



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 1)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
BALAJI INSTITUTE OF TECHNOLOGY AND SCIENCE**

**Warangal
Telangana
506331**

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

Section I: GENERAL INFORMATION

1.Name & Address of the institution:	BALAJI INSTITUTE OF TECHNOLOGY AND SCIENCE Warangal Telangana 506331	
2.Year of Establishment	2001	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	6	
Departments/Centres:	6	
Programmes/Course offered:	12	
Permanent Faculty Members:	147	
Permanent Support Staff:	124	
Students:	1970	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Clean Environment 2. Staff student ratio is adequate 3. 50 renewable energy	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 26-03-2021 To : 27-03-2021	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. SANKARANARAYANASAMY KRISHNASAMY	Director,NIT Puducherry
Member Co-ordinator:	DR. SARAVANAN CG	Professor,Annamalai University
Member:	DR. NITIN GHORPADE	Principal,Baburaoji Gholap College
NAAC Co - ordinator:	Dr. Ganesh Hegde	

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

Teaching plans are prepared by faculty members according to the academic calendar. Course delivery plans, lecture notes and question bank are prepared by the faculty for each course. Every subject teacher prepares the administrative plans which include course objectives & outcomes, real life application mapping, academic resources, allied MOOC/ Value Added Courses(VAC), lesson plan, assignments, tutorial/practical plan, evaluation scheme for grading. Curriculum Enrichment is done through Student Centric learning Methods like Industrial Visits, guest lecturers Internships, Workshops, Mini projects, Group Projects, student debates, Group Discussions, debates, Seminars, Presentations, Role plays, Value Added Courses, Certificate Courses, use of new tools /simulators, MOOC (NPTEL etc.). Continuous evaluation is maintained by conducting tests after completion of every unit. Valued answer scripts are returned to the students with suggestions to improve wherever necessary. Advanced learners and slow learners are identified and necessary actions are initiated.

The curriculum provided by university has different courses such as Environmental science, Human Values and Professional Ethics. No specific course on gender sensitization is offered. The college has nearly 45 % female students, and 57 female teachers out of 197 teachers .

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

Mostly, students of the home state prefer this college. At an average only 17 students took admission from outside of the state. 3 differently baled students are on roll. College identifies the advance learners and slow learners and pays attention to them. **Advanced learners** are encouraged to attend knowledge developing events such as internships, **NPTEL courses, National level workshops, Technical competitions, National/International conferences etc.** For enhancing the performance of **slow learners, Remedial Session and Group Study Sessions are conducted.** Simple and standard lecture notes/course materials are provided for students. Mentoring system is common in all the Departments. Bilingual explanation is used for clarification of doubts for slow learners after the class hours for better understanding.

The institute adopts student centric methods to improve student involvement in problem solving methodology and experimental & participative learning. In this connection, role plays, discussions, debates, laboratory experimental learning, mini projects and case studies are held regularly. In teaching learning process, for effective delivery, **intensive ICT tools are provided to all the teachers.**

The institution has adequate full time faculty members to effectively impart the curriculum. However, only 53 out of 206 faculties have doctoral degrees.

All students registered for the course are evaluated through continuous assessment process which includes mid-term tests, MCQ, seminar, project works and attendance. Two series tests and

Assignments are also given for theory subjects. The internal marks are published and displayed in departments and the grievances if any, are addressed by the department team.

Any discrepancies/doubts in the question paper reported by the student is cleared by the examination branch staff immediately in consultation with the University.

Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed on website and communicated to teachers and students. The assessment of **POs & PSOs** is carried out by **Direct (80 %) and Indirect (20%) assessments**. Only 75 % of students have cleared the examinations.

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Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3

The Institute has created an ecosystem for innovation, creation and transfer of knowledge by establishing R&D cell, Incubation Center and Entrepreneurship Cell. The College has set up centres of research and excellence such as the IIT Bombay Centre of Excellence, Task Innovation Centre & Centre for Entrepreneurial Learning.

Research and Development Cell facilitates for providing mechanism for submission of minor and major research proposals for funding by Institute/University and other funding agencies. Incubation Centre is to facilitate students to convert their Ideas into Technological Innovations. However, resource mobilisation through funded projects is minimal.

Some college teachers are involved in research. The quality and quantity of research publications is not adequate. However, few of the faculty members have published research papers. NSS unit is organizing Swach Bharath and Plastic Free Campus activities in and around the college campus and also in adopted village. Under 'Swach Bharat Abhiyan', Students initiate drives to create awareness about overflowing garbage bins, cleanliness of roads by having rallies with posters and placards. To make the students and the community focus on sanitation, various Swach Bharat programs are organized in the campus and neighbourhood community. Institution also organizes various health and family welfare awareness programme in adopted village. Students participate in many of the socially sensitizing programmes related to Tree Plantation, Yoga, save water awareness rally, Seminar on Gender Issues.

There is adequate number of functional MoUs for Internships.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

Institute has well equipped infrastructure that facilitates the effective teaching learning in proportion to student intake. The college has infrastructure which provides modern amenities. The institute has 44 class rooms, 43 laboratories, smart halls, seminar halls and open Auditorium. The campus also consists of cricket, Basketball, Volleyball, throw ball, Gymnasium, and Badminton courts. There is a separate Yoga center and gymnasium with adequate facility available. Theme is given to the students every year and the students give life to the theme through their excellent performance. During the cultural festival, talents of the students are established. Through healthy competition, better performance of the students from various disciplines is recognized on that special occasion.

The college has an automated library with 1200 Square Meters and seating capacity of 300 persons has a well stockpile of 7574 titles, 59540 volumes which include the SC/ST book bank scheme, 96 national, international ,1200 e-journals and Daily News papers.

The institute is a member of DELNET, NDL and IEEE XPLORE to access e-books and journals. Library is automated through ILMS, OPAC and NEWGEN software.

Software for complete automation and RFID based system is missing.

The institution has maintained well structured IT facilities with 750 computers for the students. The internet speed has been upgraded to 100 MBPS. LAN and Wifi facilities are available. Along with high Speed internet the institute takes extra step to secure the internet with Firewall and Antivirus software. Laboratory uses the licensed as well the open source software's. Internet lines are available in all the academic venues and seminar rooms.

The campus maintenance is carried out by allocating funds in the last five years. Regular maintenance of electrical, plumbing, housekeeping, transport and infrastructure in the entire college is supervised by the Administrator & Manager. **Water treatment plants are available in the college.**

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Qualitative analysis of Criterion 5

Significant number of students is provided with scholarships. Students are supported with training for competitive examinations. However the outcome of programs is not available.

Though 28 % of the students got placed, students selected on core companies are minimal. The students progress to higher studies is significant (23%) and those who has qualified in competitive examinations is lower (46).

The students need more motivation to perform in games/cultural events.

An active Student Council comprises members to monitor Cultural, Technical, Sports and Literary events, Ant ragging & Gender sensitization programmes, NSS activities and Alumni meet in college. Council members along with association and committee members take active role in conducting College Annual day, Technical seminars, Sports day, traditional day and national festivals.

The college has **registered alumni association, registered in 2017. Adequate interaction between alumni members and current students is evident and internships are being provided by the alumni in a limited way.** The alumni feedback on teaching-learning process is recommended.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QIM	Incremental improvements made during the preceding five years (<i>in case of first cycle</i>) Post accreditation quality initiatives (<i>second and subsequent cycles</i>)

Qualitative analysis of Criterion 6

Four of the UG courses are accredited by NBA. Institute holds an ISO certificate. The Principal is the Academic Head of the Institution and is aided by the Heads of the Departments, Finance Officer, Section Heads, and Chairpersons of other Committees. Internal Quality Assurance Cell (IQAC), Planning & Development, Academic Section, Examination Branch, Research and Development (R&D), Mentoring, Training and Placement (T&P) Cell, and Other Sections do take part in the governance of the College. Various committees have been formed to look after routine academic and administrative issues. **All academic and administrative activities are decentralized.**

The Governing Body is a group of 10 members. The Principal is the member secretary of the Governing Body. The role of the top management is to give approval for decisions taken by sub committees regarding building construction, purchase of major equipment, applications for new courses/additional intake, affiliation of courses, staff matters, faculty recruitment, major student welfare measures etc. The college has different

committees such as **Professional societies, NSS, Grievance Redressal, Anti- Ragging, Alumni committees, Minority, Library, Research, Placement Cell, Hostel, Transportation, Women Cell etc.**

Significant effort is required to create strategic plans for the future (next five years).

The institution with residential campus provides efficient and effective welfare measures for the teaching and non-teaching staff. Staff members are encouraged to acquire the latest skills by attending orientation and refresher courses. The reimbursement of fees paid for attending STTP's/Workshops is provided. Registration fees and special incentives are given to the faculty members those who publish papers in journals. Performance Appraisal System is in place for both teaching and non-teaching staff.

Welfare schemes are available for teaching and non-teaching staff associated with the Institute like fee concession for their wards, financial support for attending conference, Wi-Fi facility is available.

Employees of institute perform internal audit while external auditors conducts external audit. Internal Auditors submit the audit report to Audit Committee which in turn submits to Management. The funds in the college are obtained from the tuition fees collected from the students. Funding from external sources is nil. College has established Internal Quality Assurance Cell to maintain and assure the quality in all the different aspect. IQAC emphasizes on teaching learning and assessment strategies for the betterment of quality education. The steps taken by the institute to attain its vision and mission is not disseminated. The institute's emphasis in all round development of the students is not fully reflected.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> 1. Safety and Security 2. Counselling 3. Common Room
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • E-waste management
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> • Students, staff using <ol style="list-style-type: none"> a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

Use of renewable energy and availability of student mentor are the evident best practices. **It is appreciated that the power generation from renewable sources is significant (nearly 50%). The institute also have significant number of LED bulbs in the campus.**

The institute organizes events on gender equality to ensure that Men and Women enjoy the same status and equal opportunities. Institute encourages girls and boys to participate together in academic, cultural, sports and

social activities. Various activities are organized to sensitize and promote gender equity among students and staff by the Women Empowerment cell. Security is provided in the campus to ensure the safety & security of students and staff.

A Counselling system by the Student mentor is available. Girls and Boys common room are available in the campus. Counselling and mentoring are done on a regular basis.

Solid waste will be collected through Tractors from various block of the college regularly. Glass, metals, plastic and other non-biodegradable wastes are given to external agencies where they are segregated and disposed/ recycled according to the nature of the waste. The liquid wastes generated in the campus include Sewage, Laboratory, Laundry, hostel and canteen effluent waste. The entire treated water is used for watering the gardens and lawns maintained in the campus.

The sludge settled is removed and is dried on drying beds and used as manure for the gardens. The e-waste from the laboratories are collected at a central store and then handed over to the vendors.

Rainwater collected from the buildings is channelized into pits located inside the campus. Also, the runoff water collected on the roads is drained and conveyed to the pits. Emphasize on water conservation, use of push taps to reduce water wastage, use of recycled water and ground water.

Institute make steps to utilize the local advantages. National festivals such as Gandhi Jayanti, Independence Day and Republic Day are being celebrated.

Transparency in academic and administrative and auxiliary functions needs improvement.

Section III: OVERALL ANALYSIS based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC) (up to 500 words)

Strength

Strength

- The college functions with a good Infrastructure.
- Faculty retention is good
- Professional chapters for the students are established.
- MOU with industries
- Students counselling.
- NBA accreditation and ISO certification
-
- Very little funded projects
- Lack of sophisticated tools for research
- Transparency in the activities of the institute is not adequate.
- The quality research publications in peer reviewed journals is a serious concern
- Not able to fill all sanctioned seats

Opportunities:

- Faculty could contribute more towards research and consultancy
- Staff and student exchanges with premier institutions in India and foreign

Universities are possible.

- Motivate faculty for Product development, Research & Innovation
- The college can promote collaboration with more industries
- To use locational advantage of the area.
- Bridge the learning gaps of underprivileged community

Challenges:

- Getting grants through Government funded projects and consultancies
- To enhance students skills as per the continuous changing requirements of the industry
- Employment opportunities for slow learners

Keeping pace with changing technological advancements.

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- • Exposure of faculties to industries, R&D institutions and other institutions of higher learning periodically and for a reasonable time period
- • Students exchange with other institutions and R&D labs both within the country and abroad for defined periods should be explored
- • Add-On courses, Valued added courses to a larger section of students
- • Faculties to put more efforts in getting funded research projects.
- • Generate more IPR
- • More faculties to register for PhD
- • Introduction of RFID facility in library
- • Efforts to motivate students to participate in academics and sports events in national level
- • Active participation of faculty and students in Entrepreneurship projects
- • Encourage faculty to publish in quality journals

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. SANKARANARAYANASAMY KRISHNASAMY	Chairperson	
2	DR. SARAVANAN CG	Member Co-ordinator	
3	DR. NITIN GHORPADE	Member	
4	Dr. Ganesh Hegde	NAAC Co - ordinator	

Place

Date

NAAC