

Government College for Women(A)-Guntur

IQAC-EXTERNAL PEER TEAM REPORT ON PERFORMANCE OF THE INSTITUTION- ACADEMIC YEAR 2023-24

Members of External Peer Team:

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1. Name of the College : Government College for Women(A) –Guntur-522001
2. Name of the Principal : Dr. V. R. Jyotsna Kumari.
3. Telephone/Fax/Email : Mobile: 9948121715
Email: gcwa.iqac@gmail.com
4. Year of Establishment 1942
5. Whether Private/ Government
Or University Maintained : Government
6. Type of the Institution : Women
7. Autonomous Status : UGC granted Autonomous Status in the year 2013
8. Name of the Affiliating
University : Acharya Nagarjuna University, (Guntur)
9. Course Offered :

UG Courses:

Sl. No	Name of the Programme	Programme Code
1	B A Honours(Special English)	H105
2	B A Honours(Political Science)	H103
3	B A Honours(Financial Economics)	H102

4	B A Honours(History)	H101
5	B A Honours(Special Telugu)	H104
6	B Com Honours(Finance)	H201
7	B Com Honours(General)	H202
8	B Com Honours(Computer Applications)	H203
9	B Com Honours(Tax Procedures and Practice)	H204
10	B Sc Honours(Analytical Chemistry)	
11	B Sc Honours(Artificial Intelligence)	H301
12	B Sc Honours(Chemistry)	H302
13	B Sc Honours(Nutrition and Dietetics)	H303
14	B Sc Honours(Zoology)	H304
15	B Sc Honours(Aquaculture)	H305
16	B Sc Honours(Botany)	H306
17	B Sc Honours(Physics)	H401
18	B Sc Honours(Biochemistry)	H403
19	B Sc Honours(Home Science)	H404
20	B Sc Honours(Data Science)	
21	B Sc Honours(Microbiology)	H405
22	B Sc Honours(Computer Science)	H406
23	B Sc Honours(Mathematics)	H407
24	B Voc Honours(Medical Lab Technology)	

PG Course:

Sl.No	Name of the Programme	Programme Code
1	MA Economics	PGEC
2	MSc Chemistry	PGCH
3	MSc Zoology	PGZO
4	M.A. English	PGEG

10. Total number of students during the year: 2132

UG

Sl.No	Year of Study	No of Students	Total No of Students
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1	1 st year	526	2132
2	2 nd year	636	
3	3 rd year	972	

PG

Sl.No	Year of Study	No of Students	Total No of Students
1	1 st year	38	90
2	2 nd year	52	

11. Number of outgoing / final year students during the year : 998.
12. Number of students who appeared for the examinations conducted by the institution during the year : 1778.
13. Number of courses in all programmes during the year 428
14. Number of full-time teachers during the year 94

Sl.No	Designation	Number	Total
1	Assistant Professor	76	94
2	Associate Professor	14	
3	Professor	4	

15. Number of seats earmarked for reserved categories as per GOI/State Government during the year: 539
16. Total number of Classrooms and Seminar halls 70
17. Total number of computers on campus for academic purposes 325

Government College for Women (A), Guntur (<http://gcwguntur.ac.in/>) of Andhra Pradesh, established in 1942, in 10.85 acres, with 2359 students on rolls, is fully equipped with laboratories and ICT enabled classrooms. It has completed 77 years of committed service enabling the first-generation rural women students in terms of education and employability. With multiple disciplines like Arts, Commerce and Sciences, this institution is getting ready for the 3rd cycle of NAAC with Autonomy (from 2013-14), CPE (2016), RUSA grants and NIRF ranking (168) as feathers in its cap.

The College has 23 departments including Bio-Chemistry, Microbiology and Bio-technology and offers 31 UG and 04 PG programmes. As this a Government Institution, monitored by Andhra Pradesh Commissionerate of Collegiate Education, the staff of the institution are qualified and selected through Andhra Pradesh College Service Commission. The teachers are highly committed, follow student-centered methods and most of them are honored as the Best Teachers by the State Government and other agencies.

As this is an autonomous institution, it has freedom to revamp the curriculum to match the employability needs and global scholarship demands. This college also offers various need based Add – on Courses and Certificate Courses with additional inputs filling the gaps in the curriculum through effective Academic Calendar which includes Curricular, Co-Curricular and Extra Curricular activities.

As this institution is also a District Resource Centre, it offers training to teachers of the neighboring colleges in student – centered methods and latest aspects of knowledge.

The Women Empowerment organizes programmes on Gender Sensitivity. The staff and the students along with the NSS and NCC units of the college adopt villages and spread the health, hygiene, and green consciousness among villages that surround the institution. The library of this college is digitized and offers digital editions of books and magazines for enhancing skills. The college has a separate Training and Placement Cell (Jawahar Knowledge Centre), which trains the students in Communication Skills and Soft Skills and provides jobs to students through linkages and campus interviews.

Curricular Aspects:

The implementation of Outcome-Based Education (OBE) begins with the careful selection of courses, electives, and course structures. Course Outcomes (COs) are mapped to Program Outcomes (POs) from the NBA and the program's PSOs. This ensures that graduates are equipped to compete globally and exhibit the expected competencies. The attainment of POs and PSOs is continuously monitored, ensuring alignment with the institution's vision and mission.

With academic autonomy, the institution revises the curriculum frequently, especially in line with the National Education Policy (NEP), to include new courses that improve soft skills, technical aptitude, and general knowledge. Value-added initiatives such as mandatory certificate courses and compulsory internships further enhance students' skills and employability.

The college integrates cross-cutting issues such as gender, environment and sustainability, human values, and professional ethics into its curriculum to ensure holistic student development. Courses focus on building both professional and general competencies, such as ethical values, environmental sensitivity, and social responsibility. Human Values and Professional Ethics The college fosters human values and ethics through social development initiatives like working with NGOs, organizing health and blood donation camps, hygiene workshops, and environmental awareness drives. Students actively engage in NSS/NCC activities, organizing street plays, debates, and campaigns. These programs instill social responsibility and ethical values.

Teaching-Learning and Evaluation:

Government college for women has implemented a comprehensive assessment strategy, which includes entry-level assessment for first-year students and during the programme assessment for second- and third-year students. For first-year students, entry-level assessment is based on their performance in bridge course exams and their inter marks. Throughout the program, during the programme assessment is conducted based on students' previous exam results, classroom performance, and internal assessments.

Using these assessment methods, students are categorized into three groups: slow, average, and advanced learners. This categorization allows us to tailor our approach to each student's needs, ensuring personalized learning experiences.

A major shift from traditional teacher centric method to latest student centric method for facilitating effective teaching learning process by involving and activating the students to foster a deeper and more meaningful learning. The college provides a wide platform for all the students to imbibe various skills.

The integration of ICT tools and online resources has emerged as a pivotal factor in enhancing the overall effectiveness of the teaching and learning process. Our college has been at the forefront of embracing these advancements by taking a proactive approach to explore, plan, and implement a diverse array of teaching methods, leveraging various ICT tools. This comprehensive approach extends beyond traditional in-person classes and extends to remote learning environments.

Each academic year begins with strategic planning aimed at optimizing the use of available working days and fostering the holistic development of students through co-curricular and extracurricular activities. The college tradition involves preparing the academic calendar well in advance, often before the conclusion of the previous academic term. This proactive approach lays the groundwork for the year ahead, guiding the institution's overall plan, overseen by the Internal Quality Assurance Cell (IQAC). The academic calendar serves as a blueprint for curricular activities on an annual or semester basis, facilitating detailed planning and execution. Monthly monitoring by the college principal ensures alignment with established objectives, allowing for timely adjustments as needed. At the semester's end, a comprehensive review of syllabus coverage and activities takes place.

The college has established a comprehensive set of rules and reforms to ensure the effective and secure organization of exams, with a strong emphasis on integrity and confidentiality. The examination system follows a 60:40 pattern, where 40% of the marks are allocated for Continuous Internal Evaluation (CIA) and 60% for the Semester-end Examination for the first year student. For the second and third year students the old pattern of 70:30 is continuing.

The program outcomes(Pos) are periodically updated in accordance with guidelines from the UGC and State Council of Higher Education. These Pos encompass a wide range of interconnected knowledge and skills to be developed through various courses and experiences. Course Outcomes (COs) represent the specific knowledge, skills, and abilities that students acquire through their participation in particular educational experiences.

IQAC has set bench marks and targets for the PO attainment. The departments are directed to maintain a minimum target threshold of 50% for COs of all the courses offered. All the COs of CSP and Internship have a bench mark of 75% and only direct attainment is considered. The proportional weightage of CIA is 50% and SEE is 50% in calculating the attainment and 90% is allocated to direct attainment and 10% to indirect attainment (Course exit survey). The outcome based model is thus guided through a manual prepared by the IQAC guiding the departments step by step in mapping the COs with POs, COs with assessment items, in fixing weightage for formative and summative assessments, for direct and indirect attainment.

Research, Innovations and Extension:

The research strategy of College covers major academic disciplines. The college has a well-defined policy for promotion of research such that to mobilize the knowledge resources available for research and to come up with innovative solutions. The college encourages the faculty to focus on niche research area(s) to collectively address a wide variety of problems. To promote research, the college encourages multidisciplinary research in arts, science, humanities and applied areas of science. Socially relevant and need based research among the faculty and students are encouraged. To develop research and educational collaborations with industries, minority institutions and higher learning intuitions. The college encourages the faculty members to apply research projects from international, national funding agencies apart from local educational offices and industries. The college encourages its qualified faculty members to take recognition as guide from affiliated university to guide Ph.D. research scholars in accordance with regulation of Acharya Nagarjuna University. the faculty collates the report and share with IQAC and on website pertaining various research activities in the college during the academic year.

Students are encouraged to actively involve in the application of technology for societal needs. Necessary support is provided for Documentation, Publication of Research Papers by the faculty. Students are provided with an opportunity to acquire skills. The Local Entrepreneurs are invited to address the students and inspire them. The college organizes seminars/ workshops and provide on duty, T.A / D.A to the faculty members to attend / participate in such programs. INFLIBnet of the college allows to refer to the national and international journals and also to download the required details.

The college organized a number of extension and outreach activities to sensitize the students towards community needs. Students actively participated in these activities that lead to their holistic development. The college runs effectively 4 NSS units with 400 volunteers, NCC with 50 cadets, Eco club, RRC, Inclusive centre, women empowerment cell etc. The college build up relation and collaboration with Government organizations like NYK, DMHO, NGC, STEP SWASAKTHI and NGOs like Samarthan trust, Saksham foundation for the disabled, ITC MSK FINISH Society, Vavilala samstha, etc to sensitize the students to work on the societal issues. The college undertakes various extension and outreach activities in the neighborhood community that include various awareness programs and rallies like AIDS awareness, voter awareness etc. Swachhta activities promoted cleanliness and contributed to

the National “SWACHH BHARAT ABHIYAN”. NSS units organized medical camps and awareness on health and nutrition in adopted areas. Volunteering for conducting Job mela for the disabled, Visiting Old age home and orphanages developed concern for the community affected people and destitute and it sensitized the students towards social issues.

Infrastructure and Learning Resources:

- The college has adequate physical infrastructure facilities with 126 rooms comprising of 66 class rooms which includes IT enabled classrooms like virtual class rooms and digital class rooms along with 20 laboratories, a large assembly hall, AV seminar hall, faculty rooms, online exam center, net center and a placement cell to support the academic activity in the college.
- The college has Adequate space and infrastructure for administration purpose like principal chamber, office room, controller of examinations office, IQAC office and board room.
- The college has a playground of 850 square meters for sports and outdoor games. The institution has a spacious open-air auditorium for cultural activities.
- The college library is automated and offers remote access for digital resources.
- The college has spacious hostel block with 64 rooms, a reading room and facilities for Indoor games too.
- The entire college is Wi-Fi enabled with 21 Wi-Fi hotspots to provide free internet within the campus.
- Budget received under various heads like UGC, CPE and RUSA towards ICT are allocated to various departments based on their priority and need of the students. The Restructured special fee committee looks after the purchase and maintenance of ICT facilities.
- Institution is having 5 leased line connections of ACT-Fiber Net and 28 routers which support Wi-Fi to the whole campus. The recurring expenditure of the Internet service will be met from restructured special fee amount and is monitored by Internet committee of the college.
- To minimize the maintenance cost, college does not have any AMC. Maintenance to any ICT equipment is done on the need basis meeting the expenditure from the restructured special fee or from CPDC.

- The college has a set of procedures for maintenance of infrastructure and equipment. Institution has an “Infrastructure Development” policy. Physical, academic and support facilities are reviewed and monitored from time to time.
- Campus Maintenance Committee in association with Finance committee looks after the maintenance of buildings, class rooms and labs.
- The purchase committee of the college purchases the required equipment through quotation process as per norms. Annual stock verification of chemicals, glassware and all other lab equipment is done.
- The library has been fully automated with management software SOUL.

Student Support and Progression:

The institution promotes inclusive practices for social justice and better stakeholder relationships. The college has an active student council which is an elected executive body at college level comprising the chairperson, secretary, treasurer and few members elected by the class representatives. The aim and objective of the student council is to act as a liaison between the students and the college administration with a motive of fostering welfare of the students and to safeguard interests of the students. The major activities of the Students' Council include- maintaining the general discipline and to create a conducive atmosphere in coordinating all the events related to curricular, co-curricular and extra-curricular activities in the college as per the directives of teaching faculty. Students also have active representation on academic and administrative bodies like BOS and various committees of the college. The student council organizes and celebrates various social service activities that facilitates in developing various skills and competencies and foster holistic development. It also endeavours to resolve students-related problems from time to time. It also involves in taking major decisions of the institute on teaching, learning, administration and governance in collaboration with faculty members every year.

The Lady Hope Alumni Association, established in 2002, is a vital cornerstone of our institution's growth and development. Committed to connecting former students with our educational vision, this registered association aims to enhance the value we provide to all stakeholders. By enrolling alumni as members and encouraging their active engagement in institute activities, events, and initiatives, the association builds a powerful network of support. This gathering allows alumni to reconnect, reminisce, and share intellectual and professional experiences with both faculty and current students. In addition to alumni reunions, our

institution offers interactive sessions, such as the recent speech by M. Pallavi, Assistant Treasury Officer, who inspired students with insights on employability and educational opportunities. Moreover, alumni are invited to join the Board of Studies (BOS) for curriculum design and share feedback. Alumni also play a pivotal role in mentorship, sharing their rich experiences to guide students in their job-seeking journeys. Furthermore, the institution leverages these valuable connections during events like the recent alumni meet celebrating the Department of Chemistry's 10th anniversary. In the realm of academic quality, the (IQAC) organizes Faculty Development Programs (FDPs) featuring renowned Alumni, such as Dr T Annie Sharone who delivered Lecture into NAAC criterion aspects.

Governance, Leadership and Management:

- The college has been adding new UG and PG programs year after year in tune with Industry requirement.
- The college continues its efforts to maintain the standards it has set for itself and improve its status in the rankings by various agencies like NAAC, NIRF and ISO.
- The college has an effective administrative mechanism in place. There are a number of committees to take care of various aspects of the administration. Each and every staff member has been assigned some additional responsibility based on the individual experience, seniority and special skills.
- Government College for Women provides support in the form of Scholarships, Mess Bill Waiving, Exam Fee Waiving and other material support so that they can complete their graduation without any difficulty.
- The college approaches philanthropists, NGOs and business houses to seek financial support for the needy students.
- The Samarthanam Trust, Bommidala Sri Krishnamurthy Foundation', Krishnadevaraya Aid, Wipro Care, have sanctioned scholarships for the physically challenged and poor students.
- The Examination Cell is coordinated by a committee lead by a Controller.
- The Academic Council and IQAC monitor the academic issues and various other committees are constituted for strengthening quality.
- The Finance Committee comprising the in-charges of UGC, CPDC and RUSA of the college approves various plans related to budget and developmental needs of infrastructure. Important decisions are ratified by the Governing Body.

- The Staff Council with Principal as its chairperson and the in-charges of all departments as members plays a key role in planning and implementing the academic aspects.
- The Administrative wing of the college comprises of one Administrative Officer, One office superintendent, and other non-teaching staff.
- The institution has various effective welfare measures for teaching and non-teaching staff such as 1. APGLI, 2. Medical Reimbursement and Employees Health Scheme, 3. General Provident Fund, 4. Group Insurance Scheme.
- The employees of the college have availed different kinds of leaves such as 1. Casual Leave 2. Special casual leave 3. Earned leave 4. Half Pay Leave. 5. Commuted Leave 6. Extraordinary leave 7. Special Disability Leave 8. Study Leave 9. Maternity Leave 10. Miscarriage/Abortion Leave 11. Special casual Leave for Woman employees 12. Leave Encashment.
- The IQAC along with Academic Council has made suggestions to the departments to design qualitative curriculum through frequent meetings with the faculty members. It has created awareness about Blooms taxonomy, student centered methods and ICT practices for curriculum design and participative learning in the CBCS pattern. As a result, the institution has been able to design a need based and dynamic curriculum.
- The IQAC initiated the process of quality audits and College has acquired Green audit, energy audit and environment audit are conducted in the campus by the certified agency. The outcomes of audits are expected to invoke a responsible behavior towards nature among the stakeholders.
- Academic Audit was conducted in the college from 11.08.2022 to 14.08.2022.
- The IQAC reviews the Teaching Learning process, the objectives and the learning outcomes periodically. It helps the departments in preparing annual academic curricular plans based on the examination calendar. The IQAC prepares the Institutional Academic Plan which includes all the curricular, Co- curricular and different training sessions of the teachers. The IQAC monitors the performance of the departments through timely audits and periodical guidance.

Institutional Values and Best Practices:

Every year, our women's college thoughtfully establishes a series of initiatives to cultivate gender equity. The curricular and extracurricular activities are designed to enhance

gender sensitization and support the holistic development of our female students. Programs throughout the year include:

- Awareness workshops on women's roles in history and contemporary society.
- Health and well-being seminars focused on issues like mental health and cyber security, specifically tailored for women.
- Celebrations and informative sessions on significant days like International Women's Day and National Girl Child Day.

At GCW A, several methods for managing degradable and non degradable waste are used. The primary focus is to reduce, reuse, and recycle the waste.

- The fallen dry leaves collected from old trees and various gardens are used to produce organic compost and is used as manure to the botanical garden.
- Plastic collection by eco-club, was established by department of Botany. Plastic collection bins sponsored by ITC (50 dustbins) for classrooms and implementation of ban on Single-use plastic is in practice.
- For better handling of Sanitary Waste, Environment friendly Sanitary Napkin Incinerators have been provided in the college campus and in girls hostel.
- Moreover Environment-friendly smart boards are very easy to use ,also utilized by teachers.
- Concentrated liquid waste generated from the laboratories are diluted then disposed.
- The College has minimized the dissection of animals and has been using Bio labs there by producing.
- The E- waste like CPU, Monitors, LCD Screens, are stored in a store room and disposed on buyback policy with the permission of the Commissioner of Collegiate education, AP.
- The college conducts 6 days student induction programme for freshers(SIP), semester-wise bridge courses and orientation courses for Telugu and English-medium students to reduce their cultural and linguistic differences. Social as well as religious and spiritual awareness is created through traditional festivals , Sankranti, Christmas and bakrid.
- Every Wednesday assembly magnifies the students' morale and encourages them to uphold our tradition and the hidden values of humanity and discipline. The language departments conduct World Language Day and Hindi diwas day.

- The committees constituted in the campus like Grievance Redressal Cell, Anti Sexual Harassment Cell, Internal Compliance Committee, Minority Cell, SC/ST Cell, Anti ragging Cell, Discipline Committee and Student Welfare Committee ensure justice, equality and inclusiveness of all in the Campus.
- The college celebrates cultural and regional festivals like Youth Festival, Constitution Day, Voters day ,celebration of cultural day, world poetry day, Republic day, Independence day.
- The "Deeksharambh" program is designed to make students aware of future opportunities by fostering interactions with academicians, industrialists, and alumni. It creates an environment where students feel free from the usual college atmosphere. Azadi ka Amrith Mahotsav, Har ghar tiranga rally were organized to showcase the respect for national history.
- The college NCC unit arranges parades on Independence Day and Republic Day, remembers Arm Force Flag Day, and joins in the celebrations on Voter's Day.
- The Internal Quality Assurance Cell (IQAC), in collaboration with all departments, annually curates a schedule of National and International commemorative days at the commencement of each academic year. These activities are integrated into annual academic calendar, displayed on the institutional website and communicated to the respective departments. Departments actively prepares plan of action to celebrate the identified days and subsequently execute them. The theme for each day is carefully chosen, and a diverse group of activities, including quizzes, webinars, poster presentations, JAM (Just a Minute) sessions, rallies, exhibitions, games, and lectures, are organized to commemorate the theme on the designated days. Prominence is given to the activities such as rallies that extend the intended message to the wider community. The impact of these celebrations on the institutional environment has been significant. They have not only raised awareness about important social issues but also fostered a sense of inclusivity and unity within the college community.
- The college follows two best practices 1. Culture Sustentation: Loom, Craft, and Performing Arts, 2. 3 Ls - Learning, Literacy, and Life Skills.
- Govt. College for Women (Autonomous) Guntur has been endowed with the distinctive aspect of being unique in its academic diversity, number of programmes and value-added courses. The college is the select destination of girl students for the variety of programmes it offers across disciplines, more in number to choose from along with value added supportive certificate courses.

Plan of Action for the Next Academic Year:

- In view of the planning for next assessment it is planned to reconstitute the IQAC by a careful inclusion of criterion wise in charges and teams.
- It is planned to place the AQAR 22-23 in the Academic Council and GB meetings of 2023-2024 and seek approval.
- It is planned to revise the feedback questionnaires, administration, collection, and analysis process and strengthen the whole process.
- conduct community extension activities by entering MOUs with industry.
- It is planned to complete and operate additional classrooms which are taken up for construction by Mittapalli Agro products Limited Guntur in commerce block
- conduct department wise review meetings and fix department wise as well as teacher wise targets to meet quality benchmarks.
- To offer a greater number of certificate courses including online blended mode self-paced value-added courses.
- It is planned to complete the construction of hostel block with 12 rooms donated by Crane Foundation
- To increase the number of MOUs with industry.
- To take up renovation and repair work for the existing buildings.
- It is proposed to encourage students to apply for NGO & CSR scholarships.
- It is planned to guide and motivate staff members for active participation in FDPs and contribute to research publication.
- Planned to conduct an induction/ orientation programme for the first-year students.
- It is planned to add content focussing on cross cutting issues, employability, skill development, entrepreneurship in the syllabus of courses for strengthening the curriculum along the vision mission of the college and document the same specifically in the BOS documents.
- It is planned to suggest to departments to introduce innovative critical assessment to strengthen quality of teaching learning evaluation.

- As part of examination reforms in the autonomous system it is suggested that all the core courses should follow a predefined question paper pattern in weightage and choice along with adequate allocation to all the levels of Blooms learning domains.
- It is planned to make use of the services of select faculty for creation of e content in four quadrants .
- It is planned to conduct Academic Audit in the college.
- it is planned to submit SSR for cycle 4 within stipulated time.

Overall Analysis based on Institutional strengths. Weaknesses, Opportunities & Challenges (SWOC):

- Government College for Women, Sambasiva Peta, Guntur- was established in the year 1942, granted Autonomous status in the year 2013-14 and the college is in the IIIrd cycle of NAAC Accreditation.
- The college restructures 20% of its curriculum every year.
- The college consists of various academic, extracurricular and administrative committees to ensure timely implementation.
- The teaching learning and evaluation method is good. It considers the needs of the slow learners through remedial coaching and peer teaching.
- Affordable Fees Structure.
- Providing higher education to the under-privileged sections of the society.
- IQAC is functioning effectively.
- Girl's hostel is managed by the students.
- Students are able to communicate in English effectively.
- Library should have enough number of books and more rare books and manuscripts.
- Infrastructure facilities are inadequate , further, the existing building needs renovation.
- Research focus is missing.
- More campus placement drives can be organized.
- Internal Complaints committee not existing.
- Laboratories are not equipped with modern equipments.
- MoUs are not made with industries.
- Most of the recommendations of the previous NAAC were not implemented.
- Online courses under MOOC and SWAYAM can be undertaken.
- Reputed companies can support the college through its CSR activities.

- Majority of the students come from far-off rural areas with poor socio-economic background.

Recommendations for Quality Enhancement of the Institution:

- Faculty members should publish more research papers in UGC approved journals.
- Recommendations of the last NAAC visit should be implemented fully.
- Use of ICT in teaching/learning to be encouraged and Students should undertake more online courses under MOOC and SWAYAM
- Sanitary napkins vending machines may be kept in the toilets.
- Bank, ATM, bus and health facilities can be created
- The college can approach reputed companies/ industries to get funds to develop the institution.
- More number of staff – teaching and non-teaching should be regularized
- Internal Compliance Committee must be established
- MoUs should be made with industry
- Security system can be improved further.



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