

# Yearly Status Report - 2018-2019

Part A			
Data of the Institution			
1. Name of the Institution	MALABAR CHRISTIAN COLLEGE		
Name of the head of the Institution	Dr Godwin Samraj D P		
Designation	Principal		
Does the Institution function from own campus	Yes		
Phone no/Alternate Phone no.	04952768219		
Mobile no.	9447639741		
Registered Email	admin@mccclt.ac.in		
Alternate Email	principal@mccclt.ac.in		
Address	Malabar Christian College Kozhikode		
City/Town	Kozhikode		
State/UT	Kerala		
Pincode	673001		

Affiliated / Constituent	Affiliated
Type of Institution	Co-education
Location	Urban
Financial Status	state
Name of the IQAC co-ordinator/Director	Dr Sreejith M Nair
Phone no/Alternate Phone no.	04952765679
Mobile no.	9447004914
Registered Email	iqac@mccclt.ac.in
Alternate Email	<pre>sreejith@mccclt.ac.in</pre>
3. Website Address	

# 3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://mccclt.ac.in/wp-content/upload s/2019/11/AQAR-2017-18.pdf
4. Whether Academic Calendar prepared during the year	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	https://mccclt.ac.in/wp-content/upload s/2019/12/College-Diary-2019-20.pdf

# 5. Accrediation Details

Cycle	Grade	CGPA	Year of	Vali	dity
			Accrediation	Period From	Period To
1	B+	77	2004	16-Sep-2004	15-Sep-2009
2	А	3.21	2010	10-Mar-2010	09-Mar-2017
3	A	3.30	2017	30-Oct-2017	29-Oct-2022

# 6. Date of Establishment of IQAC

01-Oct-2004

# 7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture			
Item /Title of the quality initiative by IQAC	Number of participants/ beneficiaries		
Meeting of IQAC with head	27-Sep-2018	14	

of departments to organize seminar/workshop on Quality assurance	2		
Seminar on Quality assurance in higher education- An international perspective	16-Oct-2018 1	76	
Preparation and uploading of college data for NIRF	14-Nov-2018 3	11	
One day orientation programme on mentoring	01-Dec-2018 1	65	
<u>View File</u>			

# 8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Departmen t/Faculty	Scheme	Funding	g Agency	Year of award with duration	Amount
Dr M E Premanand	MRP	U	GC	2015 1095	647000
Dr Santhosh S	MRP	DST		2018 1095	5494760
		Vie	<u>w File</u>		
. Whether compositio IAAC guidelines:	on of IQAC as per la	test	Yes		
Upload latest notification of formation of IQAC			<u>View File</u>		
10. Number of IQAC meetings held during the year :			4		
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website			Yes		
Upload the minutes of meeting and action taken report			View	<u>File</u>	
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?			No		

Organized training and capacity building programmes for faculty members and nonteaching staff

Coordinated academic and administrative audit in the various Departments

IQAC has been instrumental in starting merit award ceremony for the final year UG and PG programmes

Conducted energy audit and organise various awareness programmes to reduce carbon foot print

#### <u>View File</u>

13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Constructed additional floor in the south block. Two class rooms upgraded to smart class rooms. Old furniture in four class rooms were replaced with modern furniture. 150 additional seats were arranged for examination purpose. Provided better accessibility by starting online portal for students grievance redressal Better functioning of attendance system SSS report has been prepared by IQAC	
starting online portal for students grievance redressal Better functioning of attendance system	
SSS report has been prepared by IQAC	
Better functioning of the college office	
<u>w File</u>	
Yes	
Meeting Date	
13-Dec-2019	
No	
Yes	
2019	
31-Jan-2019	

No

Part B

# **CRITERION I – CURRICULAR ASPECTS**

#### 1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

At the beginning of each academic session, college prepares its proposed academic calendar. Orientation programme is organized every year for newly admitted students to inform them about the mechanism for curriculum delivery and implementation. Course coordinators were allotted to each course and they monitor the distribution of syllabus, evaluate the progress of course, prepare question paper for internal examination and publish the mark list. Based on the teaching assignments allotted in the syllabus distribution, teachers prepare

their Teachers Diary for curriculum planning and delivery. The class representatives of every departments prepare "Students Diary", which is used to review curriculum delivery. Department council meetings review periodically the completion of the syllabus. Tutorial classes were held in all departments for which separate attendance registers are maintained. All departments conduct screening test to identify slow learners and arrange remedial classes and send the report to IQAC. Review meetings were held at the month of March every year to evaluate the achievements and failure of past year. Action plan were prepared to rectify the drawbacks.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year							
Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entreprene urship	Skill Development		
Tally and GST		16/07/2018	60	Employabilit Y	Computerised accouning skill		
Water Quality Analysis		20/08/2018	12	Entrepreneur ship	Analitical skill		

#### 1.2 – Academic Flexibility

1.2.1 - New programmes/courses introduced during the academic year

	12.1 New programmed/oburded during the deductine year						
Programme/Course         Programme Specialization         Dates of Introduction							
	No Data Entered/Not Applicable !!!						
	No file uploaded.						
	1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.						
	Name of programmes adopting CBCS	Date of implementation of CBCS/Elective Course System					
ĺ	No Data Entered/No						

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

Certificate

.1 – Value-added courses impart	ing transferable and life skills offered duri	ng the vear				
Value Added Courses Date of Introduction Number of Students Enrolled						
Additional Skill Acquisition Programme	02/07/2018	25				
	<u>View File</u>					
.2 – Field Projects / Internships u	inder taken during the year					
Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships				
BCom	Finance	56				
MSc	Water quality(Chemistry)	3				
MA	Socio-Cultural Field(History)	2				
MA	Local history(Malayalam)	2				
BA	Local history(Malayalam)	7				
BA	English Language Teaching	3				
BSc	Soap manufacturing(Chemistry)	45				
	<u>View File</u>					
– Feedback System						
.1 – Whether structured feedbac	k received from all the stakeholders.					
tudents		Yes				
eachers		Yes				
mployers		No				
umni		Yes				
arents		Yes				
.2 – How the feedback obtained ximum 500 words)	is being analyzed and utilized for overall o	levelopment of the institution?				
eedback Obtained						

provides their feedback in online mode, through specialized software. The parent's feedback about the curricular aspects, cocurricular activities, infrastructural facilities and parentteacher relation is obtained yearly during the annual general body meeting of the parentteacher association. Since we encourage the enrolment of students from all sections of the society, the parent community consists of people from a diverse background. As we value the feedback from every parent, we collect the feedback manually and consolidate with the help of the Department of Statistics. The feedback from alumni is collected through online mode. Alumni members who are actively involving in the collegerelated activities and about two hundred other selected members (twenty members from a batch, last ten batches) are invited to complete the feedback form. The alumni members give feedback about the overall growth of the college, the reputation of the college in public domain, transparency of fund utilization, etc. This feedback is also collected once in a year. All feedbacks are converted to score on a fourpoint scale and analyzed in detail by the Department of Statistics, Malabar Christian College, with the help of external experts. The GPA of each attribute, the CGPA of particular feedback and the detailed statistical analysis is submitted to IQAC. The IQAC, after a detailed discussion in its steering committee, proposes the action plan for the next academic year. The college council takes the final decision on the recommendation from IQAC. The council's decision is implemented by IQAC through the criterion coordinators and the department coordinators.

# **CRITERION II – TEACHING- LEARNING AND EVALUATION**

#### 2.1 – Student Enrolment and Profile

2.1.1 - Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled		
BA	History	60	547	60		
BA	Economics	60	566	60		
BA	Malayalam	40	383	40		
BA	Functional English	40	388	40		
BSC	Mathematics	48	480	48		
BSC	Physicas	48	448	48		
BSC	Chemistry	48	461	48		
BSC	Zoology	36	395	36		
BCom	Finance	36	384	36		
BCom	Computer application	36	328	36		
	View File					

## 2.2 - Catering to Student Diversity

2.2.1 - Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	institution	Number of teachers teaching both UG and PG courses
2018	1604	351	40	19	40

## 2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), Elearning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e- Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used			
99	35	5	15	5	2			
View File of ICT Tools and resources								

#### View File of E-resources and techniques used

#### 2.3.2 - Students mentoring system available in the institution? Give details. (maximum 500 words)

Malabar Christian College has an effective and efficient two-tier student mentoring system. The class tutor is the primary authority for the mentoring of the concerned students and is the custodian of the mentoring register. For every batch of newly admitted students, an aptitude test is conducted and the students are classified based on their learning ability. The tutor regularly conducts the mentoring sessions for an individual student. During a session, the tutor gives necessary suggestions to the student and takes feedback about the curricular, cocurricular and extra-curricular aspects in the college. Depending on the need and aptitude of a particular student, the tutor directs him to a college level club or student support programme. A second stage of mentoring process is coordinated by the college level clubs/support programmes. These are the specialized forums which act as a platform for the student to interact and learn various aspects of his interest through interaction with their peers and experts from other organizations. The co-ordinators of various college level clubs/ support programmes like Women's cell, Quiz Club, Mathematics Club, Science Forum, NSS, ED Club, Youth Clinic, Film Club, Malayalamandalam, Scholar Support Programme (SSP), Walk With A Scholar programme (WWS), Additional Skill Acquisition Programme, etc. makes sure that a student gets excellent exposure in the area of interest. A group of five students, who are enrolled in SSP and WWS are assigned to a faculty member of the college, who serves as their internal mentor. The internal mentor of WWS and SSP keeps track on the student progress in the college and supports their career by providing guidance on higher education and/or job opportunities. External mentoring sessions on learning skills, social skills, IT skills, etc. are also coordinated through SSP and WWS. These two processes works in tandem thereby making sure that the students get excellent exposure not only in academics but in all areas of their interest. The frequency of mentoring session, for a particular student is based on the assessment of the tutor or as per the request from the student.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1955	99	1:20

#### 2.4 – Teacher Profile and Quality

2.4.1 - Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
56	52	4	4	27

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies						
2019	Dr Lambert Kishore	Associate Professor	Paragon Valsan Memmorial Award						
	No file uploaded.								

#### 2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year- end examination	Date of declaration of results of semester- end/ year- end examination
BA	History	6th Semester	23/03/2018	10/05/2018
BA	Economics	6th Semester	23/03/2018	10/05/2018
BA	Malayalam	6th Semester	23/03/2018	10/05/2018

BA	Function		Semester	23/03/2018	10/05/2018
BSc	Englis		Semester	30/03/2018	10/05/2018
DBC	Fluctionac		iew File	307 037 2010	10/03/2010
52 – Reforms ini	tiated on Continuo			m at the institutional I	aval (250 words)
			. , .	l by an institut	, ,
result e institution objective typ examinations parent's mee	valuation afte on conducts tw is also using pe exams and s are analyzed ting which is	er each exam to centraliz g online sel surprise qui at the depa conducted o to improve	are monito ed internal f evaluatin zzes. The re rtment leve nce in each	lidation of inter red by this com exams in each s g platform for esults of intern l and are prese semester. The by providing r	mittee. The semester. The the conduct of hal and externa inted during the department also
			_		
.5.3 – Academic c ords)	alendar prepared a	and adhered for o	conduct of Exam	ination and other rela	ited matters (250
	steps to stick	to the cal	endar. The c	also. The insti calendar for 20 ccclt.ac.in/wp-	18-19 academic
6 – Student Perf		/uploads/20	L9/12/Diary-	-2018-19.pdf	
.6.1 – Program ou	content	arning Outcom	es and course out	-2018-19.pdf	
.6.1 – Program ou stitution are stated	content formance and Lea Itcomes, program s and displayed in v	arning Outcome pecific outcome vebsite of the ins	es and course out titution (to provi	-2018-19.pdf	ns offered by the
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.6.1 – Program ou stitution are stated <u>https://mo</u> .6.2 – Pass percer Programme Code BAHIS BAECO BAMAL	content formance and Lea tcomes, program s d and displayed in v ccclt.ac.in/b- ntage of students Programme Name BA BA BA	<pre>/uploads/20 arning Outcom pecific outcomes vebsite of the ins sc-chemistr Programme Specialization History Economics Malayalam Functional</pre>	es and course out titution (to provid // https://n Number students appeared ir final yea examinati 49 55 38 39	-2018-19.pdf tcomes for all program de the weblink) nccclt.ac.in/m-s of Students pass in final year ar examination 15 30 26	ns offered by the sc-chemistry/ Pass Percentage an 30.61 54.54 68.42
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.6.1 – Program ou stitution are stated https://mo .6.2 – Pass perce Programme Code BAHIS BAECO BAMAL BAFNE BSMAT BSPHY	content formance and Lea tcomes, program s d and displayed in v ccclt.ac.in/b- ntage of students Programme Name BA BA BA BA BA BA BA BA	<pre>/uploads/20 arning Outcome pecific outcomes vebsite of the ins sc-chemistr Programme Specialization History Economics Malayalam Functional English Mathematic Physics</pre>	es and course out titution (to provid <u>y/ https://n</u> Number students appeared ir final yea examinati 49 55 38 - 39 s 45 48	-2018-19.pdf tecomes for all program de the weblink) necclt.ac.in/m-s of Number of students pass in final year examination 15 30 26 26 26 27 30	ns offered by the sc-chemistry/ Pass Percentage a 30.61 54.54 68.42 66.67 60 62.5
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## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

https://mccclt.ac.in/wp-content/uploads/2019/12/SSsurvey-2018-19-combined.pdf

# **CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION**

#### 3.1 – Resource Mobilization for Research

3.1.1 - Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year					
Major Projects	1095	DST	5497760	4350000					
Major Projects	1095	UGC	647000	0					

# <u>View File</u>

#### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of worksh	Name of	the Dept. Da			Date			
Seminar on Research Sch Facul	olars and	Chemistry		28/02/2019				
3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year								
Title of the innovatio	n Name of Awa	ardee Awarding	g Agency	Dat	e of award	Category		
	No D	ata Entered/N	ot Applia	able	!!!			
		No file	uploaded	•				
3.2.3 – No. of Incuba	tion centre create	d, start-ups incubat	ed on camp	us durir	ng the year			
Incubation Center	Name	Sponsered By	Name of Start-u		Nature of Start up	Date of Commencement		
	No D	ata Entered/N	ot Applia	able	111			
		No file	uploaded	•				
3.3 – Research Pub	lications and Av	wards						
3.3.1 – Incentive to the	ne teachers who re	eceive recognition/a	awards					
State	e	Natio	onal		Inte	rnational		
0		1	-			0		
3.3.2 – Ph. Ds award	ed during the yea	r (applicable for PG	College, R	esearch	n Center)			
Nam	e of the Departme	ent		Num	nber of PhD's Aw	arded		
	Chemistry				1			
3.3.3 – Research Pul	olications in the Jo	ournals notified on l	JGC website	e during	the year			
Туре	D	epartment	Number of Publication Av		cation Avera	ge Impact Factor (if any)		
Internation	al	Zoology		4		1		
Internation	al Cl	nemistry		1		1.76		

Natior	nal	Malayalam			3		0
Natior	nal	Political Sci	ence		1		0
Natior	nal	History			1		0
Internat	ional	Mathematics		2		1	74
Internat	ional	Hindi			1		0
			View	<u>File</u>			
		edited Volumes / B	ooks pu	blished,	and papers in N	ational/Internation	onal Conference
roceedings per							
	Departm				Numbe	r of Publication	
	Zoolo					1	
	Malaya	lam				6	
	Mathema	tics				1	
	Engli	sh				4	
	Chemis	try				1	
			View	<u>File</u>			
		lications during the lian Citation Index	last Aca	ademic y	vear based on av	erage citation in	dex in Scopus
Title of the Paper	Name of Author	Title of journal	Yea public		Citation Index	Institutional affiliation as mentioned in	Number of citations excluding sel
						the publication	citation
From Scrap to Functional Materials: Exploring Green and Sustaina- ble Chemistry Approach in the Und ergraduate Laboratory	Govindraj K	Journal of Chemical Education	20:	19	0	Malabar Christian College	3
Species- specific a ssociation between the selected Fig trees (Ficus exasperata and Ficus racemosa) and wasp species in South Wayanad forest	S Santhosl	n In. Frontiers in Biological Research	20:	LÕ	0	Malabar Christian College	0

division.						
Genetic structure and molecular phylogeny analysis of Henosep ilachna septima (C oleoptera: Coccinelli dae), an alarming pest of Cu curbitacea e family	S Santhosh	In. Frontiers in Biological Research	2018	0	Malabar Christian College	0
A taxonomic revision of Sierola Cameron (H ymenoptera : Bethylid ae) from Oriental region	S Santhosh	In. Insect Diversity and Taxonomy	2018	0	Malabar Christian College	0
A prelimin ary report on acarine fauna inhabiting in different mushrooms from Western Ghats, Calicut, Kerala.	Sachin P James	Utt. Pra J.Zool	2018	0	Malabar Christian College	0
BIBILEKADH AKALILE AK HYANAREETH IKAL	Robart V S	Kavanakaum udi	2018	0	Malabar Christian College	0
Tribal issues, colonial i nterventio ns and changes:A critical study	Godwin Samraj D P	Journal of Emerging T echnologie s and Innovative Research	2018	0	Malabar Christian College	0
Globalisat ion and Higher Education:	Rajeswari P V	ISDA Journal	2018	0	Malabar Christian College	0

Opportunit ies and Challenges before India						
Pravas jeevan ki jwalth kahani	Anna Salley E M	Taipora Sahithya Sangam	2018	0	Malabar Christian College	0
Bible Asay angalude p racharanat hil Nava m adhyamangu lede Panku	Robart	Malayala Vimarsam	2018	0	Malabar Christian College	0
			<u>View File</u>			
3.3.6 – h-Index o	f the Institutional	Publications du	ring the year. (ba	ased on Scopus/	Web of science)	)
Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
From Scrap to Functional Materials: Exploring Green and Sustaina- ble Chemistry Approach in the Und ergraduate Laboratory	Govindraj K	Journal of Chemical Education	2019	5	3	Malabar Christian College
Species- specific a ssociation between the selected Fig trees (Ficus exasperata and Ficus racemosa) and wasp species in South Wayanad forest division.	Santhosh S	In. Frontiers in Biological Research	2018	4	0	Malabar Christian College
A taxonomic revision	Santhosh S	In. Insect Diversity and	2018	4	0	Malabar Christian College

of Sierola Cameron (H ymenoptera : Bethylid ae) from Oriental region.		Taxonomy						
Genetic Sar structure and molecular phylogeny analysis of Henosep ilachna septima (C oleoptera: Coccinelli dae), an alarming pest of Cu curbitacea e family	nthosh S	In. Frontiers in Biologica Research	1	18	4	0		Malabar Christian College
			No file	uploade	d.			
3.3.7 – Faculty partic	ipation in S	Seminars/Confe	rences and	Symposia	during the ye	ar:		
Number of Faculty	Inte	ernational	Natio	onal	State	9		Local
Attended/Semin rs/Workshops	a	2	21		8		3	
Presented papers		8 0			2		0	
Resource persons		0	2		2			7
			<u>View</u>	<u>File</u>				
3.4 – Extension Act	ivities							
3.4.1 – Number of ex Non- Government Org								
Title of the activi	ties	Organising unit collaborating a		Number of teachers participated in such activities			Number of students participated in such activities	
school for lan	ELT education in I school for language enrichment		t of h		2			8
	Flood Relief NSS Operations				2		:	100
	Canoli Canal NSS			2				50
setting of org	Cleaning operations Cleaning and NSS setting of organic farming - DD Office Calicut				2			50

Blood Donation Ca -Cooperative Hospital, Calicu	-			2		100	
Cleaning in triba area - Puthupad Panchayath		NSS		2		100	
Organic fensing Poonoor River- Puthupadi Panchayath	in NSS			2		100	
Construction of thadayana in chembanmoozhi riv - Puthupadi Panchayath				2		100	
Free Eye testing camp AT Puthupad panchayath				2		100	
		No file	uploaded	•			
3.4.2 – Awards and recog during the year	gnition received for ex	tension act	ivities from	Government	and other	recognized bodies	
Name of the activity	Award/Reco	cognition Awar		ding Bodies		Number of students Benefited	
Canoli Canal Cleaning Drive	Recognit	Recognition		Corporation of Calicut		50	
		No file	uploaded	l.			
3.4.3 – Students participa Organisations and progra	-			-			
Name of the scheme	Drganising unit/Agen cy/collaborating agency	Name of the	he activity	Number of participated activit	l in such	Number of students participated in such activites	
Know your Rights	ITC	Josh	Talks	2		130	
Science popularisation	Science Forum	Save E	Inergy	4		54	
World Environment Day	Science Forum	Distribu tree s		5		75	
		No file	uploaded	l <b>.</b>			
3.5 – Collaborations							
3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year							
Nature of activity	Participa			inancial supp	oort	Duration	
Helping the neighbouring scho	Studen	ts		PTA		60	
		No file	uploaded	l			
3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year							
······································							

	linka		partnering institution/ industry /research lab with contact details				
PG Project	PG Pro	_	NIT Calicut	02/04/2018	31/05		1
Students as teachers	Project	t work	Bilathikulam school and MCC School	01/01/2019	15/02	/2019	8
			No file	uploaded.			
8.5.3 – MoUs signe ouses etc. during tl		itutions o	f national, internatic	onal importance, ot	her univer	sities, ind	ustries, corporate
Organisatic	n	Date	of MoU signed	Purpose/Activ	rities	stud	Number of ents/teachers ated under MoUs
Core Valleys Technologies Ltd		30	)/03/2018	Faculty/Rese Scholars exc			16
	•		No file	uploaded.			
				-			
RITERION IV -	INFRAS	TRUCT	URE AND LEAR		CES		
-		TRUCT			CES		
.1 – Physical Fac	ilities					ear	
.1 – Physical Fac	cation, exc	luding sa	URE AND LEAR	NING RESOUR	Iring the y		development
<b>1 – Physical Fac</b> .1.1 – Budget alloc	cation, exc	luding sa	URE AND LEAR	NING RESOUR	Iring the y	structure	development
<b>1 – Physical Fac</b> 1.1.1 – Budget alloc Budget allocate	cation, exc ed for infra	luding sa astructure	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	ring the y ed for infra	structure	development
<b>1 – Physical Fac</b> 1.1.1 – Budget alloc Budget allocate	cation, exc ed for infra	eluding sa astructure o on in infra	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	ring the y ed for infra	structure 39	
.1 – Physical Fac .1.1 – Budget alloc Budget allocate .1.2 – Details of au	cation, exc ed for infra 10 ugmentation Facili	eluding sa astructure o on in infra	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	ring the y d for infra 7 .	structure 39 Iewly Add	
1 – Physical Fac 1.1.1 – Budget alloc Budget allocate 1.1.2 – Details of au Classroo	cation, exc ed for infra 10 ugmentation Facili oms with	eluding sa astructure o on in infra ities n LCD f	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	iring the y ed for infra 7 . isting or N	structure 39 lewly Add Added	
1 – Physical Fac 1.1.1 – Budget allocate Budget allocate 1.1.2 – Details of au Classroo Seminar h	the equation	eluding sa astructure o on in infra ities h LCD f th ICT	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	iring the y ed for infra 7. isting or N Newly	structure 39 lewly Add Added Added	
1 - Physical Fac 1.1 - Budget allocate Budget allocate 1.2 - Details of au Classroo Seminar h Value of during th Number of purchased	the equation of import	eluding sa astructure on in infra ities h LCD f th ICT ipment (rs. i rtant e r than	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	iring the y ed for infra 7. isting or N Newly Newly	structure 39 lewly Add Added Added Added	
1 - Physical Fac 1.1.1 - Budget allocate Budget allocate 1.2 - Details of au Classroo Seminar h Value of during th Number of purchased durin	ilities cation, exc ed for infra 10 ugmentation Facili oms with alls wi the equ he year of impor (Greater ug the c	eluding sa astructure on in infra ities h LCD f th ICT ipment (rs. i rtant e r than urrent	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	isting or N Newly Newly Newly	structure 39 lewly Add Added Added Added	
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.1 – Physical Fac I.1.1 – Budget allocate Budget allocate I.1.2 – Details of au Classroo Seminar h Value of during th Number of purchased durin	cation, exc ed for infra 10 ugmentation Facilit oms with alls with the equi- he year of import (Greated of the component coms with campu	eluding sa astructure on in infra ities h LCD f th ICT ipment (rs. i rtant e r than urrent th Wi-F	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	isting or N Newly Newly Newly Newly Newly Newly	structure 39 lewly Add Added Added ting Added	
.1 – Physical Fac 4.1.1 – Budget allocate Budget allocate 4.1.2 – Details of au Classroo Seminar h Value of during th Number of purchased durin	ilities cation, exc ed for infra 10 ugmentation Facili oms with calls wi the equ he year of impor (Greater of the c coms with Campu Class	s Area	URE AND LEAR	NING RESOUR re augmentation du Budget utilize	isting or N Newly Newly Newly Newly Newly Exis	structure 39 lewly Add Added Added ting Added ting Added	

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# 4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation

	KOHA		Full	У	-	16.04		201	/
4.2.2 – Libra	ary Services	\$							
Library Service Ty		E>	Existing		Newly Ad	Newly Added		Total	
Text Books 43610			6722294	<del>ا</del> 79	93	211769	44	403 e	5934063
Referen Books		533	722658	1	2	9490	15	45	732148
CD & Vid	leo i	141	8600	(	)	0	1	41	8600
Weedin (hard soft)	-	853	48592	3	5	3215	8	38	51807
				No file	uploaded	1.			
raduate) S earning Ma		ner MOC System	v teachers such DCs platform N (LMS) etc Name of the	IPTEL/NME	ICT/any oth Platform o		ent initiat		tional ching e-
Premanar	nd M E		Communicati skills in E		Good Ba	•	09	/02/2018	
Premanar	nd M E	1	1 BA Functional English		Good Ba	d Barber 09		/02/2018	
				No file	uploaded.				
I.3.1 – Tech Type	Total Co mputers	gradatio Compu Lab	iter Internet	Browsing centers	Computer Centers	Office	Departm nts	e Available Bandwidt h (MBPS/	
								GBPS)	
Existin g	40	3	3	1	3	14	32	``	8
	40 4	3	3	1	3	14	32	GBPS)	
g								GBPS)	8
g Added Total	4	0	0	0	4 7	2 16	2	GBPS) 10 30	8
g Added Total	4	0	0	0	4 7 nstitution (L	2 16	2	GBPS) 10 30	8
g Added Total .3.2 - Band	4 44 dwidth avail	0 3 able of i	0	0 1 ction in the l	4 7 nstitution (L	2 16	2	GBPS) 10 30	8
g Added Total I.3.2 – Band I.3.3 – Faci	4 44 dwidth avail	0 3 able of i	0	0 1 ction in the l 40 MBPS	4 7 nstitution (L	2 16 eased line) the link of th	2 34	GBPS) 10 30 40 and media c	8 0 8
Added Total I.3.2 – Band	4 44 dwidth avail lity for e-col	0 3 able of i	0 3 internet connec	0 1 ction in the l 40 MBPS	4 7 nstitution (L 5/ GBPS Provide	2 16 eased line) the link of th	2 34 ne videos cording fa	GBPS) 10 30 40 and media c	8 0 8 entre and
g Added Total I.3.2 – Band I.3.3 – Facil Nam	4 44 dwidth avail lity for e-col le of the e-col Langua	0 3 able of i	0 3 internet connect development fa	0 1 ction in the li 40 MBPS	4 7 nstitution (L 5/ GBPS Provide	2 16 eased line) the link of th	2 34 ne videos cording fa	GBPS) 10 30 40 and media c cility	8 0 8 entre and
g Added Total 4.3.2 – Band 4.3.3 – Facil Nam .4 – Mainte	4 44 dwidth avail lity for e-col le of the e-col Langua enance of enditure inc	0 3 able of i ntent content o age La Campu urred or	0 3 internet connect	0 1 ction in the l 40 MBPS acility	4 7 nstitution (L 5/ GBPS Provide	2 16 eased line) the link of th rec www.eng1	2 34 ne videos cording fa	GBPS)         10         30         40         and media c         cility         lsone.com	entre and

8	5.28	20	15.85

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Purchase Procedure: The College ensure the availability of latest equipment and up-to-date infrastructure in the institution. There is a systematic procedure for the purchase as well as maintenance of these infrastructural facilities including all sorts of equipment. First the proposal is submitted and then its evaluation is done by the college office. After the approval of the management the required item is purchased and entered in the stock register. At the end of financial year stock verification is also done by the college office. The same process is done for repair, writing off or repurchase every year. Laboratory- • The calibration, repairing and maintenance of sophisticated lab equipment are done by the technicians of related owner enterprises. • The microscopes used for biological and geological experiments are annually cleaned and maintained by the concerned departments and record of maintenance is maintained by lab technicians and supervised by HOD of the concerned departments. Library- The requirement and list of books is taken from the concerned departments and Head of departments are involved in the process. The finalized list of required books is duly approved and signed by the Principal. • The Library has special facility for visually challenged students by setting up two special computers for them. • Suggestion box is installed inside the reading room to take users feedback. Their continuous feedback helps a lot in introducing new ideas regarding library enrichment. • To ensure return of books, 'no dues' from the library is mandatory for students before appearing in exam. • The proper account of visitors (students and staff) on daily basis is maintained. • Other issues such as weeding out of old titles, schedule of issue/ return of books etc are chalked out / resolved by the library committee. Sports: Regarding the maintenance of indoor Badminton/ indoor Cricket Pitch/ Basket Ball court / Ball Tennis Court/ on the college sports in charge consult coaches. In their guidance accommodates are arranged. During the session 2019-20 college won third prize in cricket University Inter zone championship. College students also won prizes in Wrestling, Boxing, Football, Cricket, weightlifting in Univ. level sports. Computers- Centralized computer laboratory established by UGC funds and more funds are used to maintain computers in the college. Computer maintenance through AMC is done regularly and non-repairable systems are disposed off. Classrooms-The College has a building committee for maintenance and upkeep of infrastructure. At the departmental level, head of departments submit their requirements to the Principal regarding classroom furniture and other. The Management of the college uses the allocated development fund and utilized it for maintenance and minor repair of furniture and other electrical equipment. • A complaint register is maintained in office in which students as well as faculty can register their problems which are resolved within a set time frame. • Electrical maintenance unit (EMU) has its own workshop where electrical and computer repair is done without any charges. There are technicians, electrician deputed by management who ensure the maintenance of classrooms and related infrastructure.

http://mccclt.ac.in/wp-content/uploads/2020/01/policy-document.pdf

# **CRITERION V – STUDENT SUPPORT AND PROGRESSION**

#### 5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Institutional Scholarship	51	69950

	Support Sources							
a) Nati	onal		etric Central Scholarship	102		678000		
b)Interna	tional		0	0			0	
			No file	uploaded.				
			ent and developme s, Yoga, Meditation					
Name of the of the of the of the of the of the official sectors of the officia		Date of	f implemetation	Number of stue enrolled	dents	Ager	ncies involved	
Remedial c	oaching	21	/05/2018	510		Colleg	ge management	
Person counsel		02	/07/2018	75		Colleg	ge management	
Internal Me	entoring	03	/09/2018	100		Cc	ectorate of ollegiate tion, Kerala	
External Me	entoring	08	/10/2018	60	60		Directorate of Collegiate Education, Kerala	
Soft sk develop		08	/10/2018	60		Directorate of Collegiate Education, Kerala		
			No file	uploaded.				
.1.3 – Students stitution during		/ guidance	for competitive exa	aminations and car	reer couns	elling offe	ered by the	
		of the	for competitive exa Number of benefited students for competitive examination	Aminations and car Number of benefited students by career counseling activities	Numb Student have pa the comp	per of ts who assedin	Number of	
stitution during	the year Name	of the eme //CSIR /JRF	Number of benefited students for competitive	Number of benefited students by career counseling	Numb student have pa	per of ts who assedin p. exam	Number of	
stitution during t	U.G.C. Name	of the eme /CSIR /JRF hing eer	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Numb student have pa the comp	per of ts who assedin p. exam	Number of studentsp place	
Stitution during T Year 2018	the year Name Sche U.G.C. Net/ Coac	of the eme /CSIR /JRF hing eer elling el- ance ng for cral sities	Number of benefited students for competitive examination 110	Number of benefited students by career counseling activities 0	Numb student have pa the comp	per of ts who assedin p. exam	Number of studentsp place	
Year 2018 2018	the year Name sche Sche U.G.C. Net/ Coac Car counse Exc entr coachi cent	of the eme /CSIR /JRF hing eer elling el- ance ng for cral sities sions	Number of benefited students for competitive examination 110 250	Number of benefited students by career counseling activities 0 48	Numb student have pa the comp 0	per of ts who assedin p. exam	Number of studentsp place 0 12	
Year 2018 2018 2018	the year Name sche Sche U.G.C. Net/ Coac Car counse Exc entr coachi cent univer admis	of the eme /CSIR /JRF hing eer elling el- ance ng for cral sities sions	Number of benefited students for competitive examination 110 250 8 8	Number of benefited students by career counseling activities 0 48 0	Numb student have pa the comp 0 0	per of ts who assedin p. exam	Number of studentsp place 0 12 3	
Stitution during T Year 2018 2018 2018 2018	the year Name sche Sche U.G.C. Net/ Coac Car counse Exc entr coachir cent univer admis PSC co	of the eme /CSIR /JRF hing eer elling el- ance ng for tral sities sions aching	Number of benefited students for competitive examination 110 250 8 8 40 No file	Number of benefited students by career counseling activities 0 48 0 48 0 2 48 0	Numb student have pa the comp 0 0 0 0 0 0 0	per of ts who assedin p. exam	Number of studentsp place	

1	L	1	L	2		
2 – Student Prog	-					
2.1 – Details of ca	ampus placement d	uring the year				
	On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed	
<ol> <li>MRF Ltd,</li> <li>Reliance</li> <li>Trends, 3.</li> <li>The Employab ility</li> <li>Centre, 4. Royal</li> <li>enfield, 5. Popular Hyundai</li> </ol>	1183	84	<ol> <li>Swean Tec hnologies,</li> <li>South</li> <li>Indian Bank,</li> <li>Prism</li> <li>Johnson Ltd,</li> <li>MRF Ltd</li> </ol>	21	5	
		No file	uploaded.			
2.2 – Student pro	gression to higher e		tage during the yea	ır		
Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to	
2018	20	BSC	Mathematics	Colleges under Universities of Calicut, MG, Kerala and Kannur	MSc	
2018	30	BSc	Zoology	Colleges under Universities of Calicut, MG, Kerala and Kannur	MSC	
2018	32	BSC	Chemistry	Colleges under Universities of Calicut, MG, Kerala and Kannur	MSc	
2018	11	BSC	Physics	Colleges under Universities of Calicut, MG, Kerala and Kannur	MSc	
2018	20	BA	English	Colleges under Universities of Calicut, MG, Kerala	MA, MSW	

				and Kannur	
2018	17	BA	Economics	Colleges under	MA,MSW an MBA
				Universities	
				of Calicut,	
				MG, Kerala and Kannur	
2018	37	BCom	Commerce	Colleges	MCom, MBA
				under Universities	and MSW
				of Calicut,	
				MG, Kerala	
				and Kannur	
2018	22	BA	History	Colleges under	MA and LL
				Universities	
				of Calicut,	
				MG, Kerala and Kannur	
2018	36	BA	Malayalam	Colleges	MA
				under	
				Universities of Calicut,	
				MG, Kerala	
				and Kannur	
2018	18	BBA	Managemant	Colleges under	MBA and LI
				Universities	
				of Calicut,	
				MG, Kerala and Kannur	
		No file	uploaded.	and Kannur	
	alifying in state/ nat			s during the vear	
	GATE/GMAT/CAT/			<b>-</b> .	
	Items		Number o	f students selected/	qualifying
	SET			2	
	NET	Vior	v File	7	
4 – Sports and (	cultural activities / c			n level during the ye	ar
Acti		Le		Number of I	
Shuttle E		State lev		4	
tourna		collegiate f			-
Fine Arts	Festival	Inter	class	35	50
Sports C	Carnival	Inter		17	0
		No file	uploaded.		

2018Gold medalNational1041125Muhamed SahalNo file uploaded.5.3.2 - Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)The Malabar Christian College, Kozhikode has participation of the students in several academic and administrative bodies. They play an active role in the development of the College. The Students Council functions under the guidance of the Principal and a Staff Advisor. The Students' Council is democratically elected. The Students Council Chairman for the year was Mr. Karthik of III B.A. Economics. The students also elect two representatives to the University Students Council. The College ensures the participation of the women students in the Students' council. Out of a total of 8 members 4 were females. Most of the cultural and sports activities in the Malabar Christian College are organised by the Students Council under the leadership of the Fine Arts Secretary and the General Captain. The Council organised the inter-class sports competitions and the inter-class cultural competitions. The Council ensures the participation of the College students in the B-Zone Cultural Field organised by the Calicut University during 2018-19. Another important area where the students participate actively is in the redressal of grievances. The students have representation in the College level and department level grievance and ant-ragging forums of the College.	SahalNo file uploaded.SahalNo file uploaded.SahalNo file uploaded.SahalNo file uploaded.SahalNo file uploaded.SahalNo file uploaded.SahalSahalNo file uploaded.SahalSahalSahalNo file uploaded.SahalSahalSahalNo file uploaded.SahalNo file uploaded.Sahal<	Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
5.3.2 - Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words) The Malabar Christian College, Kozhikode has participation of the students in several academic and administrative bodies. They play an active role in the development of the College. The Students Council functions under the guidance of the Principal and a Staff Advisor. The Students' Council is democratically elected. The Students Council Chairman for the year was Mr. Karthik of III B.A. Economics. The students also elect two representatives to the University Students Council. Out of a total of 8 members 4 were females. Most of the cultural and sports activities in the Malabar Christian College are organised by the Students Council under the leadership of the Fine Arts Secretary and the General Captain. The Council organised the inter-class sports competitions and the inter-class cultural competitions. The Council ensures the participation of the Students the college won 3rd position in the B-Zone Cultural Fest organised by the Calicut University during 2018-19. Another important area where the students participate actively is in the redressal of grievances. The students have representation in the College level and department level	<ul> <li>5.3.2 - Activity of Student Council &amp; representation of students on academic &amp; administrative bodies/committees of the institution (maximum 500 words)</li> <li>The Malabar Christian College, Kozhikode has participation of the students in several academic and administrative bodies. They play an active role in the development of the College. The Students Council functions under the guidance of the Principal and a Staff Advisor. The Students' Council is democratically elected. The Students Council Chairman for the year was Mr. Karthik of III B.A. Economics. The students also elect two representatives to the University Students Council. The College ensures the participation of the women students in the Students' council. Out of a total of 8 members 4 were females. Most of the cultural and sports activities in the Malabar Christian College are organised by the Students Council under the leadership of the Fine Arts Secretary and the General Captain. The Council organised the inter-class sports competitions and the inter-class cultural competitions. The Council ensures the participation of the College students in the B-Zone and Inter-Zone cultural and sports competitions. The College won 3rd position in the B-Zone Cultural Fest organised by the Calicut University during 2018-19. Another important area where the students participate actively is in the redressal of grievances. The students have representation in the College level and department level grievance and ant-ragging forums of the College.</li> </ul>	2018	Gold medal	National	1	0	41125	
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	.4 – Alumni Engagement	several a development of the Pri elected. Th Economic Students C in the Stu the cul organis Secretary a competition participati sports com organise where the s	academic and at of the Col- incipal and a se Students ( cs. The stud Council. The idents' counc tural and sp sed by the St and the Gener as and the in con of the Co apetitions. The d by the Cal- students par ts have repr grievan	administrat llege. The S a Staff Advi Council Chai ents also el College ens cil. Out of ports activi cudents Coun cal Captain. hter-class c ollege stude The College icut Univers ticipate act esentation f	ive bodies. tudents Cour sor. The Stu rman for the lect two rep ures the par a total of 8 ties in the cil under th The Council ultural comp nts in the I won 3rd pos: sity during tively is in in the Colle	They play a ncil functio udents' Coun e year was M resentatives rticipation 8 members 4 Malabar Chr ne leadershi 1 organised petitions. T 8-Zone and I ition in the 2018-19. And the redress ge level and	n active rol ns under the cil is demod r. Karthik d s to the Uni of the women were females istian Colle p of the Fin the inter-ci he Council e nter-Zone cu B-Zone Cult other import sal of griev d department	le in the guidance cratically of III B.A. versity n students s. Most of ege are ne Arts lass sports ensures the ultural and tural Fest ant area ances. The

#### 5.4.1 - Whether the institution has registered Alumni Association?

Yes

The Malabar Christian College, Kozhikode has participation of alumni at various levels. The primary Alumni Associations functions in Kozhikode, with a strength of approximately 500 registered members and an elected Executive Council, working under the President ship of Mr. Sishan Unneerikutty and Secretaryship of Adv. Sreekanth S. Nair. The College has its alumni associations in the United Arab Emirates and in Quatar with a membership of approximately 200 members. The College also hosts department level alumni in the various departments. The Alumni Associations contributes to the over-all development of the institution and the students by way support to the infrastructural development of the College and through several scholarships and voluntary programs like mentoring students in their areas of expertise. They also play a significant role in contributing scholarships to deserving students. Alumni get in touch with students and share their expertise and best practices in a given field. One of the major contributions of the Alumni Associations of the College is the revamping of the audio system of the Rev. Mueller auditorium of the College. The Alumni has also assisted in the development of three smart rooms in the College during the academic year 2018-19. The Alumni has distributed Rs. 60,000 worth of scholarships to the deserving students at various levels.

5.4.2 - No. of enrolled Alumni:

850

5.4.3 - Alumni contribution during the year (in Rupees) :

5.4.4 - Meetings/activities organized by Alumni Association :

Two General Body Meetings, six executive Committee meeting, 3 family get together, Annual Alumni meet

## **CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT**

#### 6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The College provides operational autonomy to the various departments and committees and the College administration works towards a decentralized functioning system. The academic and the administrative section are decentralized under different heads. The Principal and the Management communicates with different heads and other personnel through meetings and discussions and evaluations to improve the quality of its educational system. The day to day administration of the college is done by the Principal. Authority is delegated in a horizontal manner by the Principal to the HODs and other representatives. All departments have relative autonomy in administering their academic activities in accordance with the University norms. The HOD of different departments convenes monthly staff meetings and reports the activities of their respective departments to the Principal. The principal convenes monthly meetings of the HODs to discuss quality-related matters. It is also a tradition in the college that the Principal meets the members of all the teaching and Non-teaching staff together at least thrice a year. The various committees in consultation with the Principal make their own decisions regarding various co-curricular, extra-curricular and extension activities. Official activities are under the purview of the office superintendent.

6.1.2 – Does the institution have a Management Information System (MIS)? Partial 6.2 – Strategy Development and Deployment 6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each): Strategy Type Details Curriculum Development University norms are followed in curriculum. However the faculty members contribute in the syllabus restructuring process by participating in workshops. The expert faculty of the college have made valid and innovative contributions in the development of the curriculum as part of the Board of Studies too. Materials developed by the faculty of the college is being widely used in the enhancement of curriculum based skills. An exemplary instance is the use of Nuts and Bolts, developed by the department of English, being used in many colleges to enhance English skills. Teaching and Learning More classes are converted to smart classrooms. E-teaching methods are used. E-resources are made available to the students both inside and outside the classrooms. Within the classroom it

	is used in the process of teaching and outside the classroom students are provided with e-contents to enhance knowledge. E-contents are developed by various departments. E-tools like Google classroom, Podcast etc., are used for curricular development of students.
Examination and Evaluation	Regular class tests and internal examinations are conducted. Internal exams are: one exam is compulsorily analytical and one exam is conducted online according to the discretion of the faculty. Internal marks are uploaded in the college website within a stipulated time.
Research and Development	Young Faculty Award is instituted to encourage and promote the activities of the faculty to contribute to improve the academic and research activities of the faculty both as teachers and researchers. Consultancy is encouraged among the faculty. Subsequently consultancy service has been rendered by the departments of English, Physics and Zoology. Research fellowship is instituted to the best researchers of the institution. Continuous awareness is provided to the researchers about research funding opportunities from without their research centre in the college.
Library, ICT and Physical Infrastructure / Instrumentation	The requirement and list of books is taken from the concerned departments and HoDs are involved in the process. The finalized list of required books is duly approved and signed by the Principal. Every year in the beginning of session, students are motivated to register themselves in library to use INFLIBNET. Suggestion box is installed inside the reading room to take users feedback. Their continuous feedback helps a lot in introducing new ideas regarding library enrichment. To ensure return of books, 'no dues' from the library is mandatory for students before appearing in exam. Other issues such as weeding out of old titles, schedule of issue/ return of books etc are chalked out / resolved by the library established by UGC funds and more funds are used to maintain computers in the college. Computer maintenance through AMC is done regularly and non-repairable systems

	are disposed off. The College has a building committee for maintenance and upkeep of infrastructure. At the departmental level, HOD's submit their requirements to the Principal regarding classroom furniture and other. The Management of the college uses the allocated development fund and utilized it for maintenance and minor repair of furniture and other electrical equipments. Students are sensitized regarding cleanliness and motivated for energy conservation by careful use of electricity in classrooms. MCC electrical and maintenance unit (EMU) has its own workshop where electrical and computer repair is done without any charges. There are technicians, electrician deputed by management who
Human Resource Management	<pre>ensure the maintenance of classrooms and related infrastructure. The institution mobilises outside manpower resources like Kudumbasree projects to employ cleaning staff. They are in charge of keeping the campus spick and span. Management also employs manual labourong to doublep the organic</pre>
	<pre>manual labourers to develop the organic vegetable garden, the consumers of the same being the college staff itself. Security personnel are mostly employed by the management through recruitment from outside agencies and directly by the management too. An Electrical Maintenance Unit is functioning (staff employed by the management) to cater to the electrical and electronic services required in the campus. A well-equipped Computer centre is also functioning with the assistance of the college management. Ad-hoc staff working as lab assistants are mostly absorbed from the alumni itself.</pre>
Industry Interaction / Collaboration	The college has entered in to collaborative arrangements with institutions/ industry and has signed MoU. These collaborative programmes have benefited the college in starting new skill based courses.
Admission of Students	College is a nodal centre for University admissions. There is a nodal officer and a team of staff to assist in the admission work. Admission work is done online without leaving space for any discrepancies or controversies. An online college portal is maintained to collect and maintain personal data of all the students at the time of

admission itself. Admission to Management quota is done purely on the basis of merit too. Community quota admission is also done as per the merit list provided by university.

6.2.2 – Implementation of e-governance in areas of operations:

6.2.2 – Implementation	of e-gove	rnance in areas	of opera	tions:						
E-ç	jovernace	area			Details					
					Feedback from various stakeholders are collected online and analysed using statistical tools. Library automation has been completed using KOHA software					
					The admission process is done online. The practice of collecting and reserving a data bank regarding the personal details of individual student within the college portal is notable. Notices and circulars are uploaded in the college website and communicated t different departments through e-mail from the office of the Principal					
Finance and Accounts					tender is n rnment guide s. Payment f one through governme	elines f for the PFMS ac	or p work ccord	urchase of orders is ling to		
Student Adı	Student Admission and Support					Admission procedure of the university as well as of the college is done online. Hourly class attendance is also taken online with the help of TCS App using smart phones.				
E	kaminat:	Lon		Allotment of roll numbers and classrooms for internal exams are done electronically. After valuation marks are uploaded by the departments into the college website. Aptitude tests are conducted online. Online question bank was made available to students.						
3 – Faculty Empow	erment S	trategies		•						
.3.1 – Teachers provid professional bodies of	ded with fi	nancial support	to attend	conferer	nces / workshop	s and towa	ards m	embership fee		
workshop for which				conference/Name of the professional body for which membership fee is providedAmount of support						
		No Data Ent	ered/N	ot App	licable !!!					
		N	o file	upload	led.					
3.3.2 – Number of profestion of a state of the second state of the		•	Iministrat	ive trainii	ng programmes	organized	by the	e College for		
prof	YearTitle of the professional developmentTitle of the administrative trainingFrom					date To Date Number of Number participants participa (Teaching (non-tead				

	orgar	ramme hised for ing staff	programme organised for non-teaching staff				staff)		staff)
2018	Quality Assurance in Higher Education - An inter national p erspective		rance igher ation inter onal p		06	/10/2018 76			0
2018	ient prog f	day Or tation gramme for culty	Mthrubhash a - Bharan abhasha	1		01/12/2018 6			18
				View File evelopment progra nt Programmes du	amm		entation Pro	ogram	me, Refresher
Title of the professiona developmer programme	al nt		of teachers attended	From Date		To da	te		Duration
Orientati Programm organised the UGC - H University Calicut	e by RDC, of		1	19/06/2018	19/06/2018 16/07/20		2018		29
Refreshe Course organised the UGC - H University Calicut	by RDC, of		1	19/07/2018	2018 08/08/2013		2018		21
UGC Sponso Refreshe Course in B Sciences. HRDC, Kanr Universit	r asic UGC nur		1	08/11/2018		28/11/2018			21
Science Academie Refreshe Organized VFSTR, Gunt AP. Sponso by Nation Academy o Sciences	ee 1 27/11/2018 11/12/2018 es 11/12/2018 e 1		2018		15				
Refreshe Course "Malayal			2	16/01/2019		05/02/2	2019		21

Kerala Padanam", UGC HRDC Calicut University										
Flair Induction Programme	1		04/02/2019		15/	15/02/2019		12		
Short term course on Professional Development by TLC MHRD, Calicut University	1		1		22/03/2019		26/03/2019		•	5
Physics of Semiconductors and devices" SWAYAM ARPIT Course offered by IISc Bangalore	1		1 01/11/2018 28/0		28/02/2019		•	120		
			View	<u>File</u>			ľ			
6.3.4 – Faculty and Staff	ecruitment (r	no. for pe	ermanent re	ecruitment):						
Т	eaching					Non-tea	aching			
Permanent		Full Tim	ne Permanent			Full Time		Full Time		
4		0			0	0				
6.3.5 – Welfare schemes	for									
Teaching			Non-tea	aching			S	tudents		
Group Deposit sch loan facility thr Co-operative Sc	ough MCC	loan	oan facility through MCC instit			titu	ce scheme is ted for the idents.			
6.4 – Financial Manager					arly (wit	h in 100 w	vords	each)		
6.4.1 - Institution conducts internal and external financial audits regularly (with in 100 words each) Internal and external financial audits are conducted regularly. A team of internal auditors, including the teaching and non-teaching staff with expertise, conducts financial audits regularly. Discrepancies if any will be pointed out and rectified then there. Yearly accounts are regularly audited by external chartered accountants and all the accounts are cleared on time without leaving space for any inconsistencies and irregularities.										
6.4.2 – Funds / Grants red year(not covered in Criterio		nanagen	nent, non-g	overnment	bodies,	individuals	s, phila	anthropies during the		
Name of the non gov funding agencies /inc		Fun	ds/ Grnats ı	received in	Rs.		Ρ	lurpose		
	Old Students Association, McKaden Foundation, Hunt			366500		Scholarships, Indo Anglian Theatre				
			No file	uploaded	l					
6.4.3 – Total corpus fund	generated									

		366	500							
6.5 – Internal Quali	ty Assurance Sy	vstem								
6.5.1 – Whether Aca	demic and Admini	strative Audit (AAA	) has been do	ne?						
Audit Type External Internal										
Academic	Yes	Te constit IQAC	am uted by with rnal	Yes IQ h						
Administrativ	e Yes		erts am	Yes		Nooranal				
Administrativ	e 165	constit IQAC exte	uted by with rnal erts	165		Associates				
6.5.2 – Activities and	support from the	Parent – Teacher /	Association (at	t least three)						
	ing performer Guest lect	ures. Sports a s. Insurance is urers are also support staff (at lea	for studen o maintain	ts is insti	tuted 1					
Computer to		amme Inter per amme Awarenes:			kill de	evelopment				
6.5.4 – Post Accredi	tation initiative(s) (	mention at least th	ree)							
Systematized of for women. E		number of scho								
6.5.5 – Internal Qual	ity Assurance Sys	tem Details								
a) Submiss	ion of Data for AIS	SHE portal		Ye	s					
b)F	Participation in NIR	RF		Уе	s					
	c)ISO certification			N	0					
d)NBA	or any other qualit	y audit		N	0					
6.5.6 – Number of Q	uality Initiatives ur	dertaken during th	e year							
Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration Fr	om Duratio	on To	Number of participants				
2018	Orientation programme on CAS for assistant professors	12/06/2018	13/06/20	18 18/06,	/2018	32				
2018	Training programme on use of web resources	13/09/2018	15/09/20	18 15/09,	/2018	54				

2018	Capa	sity	13/	09/2018	17/09/2	018	21/09	/2018		17
2010		.ding	137	09/2010	1770372	010	21/05	/2010		±,
	prog	ramme								
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	VII – INSTIT		ΙνΔ				CES			
7.1 – Institutio										
				-				41	4	
7.1.1 – Gende year)	r Equity (Numi	ber of geno	ber eq	uity promotio	n programm	es orga	anized by	the institu	ition (	during the
					[					
Title of t		Period from	m	Perio	od To		Numb	er of Parti	icipar	nts
program	IIIe									
							Female			Male
Sthree Ar		9/12/20	18	19/12	/2018		230			30
Pouravaka										
"Menstrua and Hu										
rights										
Women"										
open for	rum.									
7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:								uch as:		
7.1.2 – Enviro	nmental Conso	Percentage of power requirement of the University met by the renewable energy sources								
				-		y the re	enewable	energy so	ource	S
F	ercentage of p	ower requ	lireme	nt of the Univ	versity met b	•		0,		
F • About		oower requ	uireme ower	nt of the Univ	versity met b ent of th	e co	llege i	s met b	y tł	ne solar
F • About panel in	ercentage of p 30 of the	total p the ca	ireme ower mpus	nt of the Univ requirem . • Solar	versity met b ent of th street ]	e co ight:	llege i s are p	s met b laced i	y th n di	ne solar ifferent
• About panel in parts of bulbs as	Percentage of p 30 of the stalled in the campus nd tubes.	total p total p the ca • Unde Step by	ireme oower mpus er th step	nt of the Univ requirem • Solar he initiat	versity met b ent of th street l tive of S bulbs an	e col ights cienc d Flu	llege i s are p e Forum orescer	s met b laced i n, stude nt tubes	y th n di ents s ar	ne solar ifferent make LED e being
About panel in parts of bulbs as replaced	Percentage of p 30 of the astalled ir the campus nd tubes. 1. This has	oower requ total p the ca • Unde Step by s helped	ireme ower mpus er th step	nt of the Univ requirem • Solar he initiat • the CFL reduce th	versity met b ent of th street l tive of s bulbs and e power o	e col ight: cienc d Flu	llege i s are p e Forum orescer mption.	s met b laced i n, stude nt tubes • Dist	y th n di ents s ar ille	ne solar ifferent make LED e being ed water
About panel in parts of bulbs as replaced	Percentage of p 30 of the stalled in the campus nd tubes.	oower requ total p the ca • Unde Step by s helped labs is	wiremen mpus er th step to :	nt of the Univ requirem • Solar he initiat • the CFL reduce th • by the r	versity met b ent of th street 1 tive of S bulbs and e power of rainwater	e col ight: cienc d Flu onsur harv	llege i s are p e Forum orescen nption. ested i	s met b laced i n, stude nt tubes • Dist	y th n di ents s ar ille	ne solar ifferent make LED e being ed water
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<ul> <li>About panel in parts of bulbs as replaced usage in</li> <li>7.1.3 – Differe</li> </ul>	Percentage of p 30 of the astalled in the campus nd tubes. 1. This has chemistry	oower requ total p the ca • Unde Step by s helped labs is using	ower mpus er th step to : s met Elec	nt of the Univ requirem • Solar he initiat • the CFL reduce th ctrical d ness	versity met b ent of th street 1 tive of S bulbs and e power of rainwater	e col ight: cienc d Flu onsur harv	llege i s are p e Forum orescen mption. rested i lant.	s met b laced i n, stude nt tubes • Dist	y th n di ents s ar ille s in	ne solar ifferent make LED e being ed water stead of
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F • About panel in parts of bulbs a: replaced usage in 7.1.3 - Differe It Physic	Percentage of p 30 of the astalled in the campus nd tubes. 1. This has chemistry ntly abled (Div em facilities	oower requ total p the ca • Unde Step by s helped labs is using yangjan) fi	ower mpus er th step to : s met Elec	nt of the Univ requirem • Solar he initiat o the CFL reduce th ctrical d ness Yes	versity met b ent of th street 1 cive of S bulbs and e power of rainwater istillati	e col ight: cienc d Flu onsur harv	llege i s are p e Forum orescen mption. rested i lant.	s met b laced i n, stude t tubes • Dist in tanks	y th n di ents s ar ille s in penefi	ne solar ifferent make LED e being ed water stead of
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			8		nam	ion of Check dam and organic fencing along the river side to increase the water level in the nearby wells	
2018	1	0	28/12/201 8	10	Conolly Canal cleaning project	Removed plastic waste and water plants from the canal for smooth flow of water	42
2018	0	1	17/08/201 8	2	Flood relief	Collected food and clothes from teachers and students and handed it over to the District administr ation and helped to distribut e in the camps	24
2018	0	1	19/08/201 8	1	Flood relief	Awareness class regarding the cleaning steps to be taken after going back home from Flood relief camp.	12

2018	0	1	19/08/201 8	2		lood lief	Helped to clean about 50 houses and Super chlorinat ion of	70
2018	0	1	22/08/201 8	1	1	lood lief	wells Helped to clean the camp	27
2018	0	1	01/09/201 8	7	f	ost Lood ivity	Collected about 1000 note books from students and distr ibuted to affected children	25
		1	View	<u>File</u>				
7.1.5 – Human	Values and P	rofessiona	al Ethics Code of co	onduct (handbo	ooks)	for variou	us stakeholder	 S
	Title		Date of pu		Follow up(max 100 words)			
	hristian Co der-2018-1		01/06,		which all t non-t studen of ea condu stakeh the s of stud separ gene follow atten absen fee van sco orie rega condu studen	college ca was distri he teachin teaching st ts at the f ach academi cains the c ct for the olders par tudents. T the college ents are g ate headin ral conduc ed, rules dance and ce, librar concessio rious gover cholarships ntation pr rding the ct was arr t the First ts along w ts on the f	buted to g staff, aff and beginning c year, code of various ticularly he rules ge for iven as gs, like t to be regarding leave of y rules, ns and comment s. An ogramme code of anged to c year ith their	
7.1.6 – Activitie	es conducted f	or promoti	on of universal Val	ues and Ethics	I S			
Acti	vity	Du	ration From	Durati	ion To		Number of p	participants

Orientation class with special emphasis to values and ethics for 1st year UG and PG students were conducted separately by all the departments.	01/08/2018	15/08/2018	700					
	No file uploaded.							

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. College has implemented a "Green protocol" which includes many green practices that has helped to make the campus eco-friendly. • Disposal plates and glasses are completely banned in the campus, and instead steel utensils purchased with the support of PTA are being used for all functions. • Flex banners are banned and replaced with cloth banners. 2. As part of the World Environmental Day 2018 celebration (with the support of KSCSTE), various programmes were organised to Beat plastic pollution. • An oath was taken in the campus to protect our mother earth. • An awareness campaign was conducted by the green protocol team to reduce the use of one time usage plastic covers not to use plastic tiffin boxes and water bottles, change the ball point pen to ink pens or change refills. 3. Construction of rain water harvesting pond which can hold about 1.5 lakhs litres of water with the support of Agricultural department and PTA. 4. Burning of dry leaves is completely banned in the campus and it is used as compost in the vegetable garden. 5. Food waste from the canteen and those collected from the students are deposited in the Biogas plant placed near the canteen and is used for cooking in the canteen. 6. An organic vegetable garden in nearly 75 cents of land is set up in the campus with the support of the Agricultural department. 7. Laboratory experiments in chemistry laboratories have been converted to micro or semi micro levels, which has helped to reduce the pollution due to chemicals.

#### 7.2 – Best Practices

7.2.1 - Describe at least two institutional best practices

Best Practice - 1 Title of the Practice : Innovative techniques in English language teaching. Objectives of the practice: The methodology of the programme combines the academic study of language and communication with practical training in English language teaching (ELT), thus to prepare the students for a wide range of career opportunities from education to research in language acquisition, publishing, media and digital industry. The Context In the present global scenario, English is commonly used as a medium for the communication of information and news. Eighty percent of computer data are processed and stored in English. English is a major language of international business, diplomacy, and science and the professions. English is an official language of many international organizations, including the United Nations and many professional organizations. Graduates, who may be eminently competent in their own specialist areas, are having problems finding suitable employment because of their lack of English. The state of English in our country has yet not been reached at a satisfactory level. Thus, it is imperative to introduce some innovative methods to enhance the level of English of the General students. The Practice Department of English always strives to be in the forefront of innovations in the field of English language teaching. Some innovative methodologies developed by our faculty, Dr.M.E.Premanand. a) Gamification in Classrooms: Innovative method of learning using games. Textbook portions are made into questions and then cast as gaming questions. The answer choices come

as output on students' mobiles. A fun way to learn. b) Nuts and Bolts of English: Innovative, tear-off practice sheets for degree students. 30 teachers, research scholars and students worked on this project using collaborative tools and cloud technology. There is also a phonemic transcription chart on the front and back inner covers to understand and learn correct pronunciation. This book is useful for IELTS, TOEFL, PSC. etc. 12 colleges in Calicut University are using this book for SSP and WWS classes. Answers and phonemic transcription are given in the link http://www.ewsrl.com/answer-key.html c) Podcasts and Quick Mems : Audio clippings of text books and slides for answers. http://www.ewsrl.com/lend-an-ear.html. Quick Mems is an innovative resource using cloud technology. It is in effect crowd-sourced answers to lessons prescribed for University of Calicut. The answers are checked by an expert panel of senior teachers and uploaded onto a responsive website. Anytime, anyplace learning coupled with easy accessibility helps it to be beneficial to rural learners. This is the first time in Kerala and possibly India that such an educational resource has been freely hosted. E-learning website www.funenglishmcc.com A website specifically targeted to the needs of the students. It is an e-learning website. It has links to podcasts, quick mems and blogs. d) Infographics http://www.premclt.com/blog/windows-windows-versions https://magic.piktochart.com/output/15153589-history-of-communication The mixed use of information coupled with graphics gave way to infographics. The students of BA Functional English were impressed with this new type of learning. Infographics became such a powerful medium of communication at Malabar Christian College that British Council selected Dr. Premanand's novel and innovative method of teaching from over 400 teachers using new technologies in the classroom. He is the only teacher from Kerala to be featured in their new publication released in February 2017. Use of digital technology in the classrooms has always been a boon for the students. Dr. Premanand M E was selected for the Best Techno-faculty Award instituted by the ICT Academy of Tamil Nadu. Evidence of Success Use of IT in classrooms has proved to be beneficial as years advanced. Dr. Premanand pioneered the use of e-books way back in 2012. Studies in Advertisement (IV Sem, Open Course, BA Functional English) did not have a proper text. It was the CDs developed by the English Department which paved the way to greater accessibility of information. By 2014, a number of textbooks (Informatics, Media Studies I, Media Studies II) prescribed for study in BA Functional English (student population - over 1000 students in University of Calicut) had access to free PDF version of the textbooks. www.funenglishmcc.com A dedicated website for students was hosted by the Department in 2014. A number of blogs have been created by students. By 2015, Dr. Premanand experimented with Infographics. 2016 saw the introduction of Quick Mems, slide based answers that were readily available on the mobile

platform http://www.premclt.com/quick-mems.html Last year alone, www.funenglishmcc.com registered over 60,000 views with over twenty thousand of them being unique visitors. Problems encountered and resources required: Until 2015, broadband connectivity was a major problem. Availability of desktops and

laptops in the ratio 1:1 also could not be achieved. With the onslaught of mobile devices and faster internet connectivity, almost all studens have access to mobile handsets in their homes. This allows for successful implementation of Learning Management System. Best Practice - 2 Title of the Practice: Empowering young women through women's cell Objectives of the practice: Women Empowerment

refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society. The topic on "Women Empowerment" is a burning issue all over the world. "Women empowerment" and "women equality with men" is a universal issue. Women cell of

the college aims at organizing and transforming young women into a vibrant collective by focusing on their strengths and skills sets and enabling them to realize their true potential. The main objective of the women cell is to make the youth aware of the issues involved in their society and to equip them with

adequate management skills to handle day-to-day affairs. Through Women cell, the institute has initiated various programs like gender awareness trainings, pre-marital counseling, open forum, cultural programs, manuscript publishing, and training in IT/Soft skill, creative workshop, street plays and community intervention programs. The context: The effort to provide equal status for women in the Indian society began with the formation of our Constitution. It has been clearly written in the preamble of the Indian Constitution that there would be no disparity and discrimination on the basis of sex or gender of a person living in India. The Fundamental Rights, Duties and the Directive Principles which are described in our Constitution also repeat the above mentioned feelings and vision. The Indian Constitution not only satisfies by giving equal rights to the women but also empowers the states by giving them the right to provide some special rights to the women for their empowerment. Literally half of the seven billion people on the planet are female. If 50 of global population suffers daily discrimination, increased risk of assault, and all kinds of other delightful problems just by virtue of being female, we can say that empowerment should be a top priority. The socio-economic profile of the girl students of the college clearly shows that majority are from poor socio-cultural backgrounds. Though the girl students forms about 70 of the total students their progression to employment is not so satisfactory. Keeping this in mind a women's cell was established in the college to enhance the selfesteem and self-confidence of women students and enable them to make informed choices in areas like education, employment and health. The Practice: The activities intended for transforming young women are academic, awareness and action oriented. • Gender auditing: a detailed socio-economic statistics of the girl students of the campus. • Certificate course in 'Women and Development': This is a three month part time certificate course conducted by Women's Cell. • Motivation classes: classes handled by experts in this field. • Invited Talks: talks on gender issues and empowerment. • Discussion/Debates : on Women development • Exhibition of students' handicrafts paintings and Food festival : • Awareness Programme: on legal awareness, Human rights, Sexual harassment. • Workshop/Seminars: on Gender Sensitization. • Cycling: Cycling lessons were given to the female students. • Karate/Yoga: Classes conducted by Sports Council, Kozhikode. • Film Exhibition : Screening of women centric movies • Social commitment: members of Women's Cell frequently visit poor homes and Government Mental Health Centre, Kozhikode upholding their social commitment. Evidence of Success: Through these varied activities the main objective of creating awareness among young women of the issues involved in their society and also to equip them with adequate management skills to handle day-to-day affairs can be easily done. It is very inspirational to note the gradual change of attitude among girl students after the exposure to various programme. Problems encountered and resources required The main problems encountered during the implementation of this best practice are: ? Practical difficult in sensitizing the students to various dimensions of gender discrimination and to engage them in activities that would empower them to work towards a gender just society. ? Students are not getting sufficient time due to tight curriculum schedule. ? Non availability of enough funds for implementing various programme.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

http://mccclt.ac.in/wp-content/uploads/2020/01/Best-practices.pdf

#### 7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Our college was established in 1909 by the Basel Evangelical missionaries from

Basel, Switzerland and is one of the oldest educational institutions. The main of the German missionaries were to open the doors of education to all sections of people including women, lower caste, and less privileged ones with the motto "Education without discrimination". Even after 110 years, the college still stick on to this motto when admitting students, teaching and non-teaching staff. Though it is a college situated in the heart of city and has only 3.5 acres of land, we have given great importance to biodiversity. About 75 cents of land is converted to vegetable garden and follow many green practices which have helped to change it into a "clean, green and plastic waste free campus".

Provide the weblink of the institution

http://mccclt.ac.in/wp-content/uploads/2020/01/Best-practices.pdf

#### 8. Future Plans of Actions for Next Academic Year

• Start a value added course of 2 credits for each department. • Conduct training classes for the teachers regarding SWAYAM, MOOC etc. • Improve the computer facility of the college • Increase the number of smart class rooms. • Conduct soft skill development programmes. • Increase the number of scholarships given to needy students. • Start spoken English classes and computer training to all the first year students. • Start JRF -NET coaching classes for each department with the support of PTA. • Provide professional development programme for teaching and supporting staff.