is arranged by direct transfer to students' bank account.
- Funds for NSS and YRC activities are granted by respective wings in the University.

The college adopts the following strategies to mobilize funds

- Efforts are taken to increase the visibility (Advertisements/ education expos) and thereby increase admissions.
- Plans to increase the number of need based programmes to increase the college strength.
- Research scholars and faculty members are motivated to apply for seminar grants and research grants.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Answer:

Practice – 1 Realising the Career Goals of Students

Objective of the Practice

- To Strengthen placement and Career Counselling to improve employability of students

The Practice

After analysing the problems, few initiatives were made to bring a change in our students. Therefore, we planned to overcome the hindrances and thereby help the students be placed during their final year of graduation. The students are prepared to face the interviews. The students are trained to improve their communication skills, develop leadership qualities, time management and team work.

Final Year students are given 2 hours of placement and 1 hour of Communication skill, second Year students are given 1 hour of English and 1 hour of Maths aptitude, first year students are given 1 hour of English Lab and 1 hour of aptitude.

They are made aware of the expectations of the company. The students should be updated and made fit to work in the current environment. Counselling sessions are arranged to develop positive attitude and confidence.

Placement Cell plays a very important role. With an intension to make them ready some of the initiatives were taken. The various activities carried out by our placement cell are listed as follows

- To assist students to develop/clarify their academic and career interests, and their short and long-term goals through individual counselling and group sessions.
- Organizing pre-placement training/workshops/seminars for students.
- Highlighting articles on departmental notice boards regarding Competitive Exams & Industrial Career Opportunities.
- Inform students about the available job opportunities in government sectors and off campus drives.
- Arranging mock Interviews and aptitude tests

Outcome:

80 % placement is achieved by the placement cell in the year 2017-18. One student has got placed by Microsoft Pvt. Ltd. for a salary of \$65,000. One student was placed in Infosys and 4 students were placed in Cognizant Technology Solutions in the year 2017-18 and 7 students were placed in Multi National Companies in the year 2018-19

Practice 2 – Setting standards to improve performance

The IQAC has its own strategies and benchmarks for quality improvement which are discussed with the heads of the departments. IQAC has made documentation a regular feature.

The following are some of the strategies of IQAC:

- One faculty from each department will be in-charge of planning and updating of their respective departments' events and activities as per IQAC norms.
- Every department is asked to conduct atleast two guest lectures per semester and one National level/ international level seminar/conference every year.
- All the department activities shall be incorporated in the college calendar at the beginning of the year. It has become an in-built strategy for the conduct of the programmes.
- One hour on every Saturday is allotted for faculty enrichment programme

Outcome:

The whole process is carried out systematically by the IQAC. All the departments are requested to adhere to the norms given by IQAC in the conduct of teaching-learning. Remedial classes, guest lectures, seminars organized and hence all the departments have improved the number and quality of activities.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

(For first cycle - Incremental improvements made for the preceding five years with regard to quality

For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Answer:**Example 1: Tutorial Record – review meetings.****Objectives**

- To identify the diversified aspects of incoming students
- To provide bridge courses on a need-based approach and accordingly group the students of different learning abilities.
- To enhance the skills sets of students during the period of study in campus
- To monitor and review the academic performance of the students

Context

- Collecting bio-data of incoming students would provide ample opportunities and scope for the Faculty to understand the diverse portfolio of student community admitted.
- Analysis and Assessment of the data collected from incoming students would help in planning and executing curricular, co-curricular and extra-curricular activities during the period of study of the students.

Practice

Necessary data is collected by the class tutors from all the incoming students every year through a structured questionnaire.

The questionnaire elucidates details of students related to the following aspects:

- Demographic Profile
- Social and Family background
- Educational background of the student as well as the family.
- Hobbies and interest
- Competitions participated
- NSS/YRC/NCC membership

Then the tutors enter the above and the following details in the tutorial record

- Scholarship
- Attendance
- Performance in the semester exams – marks secured in each course.
- Counselling provided.

The data are disseminated to Office for availing scholarship, various committees, placement cell, club in-charges and coordinator of value added course for further plan of action.

Based on the data in the tutorial record following are planned.

- Need based bridge course is arranged
- Additional coaching classes and remedial classes are arranged
- Life skills programme is executed
- Appropriate placements/higher studies opportunities are suggested
- Competitive exams /NET-SET coaching classes are organised
- Extension activities and department activities are executed to enhance leadership skills
- Use of appropriate ICT tools.

Evidence of success

The class tutors are able to understand the needs of the students effectively and plan their activities to cater to their needs.

- Better results in the Examinations

- More regular attendance,
- Increased participation in co-curricular activities,
- Better discipline on campus.
- Good rapport between the tutors and their wards.
- Use of Proctors in Teaching Learning Process. Proctors are the advance students of the class who help other students to learn.

Example 2: FLIP(Feedback – Lesson plan and execution – IQAC initiatives – Performance measurement) cycle

Objectives

- To understand the existing system and assess the strengths and weaknesses of the teaching-learning process in the college.
- To suggest the methods for improvement and for overcoming the weaknesses in teaching, learning and evaluation, student support and progression.
- To ascertain whether the Departments/Committees/Cells/Clubs are functioning efficiently and effectively with proven records of capacity building, research projects, publications and extension activities over a period of time or not.

Context

Students' feedback significantly showcases the actual quality of teaching learning process. The IQAC initiatives to organize domain specific guest lectures, seminars, workshops and co-curricular activities will provide additional inputs for the learners. Thus their learning and understanding of the courses may improve.

Practice

Feedback from students on teachers and course from the previous year is considered to plan the current year lesson plan and the method of execution. IQAC initiatives to support the teaching – learning process is planned based on the feedback from the stake holders. IQAC conducts review meetings to assess the performance of teachers and students at the end of every internal tests. At the end of the year students learning outcomes are measured by their performance in examinations and feedback is obtained from various stake holders to plan the next years' activities

Evidence of Success

- Completion of syllabus for every CIA tests and Model examinations and proper revision given on time
- Use of ICT tools to understand the course better has increased.
- Better performance in the examinations

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.5.3 Quality assurance initiatives of the institution include:

- 1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
- 2. Collaborative quality initiatives with other institution(s)**
- 3. Participation in NIRF**
- 4. any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

Answer: B. 3 of the above

File Description	Document
Upload e-copies of the accreditations and certifications	View Document
Upload details of Quality assurance initiatives of the institution	View Document
Upload any additional information	View Document
Paste web link of Annual reports of Institution	View Document

7. Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.

Answer:

1. Safety and security: The college is committed to provide a safe and conducive work and academic environment for students, teaching and non-teaching staff. The College has carved a niche for itself by providing a safe and secure place for women students to learn though it is a co-educational institution. More than 60% students are women students in all programmes. There are three stair cases in the college the one in the centre is exclusively for men students and the two on the left and right hand sides are used only by women students on each floor. The faculty in-charge monitor for any violations and instruct the students to use it correctly. The students have to follow proper dress code which is strictly monitored.

The Internal Complaints Committee (ICC) has been constituted in the college under “The sexual harassment of women at workplace (prevention, prohibition and redressal) act, 2013”. ICC meets on need basis to address any complaints from students, teaching and non-teaching members and takes necessary action.

The College has Anti-ragging committee as per UGC guidelines, and discipline committee to regulate the behaviour and conduct of students in the college. Anti-ragging posters are displayed at prominent places in the campus with helpline numbers in it. The Anti-ragging committee also has an anti-ragging squad who ensure that there is no ragging anywhere in the campus including hostels. The college also organises gender equality programmes now and then.

Important safety and security features include:

1. The regulations laid down by Government Agencies (State and Central) and Local Authorities (Town Planning ,Water Board, Electricity Board) pertaining to the construction of physical structures, fire safety standards and use of services (electricity/water) are strictly followed.
2. A senior and experienced gatekeeper. Intercom facility to the gatekeeper at the college entrance.
3. Fire Extinguisher placed on every floor.
4. Periodic inspection of transport facilities.
5. Awareness programmes are conducted for all members on disaster management (Fire/ Electrical Safety).
6. Corporal punishments – Discrimination in any form are totally eliminated in the College.
7. Suggestion boxes and Complaint boxes are provided for students.
8. CCTV camera surveillance at important common areas like corridors, computer laboratories.
9. Identity Cards issued to all the students, teachers and the non-teaching staff.
10. Separate waiting area for the visitors.
11. Distinct code of conduct for the students, teaching and non teaching staff.

2. Counselling: Students take part in the gender sensitivity programmes conducted within and off campus to acquire an awareness regarding the gender sensitivity issues in the society. Personal Counseling is provided to the students at five different levels to address their academic and personal issues.

- Tutor in charge

- Head of the Department
- Principal
- Grievance redressal Committee
- Visiting Doctors

Counseling is also provided to the faculty and non-teaching faculty to improve their quality of work life.

3. Common room:

Common facilities include – indoor games facility, canteen, library study area and Dining area where the students and faculty spend their leisure time. The campus is wi-fi enabled the students and staff can make use of the facility whenever needed within the campus.

File Description	Document
Link for specific facilities provided for women in terms of: a. Safety and security b. Counselling c. Common Rooms d. Day care center for young children e. Any other relevant information	View Document
Link for annual gender sensitization action plan	View Document

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment

Answer: E. None of the above

File Description	Document
Geotagged Photographs	View Document

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

Answer:

Solid waste Management:

Regular solid wastes from class rooms, departments, laboratories and office are collected by sweepers on a daily basis using waste bins (small bins -29, big bins - 4) and disposed through regular housekeeping. The bio-degradable from canteen and hostel are collected in two large bins and is disposed off in pits near trees. Sanitary wastes are disposed in a eco-friendly manner using incinerator.

Liquid waste management

The grey water from all sources are used for gardening purposes leaving no room for stagnation or contamination of surface water.

e- waste Management:

- Used computers and peripherals in good condition are contributed to nearby schools like EAB Government Higher Secondary School, Thenponmudi.
- Old computers and peripherals are used to establish to teach dismantling and assembling practices to the students.
- Used batteries of UPS are also exchanged under buy-back policy.
- Ample ventilation is provided in all places where batteries are stored.

File Description	Document
Any other relevant information	View Document
Link for Relevant documents like agreements/MoUs with Government and other approved agencies	View Document
Link for Geotagged photographs of the facilities	View Document

7.1.4 Water conservation facilities available in the Institution:

- 1. Rain water harvesting*
- 2. Borewell /Open well recharge*
- 3. Construction of tanks and bunds*
- 4. Waste water recycling*
- 5. Maintenance of water bodies and distribution system in the campus*

Answer: B. 3 of the above

File Description	Document
Geotagged photographs / videos of the facilities	View Document
Any other relevant information	View Document

7.1.5 Green campus initiatives include:

- 1. Restricted entry of automobiles*
- 2. Use of Bicycles/ Battery powered vehicles*
- 3. Pedestrian Friendly pathways*
- 4. Ban on use of Plastic*
- 5. landscaping with trees and plants*

Answer: B. 3 of the above

File Description	Document
Various policy documents / decisions circulated for implementation	View Document
Geotagged photos / videos of the facilities	View Document
Any other relevant documents	View Document

7.1.6 Quality audits on environment and energy regularly undertaken by the Institution

- 1. Green audit*
- 2. Energy audit*

3. *Environment audit*
4. *Clean and green campus recognitions / awards*
5. *Beyond the campus environmental promotion activities*

Answer: D.1 of the above

File Description	Document
Any other relevant information	View Document

7.1.7 The Institution has disabled-friendly, barrier free environment

1. *Built environment with ramps/lifts for easy access to classrooms.*
2. *Disabled-friendly washrooms*
3. *Signage including tactile path, lights, display boards and signposts*
4. *Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment*
5. *Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading*

Answer: C. 2 of the above

File Description	Document
Policy documents and information brochures on the support to be provided	View Document
Geotagged photographs / videos of the facilities	View Document
Any other relevant information	View Document

7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).

Answer:

We at Pioneer have established a culture where everyone is equal irrespective of their class, creed, religion or community. Promotion of inclusivity must happen at all levels of the institution- student, faculty, alumni and staff so the college committee reviews the diversity and inclusivity at the college in the IQAC meetings and recommends the IQAC to reflect it in its plan of activities. College enrollment rates and overall college completion rates reflects our culture as a large proportion of SC/ST and women students have enrolled and completed their graduation from the institution. The admission committee has faculty and student representatives from the underrepresented communities. The high admission and retention of diverse students is due to the culture and policy of the college that is to accept and respect every individual's beliefs and values.

The Principal and Academic coordinator go on rounds thrice a day to see that there is no incident of discrimination on any basis that takes place in the class rooms or in the campus. Faculty follow inclusivity in the class rooms through the following

- Always student-centric teaching-learning
- Connected and integrated activities
- Fostering critical thinking
- Building strong student-teacher relationship.

Different cultural festivals like Pongal, Onam, Christmas and Margazhi utsavam are celebrated in a grand manner.

The following courses framed by the University also impart tolerance and communal harmony 1. Value education 2. Women's rights 3. Tamil-I and II 4. English I & II.

The following activities were carried out during the last five years to create tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities.

S.No	YEAR	DATE	ACTIVITY	NO.OF STUDENTS PARTICIPATED
1.	2014-2015	11.9.2014	Friendship as depicted by Poet Bharathi	234 students
2.		01.10.2014	Ayudha Pooja and Saraswathi Pooja celebration	115 students
3.		12.01.2015	Pongal celebration	890 students
4.		30.01.2015	Mahatma Gandhi death anniversary pledge	300 students
5.	2015-2016	20.10.2015	Ayudha Pooja and Saraswathi Pooja celebration	126 students
6.		12.12.2015	Cricket Match for blind people of Sudarozhi Charitable Trust	20 students
7.		13.01.2016	Pongal celebration	935 students
8.		30.01.2016	Mahatma Gandhi death anniversary pledge	452 students
9.	2016-2017	12.09.2016	Onam celebration	152 students
10.		07.10.2016	Ayudha Pooja and Saraswathi Pooja celebration	183 students
11.		02.11.2016	National Unity Day	200 students
12.		23.12.2016	Christmas celebration	40 students
13.		13.01.2017	Pongal celebration	35 students
14.		30.01.2017	Mahatma Gandhi death anniversary pledge	435 students
15.	2017-2018	06.07.2017	Spread love	215 students
16.		01.09.2017	Onam celebration	25 students
17.		28.09.2017	Ayudha Pooja and Saraswathi Pooja celebration	1027 students
18.		29.12.2017	Christmas celebration	550 students
19.		12.01.2018	Pongal celebration	823 students
20.		30.01.2018	Mahatma Gandhi death anniversary pledge	656 students
21.	2018-2019	12.07.2018	Different cultures of Nation (fashion show)	854 students
22.		16.10.2018	Ayudha Pooja and Saraswathi Pooja celebration	125 students
23.		28.12.2018	Christmas celebration	453 students
24.		14.01.2019	Pongal celebration	893 students
25.		30.01.2019	Mahatma Gandhi death anniversary pledge	220 students

File Description	Document
Link for supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View Document

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Answer:

We believe that value education and Civic duties must not only be course that is taught but a foundation on which the future of any country lies. So we leave no stone unturned to make it interesting for the students to implement what they learn in their lives. To develop love for the country and to imbibe patriotism we celebrate Independence Day and Republic Day in a grand manner. Various awareness programmes on consumer rights, voters rights, traffic rules are organized and days such as world food day, world senior citizens day, human rights day, world disabled day etc so that students understand their role in contributing to the betterment of the society. Army day and Navy day are also celebrated so that students understand the sacrifices of our soldiers and the students are taken to CRPF training campus at Narasimhanaicken palayam where students see the training given to soldiers and understand the hardships faced by the armed forces. Every week on Monday General assembly is conducted with a theme. The students deliver a speech on the theme, tell quotes, read General knowledge question and answers and sing a song on the theme. The theme is usually chosen on topics to impart knowledge and inculcate values on topics like global warming, plastic eradication, internet, man and environment, time management, health is wealth, Indian National flag, Forest and importance of rain water harvesting and so on.

File Description	Document
Link for details of activities that inculcate values necessary to render students in to responsible citizens	View Document
Link for any other relevant information	View Document

7.1.10 The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.

- 1. The Code of Conduct is displayed on the website*
- 2. There is a committee to monitor adherence to the Code of Conduct*
- 3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff*
- 4. Annual awareness programmes on Code of Conduct are organized*

Answer: B. 3 of the above

File Description	Document
Details of the monitoring committee composition and minutes of the committee meeting number of programmes organized reports on the various programs etc in support of the claims	View Document
Code of ethics policy document	View Document
Any other relevant information	View Document

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Answer:

The College observes all important National festivals and birth and death anniversaries of great regional and national leaders. Such programmes aim to motivate the moral life of students. They also promote qualities of self-discipline, spirituality, human values, social responsibility, humility and honesty etc., The College celebrates its College day on the birth anniversary of our Founder Sri.G.Devarajan every year.

The College observes Swami Vivekananda's birthday as 'National youth day'. Teachers day is celebrated to mark the birthday of Dr.Sarvepalli Radhakrishnan. Mahakavi Bharathiar's Death anniversary is observed as 'Bharathi Vizha' and 'Kamban vizha' is celebrated in memory of Kambar who wrote the epic 'Kamba ramayanam' by conducting competitions like essay writing, elocution, poetry and drawings highlighting the contributions of Kambar and Bharathiar to Tamil literature. Two minutes silence is observed at 11a.m on 30th January of every year to mark the assassination of Mahatma Gandhi as 'Martyrs day' and also to commemorate the martyrs of our country. The Birthday of our late President Abdul Kalam is celebrated every year.

Apart from the above the college also celebrates regional and national festivals like Pongal, Onam, Saraswathi pooja, Ayutha pooja, Markazhi utsavam, Christams and Deepavali. The college observes Independence day, Republic day, International yoga day, International Womens day and other days like world population day, human rights day, consumers day etc..

File Description	Document
Link for any other relevant information	View Document
Link for Annual report of the celebrations and commemorative events for the last five years	View Document
Link for Geotagged photographs of some of the events	View Document

7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Answer:

Best Practice - 1

Social laboratory– participatory interactive learning

Objectives of the Practice:

- To develop relationship between the college, the school systems and the communities to foster social change through meaningful relationship and interactions, which are mutually beneficial.
- To cater to the needs of all sections of society but specially the needs of the under privileged sections in order to secure effective participation in development process.
- To provide an opportunity to the faculty and the students to have practical experiences and to sensitize them with the problems and realities of the society.

The Context:

Extension is the platform where the students and faculty members continuously interact with the society. Extension is a **two-way process** benefiting learners as well as those involved. The extension in the educational context, will therefore mean reaching out to a wider segment of society through a process of extending knowledge, beyond the four walls of the classroom. Extension is often mistaken for community social service. In fact, it is a **participatory interactive learning** where all the participants are in the learning process. The teachers, students and the community members are benefited through exchange of experiences, expertise and exercises.

There are about 20 Government schools near our college. These Government schools suffer from lack of quality teachers especially in the 11th and 12th standard classes which affects the performance of students in the board examinations. They also do not have adequate computers to teach the students the basics of computers.

As we all know today's young students are going to be tomorrow's leaders and the future of India depends on these youngsters. We decided to inspire the young minds and see what difference we can make in the quality of education they receive. The outcome probably can have a big impact when we're on our way to nation building.

The challenges faced by the Government school children were

- The quality of teachers/teaching did not meet the expectations of the students.
- Lack of adequate computers, printers and other accessories to teach the children who have opted computer science subject in their higher secondary.
- Inadequate teachers and student-teacher ratio tends to be high.
- Below average performance in board examinations.

The Practice:

Though extension is a part of curriculum through NSS, not every student is enrolled in NSS. So we decided **to involve every student in extension service** by setting target that each department shall carry out two extension activities per semester/year other than NSS activities. The students **would use the community as a social laboratory** for their practical, moral and attitudinal education and learn by working in and serving the community.

We have a moral and social responsibility to serve the community we belong to. To cater to the above needs of the Govt. schools in our locality we planned the 'SUPPORT THE EDUCATION OF POOR' programme with the following objectives.

- To undertake the teaching of subjects like computer science, accountancy, mathematics to the students of 11th and 12th standard classes.
- To conduct practical training classes at our computer laboratories.
- To conduct computer training classes at the schools.
- To provide facilities like computers, printers, scanners, UPS, Battery, computer tables and chairs etc., based on our financial capability.
- To offer financial support if necessary.
- To provide snacks in the evening time to 12th standard students who attend evening classes.

Resources provided to the schools

Though ours is an institution with limited resources, we decided to share our resources for the benefit of our society at large.

The students from nearby schools were also invited to our campus for motivation classes. Our team of faculty members and students also visit the schools on a regular basis from the month of January to motivate the students to face the board examinations confidently.

On 12th December 2015, cricket match for blind people was organised in our playground on behalf of Sudaroli differently abled Charitable trust. All the necessary arrangements were done by the college. A number of extension activities were carried out by various departments in the last five years

Evidence of success

- Extension of Public Image.
- Resolved local problems by exchanging locally available resources.
- It is a learning process, in which knowledge of the teachers and students, and the community, are exchanged.
- The students felt more confident to face their examinations without any fear.

Notes

Based on the feedback from the students, we found that they felt happy to listen to an outsider than to their regular teachers. We have plans to implement this programme by selecting schools based on the requirements of the Headmasters of the schools as to what subjects they need our support and guidance. As we cannot expect all the resources to be provided by the Government, each higher education institution can try to meet the needs of Government schools near their institution. PG/M.Phil/Ph.D students can be sent to serve the schools so that they can also get trained.

Best Practice – 2

Title: ACT (Aim, Commit, get Trained) to Achieve - Shaping the Career Goals of Students

Objectives of the Practice

- To Strengthen placement and Career Counselling to improve employability of students
- To provide the students special training to improve their mathematical aptitude.
- To assign a team of Faculty members to enhance English Communicative Skills of students in addition to the existing programmes.
- To identify the individual skill set and to help in career goal setting.

The Context

The students strength of our institution is around 1300. Majority of our students are from rural background and are first generation learners. Most them are from government schools where the medium of instruction is Tamil. So they find it difficult to communicate in English. Therefore they hesitate to attend interviews. Some of the problems identified among them are

1. Students lack communication skills and confidence to face the interviews.
2. Poor mathematical aptitude and logical reasoning
3. Do not initiate to participate in events organised inside and outside the college.

After identifying these problems we planned to overcome them by taking proper measures so that it can bring in a great change in themselves and help them to face the society in a better way.

The Practice

The following initiatives are adopted to train the students to improve their communication skills, develop leadership qualities, time management and team work.

Final Year students are given 2 hours of placement and 1 hour of Communication skill, second Year students are given 1 hour of English and 1 hour of Maths aptitude, first year students are given 1 hour of English Lab and 1 hour of Mathematics aptitude classes.

They are made aware of the expectations of the industries. The students should be updated and made fit to work in the current environment. Career counselling sessions are arranged to develop positive attitude and confidence.

Placement Cell plays a very important role. With an intention to make the students industry-ready, the following steps were taken.

- To assist students to develop/clarify their academic and career interests, and their short and long-term goals through individual counselling and group sessions
- Maintaining and regularly updating the database of students. Maintaining database of companies and establishing strategic links for campus recruitments.
- Gathering information and disseminating about job fairs and all relevant recruitment advertisements.
- Coordinating with companies to learn about their requirements and recruitment procedures
- Organizing pre-placement training/workshops/seminars for students.

- To assist students in obtaining placement in reputed companies.
- Highlighting articles on departmental notice boards regarding Competitive Exams & Industrial Career Opportunities.
- Inform students about the available job opportunities in government sectors and off campus drives.
- Arranging mock Interviews. Conducting aptitude tests
- Communicating with Alumni for available openings in industries, placement training & development

There is a team of exclusive faculty members who train the students in all aspects of placement, Group Discussion and Aptitude. Keeping in view the industry requirements, the training curriculum is designed for preparing the students for entry-level Graduate Trainees.

- Personality Development
- Communication Skills & Vocabulary
- Resume Preparation & Email etiquette
- Group Discussion
- Interview Skills
- Aptitude Training & Practice Tests

Apart from this a separate hour in the regular timetable schedule is assigned for group discussion and is handled by the respective department faculty members. The English department faculty members handle sessions to improve communication skills of the students. Aptitude tests are given by the Mathematics department to train the students for competitive exams and placements.

Evidence of Success

60% placement is achieved by the placement cell. StephenRaj.A of B.Sc Computer Science has got placed by Microsoft Pvt. Ltd. for a salary of \$65,000 in the year 2017-2018.

File Description	Document
Link for any other relevant information	View Document
Link for Best practices in the Institutional web site	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Answer:

7.3.1. Institutional Distinctiveness -“Onward with Honour”

Pioneer College of Arts and Science is located at Jothipuram in Perianaickenpalayam town panchayat about 22kms from Coimbatore city. Though large part of the city has sprawling homes, educational institutions, towering apartments, malls and multiplexes this region still remains unaffected by the onslaught of urbanisation. The neighbouring areas are Karamadai, Velliangadu, Mettupalayam, Sirumugai, Pethikuttai, Annur, Govanur and Kavundampalayam. The people of this area are primarily involved in agriculture, mill work and weaving. and their main language is Tamil. The institutions for education available in this area are mainly Government, Government aided schools, a few private schools, a couple of colleges and one Government college has been started very recently.

Pioneer College of Arts and Science was started in the year 1998, when there was no higher education institutions in this sector of the district. Students who wanted to pursue their higher education had to travel to the city where only meritorious students were able to get admission in Government and Government aided colleges. Others had to choose Private Colleges in the city whose fee structure was not cost-effective. The founders of this College started this educational edifice mainly with the objective of

providing quality education at an affordable cost to the less privileged section of this locality. They thought empowerment can be achieved only through knowledge and wisdom. Commercialisation was not in their minds. Service with excellence was their ideal.

Pioneer College intakes students on 'first-come-first serve' basis and every year additional free seats are requested from the University beyond the sanctioned strength to include a few more students into the academic stream so that their higher education dreams may get fulfilled. The admission details for the last five years are given in the table below:

Programme	2018-19					2017-18					20	
	Sanctioned Strength	No. of students admitted				Sanctioned Strength	No. of students admitted				Sanctioned Strength	No. o
		OC & BC	MBC	SC & ST	Total		OC & BC	MBC	SC & ST	Total		
B.Com	66	32	22	9	63	63	36	21	6	63	63	31
B.B.A	66	25	16	17	60	63	18	16	20	54	63	23
B.Sc.(CS)	66	21	18	21	60	126	34	30	30	94	126	43
B.C.A	132	34	36	29	99	126	43	35	28	106	126	55
B.Sc.Maths	50	10	7	5	22	50	19	10	5	34	50	16
B.Com (CA)	66	32	15	16	63	63						
B.Sc.(IT)	66	29	15	14	58	60						
M. Sc.(CS)	34	22	9	2	33	30	20	9	5	34	30	23
M. Com	40	14	8	4	26	36	25	10	4	39	36	18
Total	586	219	146	117	489	536	195	131	98	424	536	209

The above table shows that majority of our students belong to Most Backward Class (MBC) and Scheduled caste and Scheduled tribes (SC &ST).

Our College stands as Pioneer in arranging scholarships for the deserving students. We help our downtrodden and economically poor students to get financial help.

Government scholarships to SC/ST students:

2017-18 8,23,780 given to 122 students

2018-19 6,58,710 given to 94 students

Apart from the above government scholarships to SC / ST students, we provide private scholarships wherever possible. 15% of the students complete their higher education with the help of these scholarships. Other scholarships - Alumni Association Scholarship, Free Education every year, Sports Scholarship, Fee concession.

Our College has been acknowledged as one of the best colleges to offer more free education to the downtrodden students, and rewarded with the merit certificate by the Bharathiar University in the year 2007.

As Majority of our students are from Tamil medium rural schools, they struggle in academics when they come to college due to sudden switch to English medium of instruction. Our strength is our sound

pedagogy to teach in Tamil (Mother tongue of 90% of our students) that has withstood the test of time. We focus on all round development of students – our students not only excel in academics but also in sports, cultural and yoga events.

Right from its inception, the college focuses on academic excellence of its students. The College has consistently produced high percentage of results and University Ranks in all streams every year. We have been performing well securing 90% pass percentage. More than 5000 students have graduated successfully out of this institution. As on date the college has produced 86 ranks including 14 gold medals.

Placement cell of the college takes every effort to get employment for all the students. One hour/week is dedicated exclusively for Aptitude training handled by the Mathematics department faculty for all the students irrespective of their Programme. Two hours/week are allotted to soft skill training which is handled by English department faculty in the English Language lab. Placement training has been outsourced to Innovative HR Services Pvt.,Ltd.

Internal Quality Assurance Cell plays a pivotal role in maintaining quality standards to attain excellence and has conducted about 15 quality enhancement initiatives in the past five years

All these efforts of our institution have made the less privileged students of this region to lead a confident and honourable life. True to its motto, 'Onward with Honour' the college ensures anyone who enters this portal of learning leaves with honour – academic achievement and placement. To add a feather to our cap, one of our students A.Stephenraj of 2015-18 batch was selected in two companies Microsoft and Google. He is serving as 'Google student ambassador' and continuing his higher education at KIIT, Odisha with the scholarship from Google.

File Description	Document
Link for appropriate web in the Institutional website	View Document
Link for any other relevant information	View Document

Extended Profile

Program

Number of courses offered by the Institution across all programs during the last five years

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
221	208	202	201	199

File Description	Document
Institutional data prescribed format	View Document

Number of programs offered year-wise for last five years?

Answer:

2018-19	2017-18	2016-17	2015-16	2014-15
13	11	7	7	7

Students

Number of students year-wise during last five years**Answer:**

2018-19	2017-18	2016-17	2015-16	2014-15
1283	1236	1210	1228	1162

File Description	Document
Institutional data in prescribed format	View Document

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years**Answer:**

2018-19	2017-18	2016-17	2015-16	2014-15
297	250	252	249	249

File Description	Document
Institutional data in prescribed format	View Document

Number of outgoing / final year students year-wise during last five years**Answer:**

2018-19	2017-18	2016-17	2015-16	2014-15
304	353	360	348	410

File Description	Document
Institutional data in prescribed format	View Document

Teachers***Number of full time teachers year-wise during the last five years*****Answer:**

2018-19	2017-18	2016-17	2015-16	2014-15
63	63	61	58	59

File Description	Document
Institutional data in prescribed format	View Document

Number of sanctioned posts year-wise during last five years**Answer:**

2018-19	2017-18	2016-17	2015-16	2014-15
63	63	61	58	59

File Description	Document

Institution***Total number of classrooms and seminar halls*****Answer:** 27***Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)*****Answer:**

2018-19	2017-18	2016-17	2015-16	2014-15
113.19	93.67	92.29	83.33	80.23

Number of Computers**Answer:** 283**Conclusion*****Additional Information :***

Highly appreciable feature of the institution is its retention of staff members. Many of the staff members have been working here, in a self financing college, for more than 15 years. As we complete 20 years, the objective of imparting modern secular education to the rural youth in and around Periyanaickenpalayam has been realised by producing more than 5000 graduates from the rural areas. More over the hard work & dedication of the Principal and faculty members and the efforts of the students has resulted in our achieving gold medals and Ranks at the University level. The institution has also taught the students to develop into human beings with character.

All this has been achieved out of students who are not the cream of intelligence and who do not belong to the cream of society. They are **the first graduates of the rural sector of Coimbatore.**

“To give sway money is an easy matter

And is in any man’s power

But to decide to whom to give it,

And how large and when,

And for what purpose and how

Is neither in everyman’s power nor an easy matter

Constructive charity will be something for something

And that is to create employment and provide education.

Employment and education alone can lift

A poor person out of his poverty.” - And that is what we have achieved.

We are sure that we will steadily achieve excellence in education and service in the forth coming years and retain this excellence.

Concluding Remarks:

Pioneer – a confluence of values and quality is an institution that has grown from a less-seen, less-heard of region to an emerging education destination in this suburb. This is an institution not born from the mere glory of its past, rather it is the one carved for its eagerness to serve the downtrodden. It is neither strategically placed nor has mythical pasts but has positioned itself as an institution that offers quality education at an affordable cost and as a safest place for women students to learn and grow.

EXCLUDED METRICES

List of Excluded Metrics

5 Student Support and Progression : Weightage (130)

5.1 Student Support : Weightage (50)

Ref No	Details of Metric	weightage	Metric Performance
5.1.2	Average percentage of students benefitted by scholarships, freeships etc. provided by the institution / non- government agencies during the last five years (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	5	3.98

5.2 Student Progression : Weightage (25)

Ref No	Details of Metric	weightage	Metric Performance
5.2.3	Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT/JAM/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.) (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	5	0

6 Governance, Leadership and Management : Weightage (108)

6.4 Financial Management and Resource Mobilization : Weightage (28)

Ref No	Details of Metric	weightage	Metric Performance
6.4.2	Funds / Grants received from non-government bodies, individuals, philanthropers during the last five years (not covered in Criterion III) (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	8	16.27

ANNEXURE**1. Metrics Level Deviations**

Metric ID Sub Questions and Answers before and after DVV Verification

Number of Add on /Certificate programs offered during the last five years**1.2.2.1. How many Add on /Certificate programs are added within the last 5 years.**

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
3	0	1	1	5

1.2.2

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
6	5	4	5	5

Average percentage of students enrolled in Certificate/ Add-on programs as against the total number of students during the last five years**1.2.3.1. Number of students enrolled in value added courses (beyond the curriculum) offered year-wise during last five years.**

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
429	427	409	467	467

1.2.3

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
429	426	423	467	467

Remark : HEI input edited according to provided list of students enrolled in value added courses.

2.1.2

Average percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

2.1.2.1. Number of actual students admitted from the reserved categories year-wise during the last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
222	190	184	195	189

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
207	173	173	174	172

Number of research papers per teachers in the Journals notified on UGC website during the last five years

3.3.2.1. Number of research papers in the Journals notified on UGC website during the last five years.

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
28	8	31	3	14

3.3.2

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
11	8	1	1	0

Remark : HEI input edited because provided Web-link by institution in the template is not matched to the journal webpage published in UGC list.

Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years

3.4.2.1. Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
2	3	4	3	1

3.4.2

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	1	0

3.4.4

Average percentage of students participating in extension activities at 3.4.3. above during last five years

3.4.4.1. Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year-wise during last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
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593	398	1225	942	578
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Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
593	398	1210	957	578

Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. (Data for the latest completed academic year)

4.1.3

4.1.3.1. Number of classrooms and seminar halls with ICT facilities

Answer before DVV Verification : 8

Answer after DVV Verification: 6

Bandwidth of internet connection in the Institution

4.3.3

Answer before DVV Verification : C. 10 MBPS – 30 MBPS

Answer After DVV Verification: D. 05 MBPS – 10 MBPS

Average percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years

5.1.4.1. Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
740	694	716	250	300

5.1.4

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
1515	1439	1266	240	2215

Remark : HEI input edited according to provided data of number of students benefitted under each schemes of career counselling and competitive examination.

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

5.1.5

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: B. 3 of the above

5.2.1

Average percentage of placement of outgoing students during the last five years

5.2.1.1. Number of outgoing students placed year - wise during the last five years.

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
125	203	121	80	28

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
125	195	115	80	28

Remark : HEI input edited as per provided data of number of students placed during last five years .

Average percentage of students progressing to higher education during the last five years

5.2.2 **5.2.2.1. Number of outgoing student progression to higher education during last five years**

Answer before DVV Verification : 298

Answer after DVV Verification: 301

Alumni contribution during the last five years (INR in lakhs)

5.4.2 Answer before DVV Verification : D. 1 Lakhs - 3 Lakhs

Answer After DVV Verification: E. <1 Lakhs

Remark : HEI input edited because HEI not provided Annual audited statements of accounts of HEI highlighting Alumni contribution duly certified by Chartered Accountant

Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

6.3.2.1. Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
7	0	0	2	0

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

Remark : HEI input edited because there is no any proof of payment on financial support for faculty development, mere name-list of the faculty will not considered.

6.3.4 **Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes,**

Orientation / Induction Programmes, Refresher Course, Short Term Course).**6.3.4.1. Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course year-wise during the last five years**

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
61	32	21	20	5

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
3	1	5	1	0

Remark : HEI input edited because Programs of duration less than one week will not be considered.

The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment

7.1.2

Answer before DVV Verification : D. 1 of the above

Answer After DVV Verification: E. None of the above

Remark : HEI not provided any supportive documents and bills for the same.so, not considered here.

Water conservation facilities available in the Institution:

1. Rain water harvesting
2. Borewell /Open well recharge
3. Construction of tanks and bunds
4. Waste water recycling
5. Maintenance of water bodies and distribution system in the campus

7.1.4

Answer before DVV Verification : A. Any 4 or all of the above

Answer After DVV Verification: B. 3 of the above

7.1.7

The Institution has disabled-friendly, barrier free environment

1. Built environment with ramps/lifts for easy access to classrooms.
2. Disabled-friendly washrooms
3. Signage including tactile path, lights, display boards and signposts
4. Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment
5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

Answer before DVV Verification : B. 3 of the above
Answer After DVV Verification: C. 2 of the above
Remark : HEI input edited as per supportive documents.

2.Extended Profile Deviations

Extended Profile Deviations
No Deviations