

ANNA UNIVERSITY OF TECHNOLOGY CHENNAI

CPT CAMPUS, THARAMANI, CHENNAI-600 113

To

The Principals of affiliated and constituent colleges of AUTC

Dear Colleagues,

I hope the wheel has started moving once again. After the summer holidays, you must be busy with the odd semester works. As we all know the publication of the academic ranking has generated more interest about the performance of our colleges in other areas as well. The university has done some deeper digging and has come out with some additional information about the performance of our colleges.

1. During the last three years the overall pass percentage of final year students of the university as a whole has been in the range of 75-80%.
2. Of the total passed out students only 50% students have got placement and the placement during 2010-11 is lesser in comparison to 2009-10 and 2008-09.
3. Of the total jobs offered more than 2/3 jobs are offered by IT industry and only less than 1/3 is offered by core industries in all the past three years.
4. Only one college offers an average salary of more than Rs. 60000 per month to its teaching staffs. All other top ranking colleges offer an average salary per teacher in the range of Rs. 45000-50000 per month. We also have colleges which offer an average salary of Rs. 8000-10000 per month for teachers and their results are obviously very poor.
5. Some colleges that run multiple institutions (schools or colleges) got good ranking even though they pay less salary as they know how to extract work out of teachers.
6. Our AUTC colleges are established as per the following schedule:

<u>Period</u>	<u>Number of Colleges started</u>
a. Before 1991	6
b. 1991-1995	17
c. 1996-2000	63
d. 2001-2005	13
e. 2006-2011	68

The university is making a comparative study of the relations between the input profile (+2 marks) of the candidates to colleges and the pass percentage profile of candidates now in colleges. Let us give a break.

Now, this communication is mainly to inform you all about:

1. The impending inspection visit for continuation of affiliation for 2011-12 and the requirement for additional information on academic activities of our colleges,
2. Ideas for improving the standard of evaluation and results,
3. Issue of University Faculty Identification Number to all faculty members,
4. Registration of final year students' projects,
5. Misuse of VVIP visits and ranking of colleges, and
6. Prevention of Ragging

The university shall give the fullest support to all colleges in the prevention of ragging. All principals are requested to take utmost care and attend to cases of ragging without delay. All preventive methods in the book shall be adopted and action may be taken as per the guidelines given in all reported cases.

Of late we see advertisements by colleges carrying photographs of VVIP visits as if the VVIPs were part of their managements. That puts the VVIPs in an uncomfortable position. We can be grateful by avoiding such acts. Colleges should avoid taking undue advantage of the VVIP visits.

ACADEMIC RANKING:

The publication of academic results, has given all principals the additional burden of improving “college ranking.” All principals are going to be more focused on the academic performance in the days to come. The university administration is also concerned with the pass percentage of students. It would like to discuss the issue with the principals and take corrective measures. *A meeting of the principals will be called soon to discuss the issue and other matters.*

Regarding academic ranking, our fear is that some colleges may go in for knee-jerk operations. Some may even attempt unethical means to improve the academic ranking. We have already got reports about removal of principal, putting 100% result conditions on faculty and others. Kindly avoid all such methods and take only time-tested sustainable solutions to improve the academic standard.

In general, the major factor for success of any institution is the involvement of teachers in academic activities. It is also true that institutions which give a better work environment for teachers, get better involvement from teachers. A broad observation based on the information available with the university is that the *colleges which pay good salary have got good academic ranking*. Some colleges with experience in running educational institutions and colleges located within city are exceptions. They have good ranking even though their salary band does not match their group. It is expected that the college managements would take the academic ranking in the right spirit and try to understand the importance of good faculty in improving the performance of the students.

The issue of improving the overall academic performance of our university students was discussed with many interest groups. Some of the ideas that came in for improving the academic performance of the students include:

1. **INTRODUCTION OF FLEXIBLE ACADEMIC SYSTEM:** Our University gets a spectrum of students from varying socio-economic backgrounds and education systems. We have students who have got only 70 marks along with students who have 200 out of 200. Unfortunately, we give them all the same academic load. We need to find better methods to accommodate students with varying learning capabilities. Some suggested points for discussion are:
 - a. **Flexibility in course selection:** Instead of the uniform load of six courses for all students in all semesters we can allow full freedom to students to select the number of courses they want to do in a semester as per their capability.

- b. **Standard staggering of syllabus:** We can change the curriculum design to give only four theory subjects in the first semester and five subjects in second semester and subsequently allow them to complete the missed courses in higher semesters.
 - c. **Institution based choice:** Colleges which are less than five years of standing or colleges in which the average +2 marks scored by students is less than 60% can be allowed to run on trimester pattern. In addition to two regular semesters they can run a summer semester and allow students to complete whatever they could not complete during the regular semester.
2. **ADOPT CLUSTERING CONCEPT:** In order to improve the performance of new colleges, we can adopt a clustering method with a college identified as a leader can play the role of mentor and help the new colleges close by. They can share the resources even for a price.
3. **ACADEMIC AUDITING:** As the university finds no correlation between internal and external processes of evaluation in our colleges it needs to closely observe the continuous academic processes: conduct of regular classes, internal examination, conduct of laboratory practical, and so on. We shall expect the faculty members to publish the following in the college intranet with a copy to the university:
- Time Table
 - Course Plan
 - Course materials
 - Assignments and Tutorials with solutions
 - Question papers of internal examination along with key

The university shall facilitate the formation of “interest groups” that can introduce newer knowledge and methods of learning.

4. **IMPROVE INTERACTION AND MONITORING:** So far the university was carrying out inspection of colleges to give affiliation based on AICTE requirements. It was mainly checking the resources and the general system. Now, the university has some additional factors for monitoring during affiliation inspection. It has identified some factors that are critical to the quality of academic process and the caliber of students who pass out. The performance of the college in those areas shall become part of evaluation.
5. **BRING IN PROFESSIONALISM IN ADMINISTRATION:** It is found that most of the colleges are administered by people who have nothing to do with academics. We have principals who do not have the power to sanction even leave to subordinates. The service conditions of the teachers leave much to be desired. Wherever we see professionalism the results are obvious. We need to make the managements understand the importance of professional management of colleges.

We expect all the principals to go through the points raised here and offer their comments for us to make changes before we implement. They can also send newer ideas for discussion directly to the VC’s e-mail ID: vc@annatech.ac.in

AFFILIATION INSPECTION:

Our University will make inspection visits to all colleges for giving continuation of affiliation for the year 2011-2012 from August third week onwards. This year the affiliation format will have two parts. Part 1 will be the same as what was submitted last year. Part 2 will mainly be the evaluation report to be filled up by the inspection team. However, colleges need to understand the Part 2 format and keep the records for verification.

The University expects all the colleges to display Format 1 information in their website, with a copy to university, on or before 12.08.2011. In addition, the Principals are expected to keep records relevant to Format 2 (Format enclosed). The inspection teams will visit the colleges from 17 August 2011 onwards. Our colleges must be ready for any date between 17th to 28th August, 2011, including Saturdays and Sundays. For further details principals can contact the affiliation section of the university.

Our University will issue the University Faculty Identification Number to all faculty members. In this regard, we require a permanent reference for each teacher. We plan to fix both Passport and PAN Card numbers as permanent references to issue the UFIN. ***From now onwards, only teachers with proper qualification for the said position will be issued the UFIN and they only be counted for staff strength of the colleges for all purposes.***

Regarding the final year projects the inspection team will collect the e-copy of the list of projects of the 2011 April passed out students in the format enclosed herewith. We shall get back to the colleges after analysis.

We shall fix the date for the meeting of the Principals soon to discuss and get back. We would like to reassure all the colleges once again that our university will always be a facilitator and would be interested in finding the facts only to make improvement in the system.

Let us give higher education system the transparency it deserves; let us guide the future generations in the right direction.

Jai Hind!

**Dr C Thangaraj
Vice Chancellor
Anna University of Technology Chennai**

Inspection report format part 2: Records to be kept for verification

	Factor for evaluation	Records for verification
1	Adherence to the academic schedule	Academic calendar, Master/staff Time Table, class attendance, staff attendance, Question paper for unit tests, test papers, records for practical,
2	Provision of course plan to students	Course plan for all subjects
3	Standard of learning materials provided	Class notes by students
4	Standard of assignments and tutorials and solutions provided	Copies of assignments and tutorials
5	Standard of internal examinations conducted	Record of question papers, keys for all questions correction, recording and reporting to students and parents
6	Soft-skill training	Structured syllabus for four years and quality of trainers and training
7	Funding support for academic associations activities	Record of open circular and expenditure proof.
8	Performance in extracurricular activities by students	Participation and success in university sports activities
9	Beyond syllabus experimentation facilities and industrial visit	Additional experiments in each lab and reports of industrial visits
10	Class seminars on additional topics	Record of seminar topics and reports
11	Budgeting and expenditure process	Budget and purchase records
12	Qualification of Principal	Certificates of qualification
13	Financial powers of the Principal	Governing council resolutions.
14	Selection process for teachers and issue of proper appointment orders	Open advertisement and Full selection committee with nominee from statutory bodies. All appointment orders indicating terms and conditions on salary, benefits and relief/exit conditions, etc.
15	Qualification of teachers	Certificates of qualification for all teachers
16	Average experience of teachers	Certificates of experience for all teachers
17	Salary structure and payment	Salary register, bank statement, salary certificate, PF payment records
18	Grievance redress mechanism	Complaint boxes, action reports
19	Campus Placement	Communication with corporate/companies and copies of offer letters
20	Quality of UG students' projects	List of all projects, copies of minimum 5 best project for each class