

***PEER TEAM REPORT***  
***ON***  
***INSTITUTIONAL RE-ACCREDITATION***

**of**

**R. A. Podar College of Commerce & Economics, Matunga,  
Mumbai-400019**

**(Visit Dates: 02<sup>nd</sup> –04<sup>th</sup> February, 2017)**

**National Assessment and Accreditation Council**

**Bangalore-560 072, India**

**PEER TEAM REPORT ON**  
 Institutional Re-accreditation  
**R.A. Podar College of Commerce & Economics**  
**Matunga, Mumbai-400019**

Section I : GENERAL	Information
<b>1.1 Name &amp; Address of the Institution</b>	R.A. Podar College of Commerce & Economics, Matunga, Mumbai-400019
<b>1.2 Year of Establishment</b>	June, 1941
<b>1.3 Current Academic Activities at the Institution (Numbers):</b>	
• Faculties / Schools :	<b>01. Commerce.</b>
• Departments / Centers :	<b>09</b>
• Programmes / Courses offered :	<b>UG-03, PG-02, PG Diploma-01, Ph.D.-03, SAP-01</b>
• Permanent Faculty Members :	<b>07(M) 11(F). Total:18</b>
• Permanent Support staff:	<b>Non-teaching –30 (M) 05 (F) 01(M) 01</b>
• Students :	<b>3077 (Male: 1300; Female 1777)</b>
<b>1.4 Three major features in the institutional context (As perceived by the Peer Team) :</b>	<ul style="list-style-type: none"> <li>• Co-educational, grant-in aid affiliated college in urban area.</li> <li>• Glorious past, Inspiring present and promising future.</li> <li>• Good regional reputation.</li> </ul>
<b>1.5 Dates of visits of the Peer Team (a detailed visit scheduled may be included as annexure) :</b>	<b>02<sup>nd</sup> –04<sup>th</sup> February, 2017</b>
<b>1.6 Composition of the Peer Team which undertook the on-sight visit :</b>	
<b>Chairperson :</b>	Prof. Vunnam Venkaiah. (Former VC, Krishna University) Res. Plot No.232.Kavuri Hills. Jubilee Hills Post.Hyderabad-500033.Telangana
<b>Member Coordinator:</b>	Dr.Bhat.P.A. (Former Principal, Dr.A.V. Baliga College, Kumta.) Resi.No.E-982, Shiva Prasad, Ramnagar, N.H.66 Kumta-581343, Dist. North Kanara, Karnataka
<b>Member :</b>	Prof. S. K. Swain, Professor, Department of Tourism Management & IQAC Coordinator, Indira Gandhi National Tribal University, Amarkantak, Lalpur, Amarkantak-484887.Dist. Ananpur, Madhya Pradesh
<b>NAAC Officer :</b>	Dr.Ganesh Hegde, Deputy Adviser National Assessment and Accreditation Council (NAAC), P.O Box No.1075, Opp to NLSIU. Bangalore University Campus, Nagarbhavi Bangalore-560072

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Section II : CRITERION WISE ANALYSIS	Observations (Strengths and / or Weaknesses) on Key-Aspects
<b>2.1. Curricular Aspects :</b>	
2.1.1 Curricular Design and Development :	<ul style="list-style-type: none"> <li>• Curriculum of affiliating university followed and adopted</li> <li>• Four teachers worked as members of Syllabus Framing Committee and one teacher is presently a member of BOS.</li> <li>• The courses offered are in alignment with the needs of industry.</li> </ul>
2.1.2 Academic Flexibility :	<ul style="list-style-type: none"> <li>• Reasonable academic flexibility available</li> <li>• A wide range of core and elective options available.</li> <li>• The College has designed and developed curriculum for add-on courses under the UGC and other certificate courses.</li> </ul>
2.1.3: Curriculum Enrichment :	<ul style="list-style-type: none"> <li>• Efforts have been initiated to supplement University curriculum by introducing enrichment programmes.</li> <li>• Curriculums/Syllabi reviewed periodically by the University.</li> <li>• Mechanism to monitor and evaluate the quality of its enrichment programmes is in place.</li> </ul>
2.1.4 Feedback System:	<ul style="list-style-type: none"> <li>• College has adopted a formal system of feedback from the stakeholders.</li> <li>• Analysis of feedback used for quality improvement.</li> <li>• Feedback is communicated to the stakeholders for quality sustenance and enhancement measures.</li> </ul>
<b>2.2. Teaching, Learning and Evaluation :</b>	
2.2.1 Student Enrolment and Profile :	<ul style="list-style-type: none"> <li>• Admission is as per the University and State Govt. rules.</li> <li>• Admission process is published through the college website and local newspapers</li> <li>• Online admission followed.</li> </ul>
2.2.2 Catering to Student Diversity::	<ul style="list-style-type: none"> <li>• The College has adopted the procedure to cater to the needs of economically weaker students.</li> <li>• Bridge courses, Remedial classes and enrichment courses arranged for slow learners.</li> <li>• For advanced learners access to various web resources provided by INFLIBNET; pre-placement training, student seminar competitions etc. are provided.</li> </ul>
2.2.3 Teaching-Learning Process :	<ul style="list-style-type: none"> <li>• The College has Academic Calendar and teaching plan and teachers diary</li> <li>• Teaching-learning process with the use of ICT practices is in place.</li> <li>• The College has a well-conceived plan for monitoring the students' progression.</li> <li>• Psychological counseling to students actively functional.</li> </ul>

2.2.4 Teacher Quality:	<ul style="list-style-type: none"> <li>• The College has effective mechanism to recruit qualified teachers</li> <li>• Out of 19 permanent teaching staff, 05 of them have Ph.D and 04 M.Phil. degrees</li> <li>• One teacher has received best research award; another received gold medal in Avishkar Competition and one teacher received an international award.</li> <li>• The College promotes professional development and one teacher participated in government policy making.</li> </ul>
2.2.5 Evaluation Process and Reforms :	<ul style="list-style-type: none"> <li>• The evaluation schedule and methods are communicated to students through notices and website.</li> <li>• The College has adopted a mechanism for continuously monitoring the students' progress.</li> <li>• The College has adopted CBSGS pattern of examination from 2011-12.</li> <li>• Mechanism to redress grievances relating to university examinations fully functional</li> </ul>
2.2.6 Student Performance and Learning Outcomes	<ul style="list-style-type: none"> <li>• Mechanism for evaluation of Student Performance exists.</li> <li>• The average performance of students is very good ; about 65 to 70 per cent of the students got 'O' and 'A' Grades.</li> <li>• Students are getting First Ranks consistently in the university examinations.</li> </ul>
<b>2.3. Research, Consultancy and Extension:</b>	
2.3.1 Promotion of Research :	<ul style="list-style-type: none"> <li>• Research Committee to facilitate and monitor research activities exists.</li> <li>• Three teachers are recognized research guides.</li> <li>• Faculty is encouraged to undertake research work.</li> <li>• 08 minor research projects completed and 14 ongoing minor research projects</li> <li>• Students participate in research activities through projects.</li> </ul>
2.3.2 Resource Mobilization for Research :	<ul style="list-style-type: none"> <li>• Research projects funded by the University of Mumbai and UGC and Bombay Stock Exchange.</li> <li>• Very limited budget for research is in place.</li> <li>• Faculty members need to submit more research project proposals to the UGC and other funding agencies.</li> </ul>
2.3.3 Research Facilities	<ul style="list-style-type: none"> <li>• Separate research area in library.</li> <li>• Net facility and Library facility for researchers exist</li> <li>• The College funds research projects undertaken by the students.</li> <li>• Computer-student ratio needs to be addressed.</li> </ul>

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2.3.4 Research and Publication and Awards :	<ul style="list-style-type: none"> <li>• 127 research papers published in national/international journals ; 06 Edited Books published &amp; 01 Sole Author book published</li> <li>• The College publishes in-house journal “:Podar Prabodhan”, an indexed Journal</li> <li>• One Teacher has received international awards for research publications.</li> <li>• Teachers have potentialities to publish research papers in the high impact factor journals.</li> </ul>
2.3.5 Consultancy:	<ul style="list-style-type: none"> <li>• R&amp; D cell encourages teachers for consultancy in their area of expertise.</li> <li>• Five research projects on consultancy</li> <li>• Institute-industry interface needs to be strengthened through strong alumni network.</li> <li>• Limited consultancy revenue</li> </ul>
2.3.6. Extension Activities and Institutional Social Responsibility:	<ul style="list-style-type: none"> <li>• Extension activities undertaken through NSS, NCC, WDC and Nature Club.</li> <li>• Students undertake various outreach and extension programmes in collaboration with NGOs, and local community</li> <li>• The extension and community engagement practices by NSS and NCC units are commendable.</li> <li>• One student represented in Republic Day Parade in New Delhi</li> </ul>
2.3.7 Collaborations :	<p>Linkages and collaborations are in place with some noted NGOs/ institutions of national and international repute for knowledge sharing</p> <ul style="list-style-type: none"> <li>• More Linkages with industries are desirable.</li> <li>• Foreign collaborations with the Canadian Universities and Germany</li> </ul>
<b>2.4. Infrastructure and Learning Resources:</b>	
2.4.1 Physical Facilities:	<ul style="list-style-type: none"> <li>• Adequate infrastructure facilities for curricular, co-curricular and extra-curricular activities</li> <li>• Infrastructure facilities are augmented from time to time.</li> <li>• Common facilities like ladies common room, staff room, common room, health center, canteen, counseling and career guidance cell, staff canteen , green gym, etc. are available.</li> <li>• Washroom for physically challenged exists.</li> <li>• Playground/sports facilities need to be augmented.</li> </ul>
2.4.2 Library as a Learning Resource:	<ul style="list-style-type: none"> <li>• Library has an Advisory Committee to guide administration and its functioning.</li> <li>• Library is equipped with 58910 titles, 73648 titles and 54 journals/periodicals besides e-resources/materials.</li> </ul>

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	<ul style="list-style-type: none"> <li>Library is fully automated with OPAC and electronic resource management packages for e-journals and website.</li> <li>Library has 20 computers, 01 for Dell RACK RVER, 12 for public access and 07 for processing and administration section.</li> <li>INFLIBNET facility to students and staff available</li> </ul>
2.4.3 IT Infrastructure:	<ul style="list-style-type: none"> <li>The College has 129 computers, 22 laptops, 36 ceiling mounted projectors and smart boards with internet facility.</li> <li>The College is upgrading its computers and other IT facility depending upon the need and upgraded technology.</li> <li>The Website College is well organized and updated regularly.</li> </ul>
2.4.4 Maintenance of Campus Facilities:	<ul style="list-style-type: none"> <li>Maintenance of infrastructure and repair work is done through outsourcing</li> <li>Maintenance of infrastructure with necessary budget exists; infrastructure is well maintained.</li> <li>CCTV cameras installed for safety of the campus</li> </ul>
<b>2.5. Student Support and Progression</b>	
2.5.1 Student Mentoring and Support:	<ul style="list-style-type: none"> <li>Updated admission prospectus published every year.</li> <li>The College has Career Guidance &amp; Placement Cell, Anti -Ragging Cell, Grievance Redressal Cell, Women Cell, Separate Cell for SC/ST and Entrepreneurship Development Cell.</li> <li>In addition to Government's freeships and scholarships the College provides some financial assistance to needy students from Association of non-government colleges, NGOs, etc.</li> <li>Career Counseling and Psychological Counseling are in place.</li> </ul>
2.5.2 Student Progression:	<ul style="list-style-type: none"> <li>Students' progression from UG to PG is good.</li> <li>45-50% progress for employment and 10-15% family business</li> <li>Academic performance is very good and success rate is more than 90 per cent across the courses.</li> <li>Students awarded the Shiv Chhatrapati Award</li> </ul>
2.5.3 Student Participation and Activities:	<ul style="list-style-type: none"> <li>College is recognizing and encouraging the students for participation in sports and extracurricular activities</li> <li>Active Student Council; several Clubs/Associations are functioning actively.</li> <li>Students cultural and sports activities are visible &amp; there are achievers at University/ international /national /state level sports and cultural events; Several medals, Trophies, Prizes received.</li> </ul>
<b>2.6. Governance and Leadership:</b>	

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2.6.1: Institutional Vision and Leadership:	<ul style="list-style-type: none"> <li>• The vision and mission statement is well defined.</li> <li>• Vision and mission of the College supports the socio-economic development of the region</li> <li>• The Management follows inclusive policy and participative decision making.</li> </ul>
2.6.2: Strategy Development and Deployment :	<ul style="list-style-type: none"> <li>• The College has sound policies, programmes and systems.</li> <li>• Mechanism exists to redress the grievances of stake holders; Stakeholder-institution relationship is exemplary.</li> <li>• Feedback collected on various parameters is used for decision making and performance improvement.</li> </ul>
2.6.3 Faculty Empowerment Strategy :	<ul style="list-style-type: none"> <li>• Professional development initiatives of teaching staff visible</li> <li>• 03 Refresher Courses and 02 Research Methodology course conducted</li> <li>• The College encourages the faculty to participate in orientation and refresher courses to update their knowledge.</li> <li>• Staff welfare fund maintained by non-teaching staff helps them in times of need</li> </ul>
2.6.4 Financial Management and Resource mobilization :	<ul style="list-style-type: none"> <li>• Well-conceived and efficient financial management</li> <li>• Internal and External Audit Systems exist.</li> <li>• Government grant, UGC development assistance, &amp; fees and donations from corporate bodies are main sources of income.</li> </ul>
2.6.5 Internal Quality Assurance System :	<ul style="list-style-type: none"> <li>• IQAC established during 2004 ad its activities are visible.</li> <li>• Feedback analysis used in decision making</li> <li>• Both internal and external academic audit are in place.</li> </ul>
<b>2.7. Innovative and Best Practices :</b>	
2.7.1: Environment Consciousness :	<ul style="list-style-type: none"> <li>• Energy conservation, solar light, E-Waste management, plantation drive, etc. are evident.</li> <li>• Steps initiated to make the campus eco- friendly</li> </ul>
2.7.2 Innovations:	<ul style="list-style-type: none"> <li>• Moneta - A Financial Festival "Think, Invest, Win"</li> <li>• Mathemetrix - inter college, inter school mathematics Festival</li> <li>• The College is promoting value-based education for inculcating social responsibilities and good citizenry</li> </ul>
2.7.3: Best Practices :	<ul style="list-style-type: none"> <li>• Inclusive Learning</li> <li>• Online admission</li> <li>• Peer Learning through the Buddy System</li> </ul>

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Section III : OVERALL ANALYSIS	Observations :
3.1 Institutional strengths :	<ul style="list-style-type: none"> <li>• Regional reputation</li> <li>• Qualified, experienced, dedicated faculty and administrative staff committed to goals of the college.</li> <li>• ICT enabled learning process</li> <li>• Conducive atmosphere for teaching and learning</li> <li>• Good academic ambience</li> </ul>
3.2 Institutional weaknesses :	<ul style="list-style-type: none"> <li>• Lack of adequate permanent staff members</li> <li>• Limited financial resources</li> <li>• Constraint of physical space</li> <li>• Absence of structural mechanism to promote consultancy</li> <li>• Linkages and collaborations with industries</li> <li>• Research culture and tapping the scope of collaborative research</li> </ul>
3.3 Institutional Opportunities :	<ul style="list-style-type: none"> <li>• Introduction of career-oriented region specific courses to promote employability</li> <li>• Regular organization of Entrepreneurship and skill development programmes for the students</li> <li>• Linkages with industries and institutes of repute.</li> <li>• Strengthening ICT-enabled teaching-learning methods</li> <li>• Mobilisation of financial resources</li> <li>• Tapping the vast Alumni network by creating formal association</li> </ul>
3.4 Institutional Challenges	<ul style="list-style-type: none"> <li>• Ensuring and sustaining quality teaching and research.</li> <li>• Imparting knowledge and inculcating human values amongst students in the era of social media exposure</li> <li>• To secure MoUs for students placement and progression</li> <li>• Undertaking strategic planning and development for future growth</li> <li>• Establishing effective industry-institution partnership</li> </ul>

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## Section IV: Recommendations for quality Enhancement of the Institution

- New UG and PG self-financing courses be started for financial sustenance
- Measures to be taken to get Autonomous status to the College
- Steps may be taken to get the College under College with Potential for Excellence
- Increase collaborative linkages with other institutes for teaching and research.
- Additional physical space to be provided even at a distant place
- Hostel facility to be provided to outstation girl students
- Efforts to be taken to fill-up the vacant positions to address the issue of teacher-student ratio
- Strengthen the research culture among faculty and students
- Career Counseling and Placement Cell be institutionalized and more Entrepreneurship/Skill Development programmes be organized
- A long-term plan be prepared with phased action strategies

I agree with the observations of the Peer Team as mentioned in the report.

Peer Team:



*Sradhwan*  
04/02/17  
Principal  
R. A. Podar College of Commerce & Economics, Matunga, Mumbai-400 019.

Name	Designation	Signature with date
Prof. Vennam Venkaiah	Chairperson	<i>V. Venkaiah</i> 4/2/17
Dr. Bhat. P.A.	Member Coordinator	<i>P.Bhat</i> 4.2.2017
Prof. S.K. Swain	Member	<i>S.K. Swain</i> 4-2-17
Dr. Ganesh Hegde	NAAC Officer	

Place Mumbai- 400019

Date. 04<sup>th</sup> February, 2017