

PES College of Engineering, Mandya, Karnataka

Table A: Summary Performance Audit Evaluation Number-1/2/3/4

Name of Performance Auditor : Dr. Eshwar Tenneti
Dates of Performance Audit : 27.03.13 to 29.03.2013
Name of Institution with location : PES College of Engineering, Mandya, Karnataka

S. No.	Remarks
1.	1
2.	1
3.	1
4.	1
5.	1
6.	1

Note:

For Table A, the Summary of Performance Audit Evaluation, is to be filled in by the Performance Auditor from the overall qualitative assessment for the Tables 1 to 6 as given ahead in this format for Performance Audit Report.

Eshwar Tenneti
Sat Fri, 29 Mar 2013

Performance Auditors Report

Table-1: Project Implementation

Name of Performance Auditor : Dr. Eshwar Tenneti

Dates of Performance Audit : 27.03.13 to 29.03.2013

Name of Institution with location : PES College of Engineering, Mandya, Karnataka

Sl. No.	Aspect	Assessment Grade (1-3)	Supporting Evidence
1.	Progress in securing Autonomous Institution status from the affiliating University & the UGC within 2 years of joining the Project OR Effectiveness of utilization of academic autonomy possessed/obtained	1	UGC autonomy already obtained
2.	Sufficiency and quality of academic buildings	1	Sufficient
3.	Progress/achievement in <u>starting new PG programs</u> as evidenced by: <ul style="list-style-type: none"> • Securing AICTE approval • Establishment of laboratories • Adequacy of student enrolments • Cumulative number of assistantships granted 	1	VTU University extension center PG program VLSI Design and Embedded Systems. AICTE approval awaited
4.	Progress/achievement in <u>strengthening existing PG programs</u> as evidenced by: <ul style="list-style-type: none"> • Establishment of proposed laboratories • Adequacy of student enrolments • Cumulative number of assistantships granted 	1	Labs being updated
5.	Progress/achievement in <u>strengthening existing UG programs in Govt funded and aided institutions only</u> as evidenced by: <ul style="list-style-type: none"> • Establishment of proposed laboratories • Adequacy of student enrolments 	1	Labs being updated, Class rooms being updated
6.	Improvements in Faculty Development as evidenced by: <ul style="list-style-type: none"> • Percentage/ increase in percentage of faculty benefiting from the Core Module of pedagogical training • Percentage of / increase in percentage of faculty benefiting 	1	Pedagogical training can be improved in educative delivery

Sl. No.	Aspect	Assessment Grade (1-3)	Supporting Evidence
	from the Advanced Module of pedagogical training <ul style="list-style-type: none"> • Percentage of faculty with UG qualification registered/deputed for improving their qualification • Percentage of faculty deputed for subject domain training, seminars, etc. <i>(faculty benefiting from subject domain training are required to share their gains with peers and also put their report on training on institution's web site)</i> 		
7.	Generation, retention and utilization of the non-tuition fee revenue generated through various activities	1	Funds used for college
8.	Engineering faculty positions in terms of: <ul style="list-style-type: none"> • Reduction in vacancies • Increase in faculty appointed on regular basis • Increase in the number of faculty with at least a Masters degree 	1	Shortage due to backlog
9.	Improvements in placement rate of UG pass outs	2	Dull due to recession
10.	Enhanced interaction with industry as evidenced by: <ul style="list-style-type: none"> • Increase in industry personnel registered for Masters & Doctoral programs • Increase in industry personnel trained by the institution in knowledge and/or skill areas • Increase in the number of consultancy assignments secured by the institution • Increase in the number of students' and faculty visits to and/or training in industry • Increase in involvement of industry experts in curricula & syllabi improvements, laboratory improvements, evaluation of students and delivering expert lectures • Increase in the number of sandwich programs between industries and the institution 	1	1.visits to industries 2. some project assistance

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Table 2. Performance Audit - Implementation of Institutional Reforms

Name of Performance Auditor : Dr. Eshwar Tenneti
Dates of Performance Audit : 27.03.13 to 29.03.2013
Name of Institution with location : PES College of Engineering, Mandya, Karnataka

Sl. No.	Aspect	Assessment Grade (1-3)	Supporting Evidence
1.	Effectiveness of faculty evaluation by students as evidenced by: <ul style="list-style-type: none"> • Percentage/ increase in percentage of faculty evaluated by students in one or more subjects • Are results of evaluation properly used for teacher improvement? If yes, is the procedure adopted for teacher improvement including counseling appropriate and effective?	1	Faculty feed back regularly taken and acted upon
2.	Establishment of four funds and their sizes	1	Change is being implemented
3.	Offer of incentives to faculty for participation in consultancy, R&D and continuing education programs offered by the institution	1	TEQIP fund used

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Table-3 Performance Audit - Improvement in Administrative and Managerial Efficiencies

Name of Performance Auditor : Dr. Eshwar Tenneti
Dates of Performance Audit : 27.03.13 to 29.03.2013
Name of Institution with location : PES College of Engineering, Mandya, Karnataka

S. No.	Aspect	Assessment Grade (1-3)	Supporting Evidence
1.	Modernization and decentralization of administration and financial management	2	Centralized
2.	Responsiveness to students academic and non-academic requirements	1	Students feedback taken
3.	Responsiveness to faculty requirements	1	Faculty feedback taken
4.	Utilization of institutional resource s	1	Resources used
5.	Maintenance of academic and non-academic infrastructure and facilities	1	Very good infrastructure being updated
6.	Extent of delegation of administrative and financial decision making powers to senior functionaries	2	Centralized

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Table 4. Performance Audit - Quality of Education and Research

Name of Performance Auditor : Dr. Eshwar Tenneti
Dates of Performance Audit : 27.03.13 to 29.03.2013
Name of Institution with location : PES College of Engineering, Mandya, Karnataka

S. No.	Aspect	Assessment Grade (1-3)	Supporting Evidence
1.	Improvements in curricula and /or syllabi	1	Autonomous
2.	Relevance of curricula and syllabi	1	Autonomous
3.	Improvement in teaching-learning processes as evidenced by: <ul style="list-style-type: none"> • Use of teaching aids • Continuous evaluation through quiz, assignments or mid-semester examinations etc. Sharing of answer scripts with students and explanation of the evaluation carried out • Introduction of flexibility in program offerings • Increased availability of adequate electives 	1	1.Teaching aids 2.Continuous quizzes 3.Electives Etc...
4.	Progress in securing accreditation of eligible UG & PG programs (<i>institutions are to achieve target of 60% of eligible UG & PG programs accredited and/or applied for within 2 years of joining the</i>	1	NBA accredited

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	<i>Project)</i>		
5.	Increased collaboration with industry in R&D as evidenced by: <ul style="list-style-type: none"> • Increase in number of joint and industry sponsored R&D work undertaken • Increase in financial contribution by industry for R&D 	1	Number of AICTE projects
6.	Increase in percentage of revenue from externally funded R&D projects and consultancies in the total revenue of the institution from all sources	1	Number of AICTE projects
7.	Increase in the number of publications in refereed journals	1	Substantial number of publications
8.	Increase in the number of patents filed	2	One patent applied

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Table 5. Performance Audit - Performance in the Governance of Institutions

Name of Performance Auditor : Dr. Eshwar Tenneti
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The objective of an Institutional Governance Review is to assist institutions, using an evidence-based approach, in their self assessment of current Governance Practice. A thorough review will indicate the level of effectiveness of institutional governance and the Governing Body, and identify action points for improvement. It will also indicate that:

- The conduct of the Governing Body is in accordance with the standards of behavior that the public should rightfully expect.
- The Governing Body and the individual Governors are exercising their responsibilities in the interest of the institution as a whole.
- The Review has been undertaken by a Group who have internal and external credibility to undertake such exercise.

	INSTITUTIONAL GOVERNANCE REVIEW TEMPLATE	Assessment Grade (1-3)	Supporting Evidence
1.	A. PRIMARY ACCOUNTABILITIES		
	<ul style="list-style-type: none"> • Has the Governing Body approved the institutional strategic vision, mission and plan – identifying a clear development path for the institution through its long-term business plans and annual budgets? 	1	Committed Vision and Mission
	<ul style="list-style-type: none"> • Has the Governing Body ensured the establishment and monitoring of proper, effective and efficient systems of control and accountability to ensure financial sustainability 	1	Proper audited accounts maintained
	<ul style="list-style-type: none"> • Is the Governing Body monitoring institutional performance and quality assurance arrangements? 	1	No ISO certification taken

	<ul style="list-style-type: none"> Has the Governing Body put in place suitable arrangements for monitoring the head of the institution’s performance? 		
2.	B. OPENNESS & TRANSPARANCY IN THE OPERATION OF GOVERNING BODIES		
	<ul style="list-style-type: none"> Does the Governing Body publish an annual report on institutional performance? 	1	Annual report
	<ul style="list-style-type: none"> Does the Governing Body maintain, and publicly disclose, a register of interests of members of its governing body? 	1	Mandatory disclosures of AICTE
	<ul style="list-style-type: none"> Is the Governing Body conducted in an open a manner, and does it provide as much information as possible to students, faculty, the general public and potential employers on all aspects of institutional activity related to academic performance, finance and management? 	1	Some information confidential
3.	C. KEY ATTRIBUTES OF GOVERNING BODIES		
	<ul style="list-style-type: none"> Are the size, skills, competences and experiences of the Governing Body, such that it is able to carry out its primary accountabilities effectively and efficiently, and ensure the confidence of its stakeholders and constituents? 	1	Highly experienced and qualified
	<ul style="list-style-type: none"> Are the recruitment processes and procedures for governing body members rigorous and transparent? <p>Does the Governing Body have actively involved independent members and is the institution free from direct political interference to ensure academic freedom and focus on long term educational objectives?</p>	1	As per government norms
	<ul style="list-style-type: none"> Are the role and responsibilities of the Chair of the institution and the Member Secretary serving the Governing Body clearly stated? 	1	Under trust

	<ul style="list-style-type: none"> Does the Governing Body meet regularly? Is there clear evidence that members of the governing body attend regularly and participate actively? 	1	Under trust
4.	D. EFFECTIVENESS AND PERFORMANCE REVIEW OF GOVERNING BODIES		
	<ul style="list-style-type: none"> Does the Governing Body keep their effectiveness under regular review and in reviewing its performance, reflect on the performance of the institution as a whole in meeting its long-term strategic objectives and its short-term indicators of performance/success? 	1	Yes
	<ul style="list-style-type: none"> Does the Governing Body ensure that new members are properly inducted, and existing members receive opportunities for further development as deemed necessary? 	1	Yes
5.	E. REGULATORY COMPLIANCE		
	<ul style="list-style-type: none"> Does the Governing ensure regulatory compliance* and, subject to this, take all final decisions on matters of fundamental concern of the institution. 	1	Yes
	<ul style="list-style-type: none"> Does the regulatory compliance include demonstrating compliance with the 'not-for-profit' purpose of education institutions? 	1	Yes
	<ul style="list-style-type: none"> Has there been accreditation and/or external quality assurance by a national or professional body? If so, give details: name, status of current accreditation etc 	1	Yes

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Table 6. Performance Audit - Support to Weak Students

Name of Performance Auditor : Dr. Eshwar Tenneti
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S. No.	Aspect	Assessment Grade (1-3)	Supporting Evidence
1.	Percentage of students that complete the full first year and transit successfully to Second Year	1	10% backlogs
2.	Effectiveness of techniques used for identifying weak students	1	Methods in place
3.	Conduct of remedial teaching throughout academic session	1	Methods in place
4.	Conduct of specialized soft skills and professional skills training	1	Methods in place
5.	Increase in the number of campus interviews	1	Recession phase

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6.	Establishment and functioning of a Finishing School	1	Placement Cell
7.	Increase in the number of internal and external students that attend high intensity training conducted by the Finishing School	1	Placement Cell

Improvements noticed on shortcomings reported during earlier Performance Audits

Not Applicable

Brief statements on continuing shortcomings and reasons thereof

Not applicable

Recommendations for Mentors

Not applicable

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TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME-II (TEQIP-II)

Table 7 - Response Sheet for Head of Institution

A. Project Implementation		
Sl.No.	Evaluation parameters	Responses
1.1	Briefly describe the action taken for obtaining Autonomous Institution status, and the status of your applications as made	PES College of Engineering has already got autonomous status by the UGC from the year 2008-09 for a period of 6 years.
1.2	If your institution is already an Autonomous Institution, briefly state actions taken for the following:	
	1. Value addition to courses as per market demand	introduced following value added courses as per market demand i) VLSI CAD tools ii) C Sharp iii) CATIA iv) ProE
	2. Improvements introduced in student evaluation	After becoming Autonomous, continuous internal Evaluation has been introduced for both UG and PG level. In Each theory subject, students have been evaluated by TESTS, QUIZS and ASSIGNMENTS. In laboratory, students are evaluated on the basis of conduction of experiment, performance and maintenance of laboratory records.

<p>3.Addition of electives</p>	<p>Elective subjects have been in introduced by considering the value addition to the course depending on the market/industry requirement particularly to help the placement of the students. Student has to study one elective in 5th sem, one in 6th sem and 2 electives in 7th and 8th semesters. Institute is planning to introduce open elective from the next syllabus revision.</p>
<p>4. Carrying out teacher evaluation by students</p>	<p>In the middle of every semester student will evaluate the Teacher’s performance on each theory subject using on line method. The Head of the department and principal will review the performance report of each faculty and take appropriate action based on the report.</p>
<p>5. Starting of new PG programs, as planned</p>	<p>As per the plan and TEQIP proposal, in the year 2012-13, two new PG programs, i) computer Engineering and ii) VLSI Design and Embedded system have already been introduced each with an intake of 24 students. Mechanical Engineering department is planning to start one more PG program from the academic year 2013-14 on “Machine Design” and the proposal has been submitted to AICTE for approval.</p>
<p>6. For enhancing qualification deputing to other institutions and/admitting within the institution those teachers that have a Bachelors degree only.</p>	<p>In order to enhance the qualification of the faculty members, the faculty members are deputed under QIP to do their PG / Ph.D to premier Institutes like IIT and IISc. Out of 187 permanent faculty members all are having Master degree except only three. Out of these three faculty members two faculty members are already informed the management that they will do their Master degree within another 3 years.</p>
<p>7. Conducting continuing education and /or skill enhancement programs for industry.</p>	<p>Under continuing education, Individual department organizes Faculty Development Program for the benefit of their faculty members in the emerging areas of their discipline.</p>

		To improve the performance of the student and to make them to fit in the industry, the Communication skill and Aptitude development training programs have become part of the curriculum and these programs are conducted regularly in every semester by the placement and training centre with the help of experts from the various organization. To enhance technical skill of the students, individual department conduct special training programs like CATEIA training, VLSI CAD tool training, ANSYS training, Training on embedded system, Industrial visits, Training on power system tools, Training on Building construction and management etc. These programs are conducted in collaboration from various Industry.
	8.Inviting experts from industry and eminent institution for special lectures	Each department regularly organizes expert talks from the experts from the industries, R & D centers and other premier institutions. This is one of the regular activities of the department.
1.3	The amount of financial powers assigned/ delegated to the following. If no delegation has been done so far, state the proposed action for each level with the corresponding timeline.	
	1. Board of Governors (BOG)	The BOG has got full financial power. The BOG has to give formal approval for all major expenditures of the institute
	2. Head of Institution for a) single purchase of equipment, and b) recurring expenditure.	Having full financial power. But any purchase of equipment he has to get formal approval from BOG.
	3. Dean	There are two Deans : a) Dean Academic and b) Dean Research. The activities of these two deans mainly towards smooth conduction and monitoring Academic activities and Research activities in the institute. For all these activities are having budget allocation approved by the BOG and the amount will be released depending on the activities.
	4. Head of Department	They are permitted as per budget allocation.

1.4	Progress in starting new PG programs, as proposed.	As proposed two new PG programs i) M.Tech in Computer Engineering and ii) VLSI Design and Embedded systems have been started from the academic year 2012-13 with an intake of 24 students in each program. A proposal has been submitted to AICTE New Delhi to start M.Tech in Machine Design from the year 2013-14.
1.5	Actions taken to fill up seats in the existing PG programs	As per the Karnataka state government norms seats of PG programs shall be filled through Post Graduate Common Entrance Test conducted by the Karnataka Examination Authority (KEA) a government statutory body. The KEA will allot the students to the respective PG programs of the colleges as per the PGCET/GATE score of the student and through admission counseling process. At present all seats of the PG programs have been filled except few unfilled seats in Computer Integrated Manufacturing (CIM).
1.6	Action taken to reduce vacancies in faculty positions.	Vacant Faculty positions in all government -aided branches have been filled time to time as per the government norms after obtaining approval from the government. The faculty positions in unaided department also been filled by the management time to time. The college management has taken necessary steps to maintain a 1: 15 staff – students ratio and to maintain the standard specified by the AICTE.
1.7	Status of faculty appointed on regular basis, and proposed action to fill up all faculty position on regular basis	Kindly refer the enclosure. In case of any vacancy due to the retirement of faculty and any other eventuality, action will be taken by the college management and the vacancy position will be filled as early as possible as per the norms.
1.8	Progress in getting pedagogical training in both the modules	Regular Pedagogical training program are organized for all the faculty members. Two such programs, have already been conducted in last three months ie. Between December 2012 to Feb 2013. Faculty members are regularly sent to MISSION 10X training program conducted by WIPRO.

1.9	New activities (since project start or the last performance audit) undertaken for enhancing interaction with industry	Recently an Industry institute interaction cell has been set up in the college to enhance industry institute interaction. Automobile department is interacting with Eicher Tractors and E & C department has made some understanding with COREL Technologies. Recently INNOVATION THROUGH TECHNOLOGY program has been initiated with the help of K-Two Technologies, Bangalore to involve the students in innovation and to interact with the industry.
1.10	Generation, retention and utilization of the non tuition fee revenue generated through various activities.	The revenue generated obtained under this head is being spent for academic development and student activities.
2.1	Progress in instituting practice of teacher evaluation by student.	Evaluation of teachers by students is already in practice since many years. Student evaluate the teacher through on line on four headings I) Planning and organization, II) Presentation/Communication, III) Student participation and IV) Class management / Assessment of the Students.
2.2	Current percentage of teachers evaluated by students in one subjects taught	100%
2.3	Current percentage of teachers evaluated by students in more than one subjects taught.	100%
2.4	State the incentive being offered to the faculty for participation in consultancy assignment, R & D, and continuing education programs conducted by the institution for industry.	<ol style="list-style-type: none"> 1. For consultancy activities, out of the 100% amount generated 25% of the amount would be given to the faculty and remaining will be shared as per government norms. 2. For R & D activities : TA/DA incurred for the research activities will be given to the faculty as per the actual claim. No other type of incentive is given. 3. Continuing Education program: Rs. 500/ per hour will be given

3.1	Are the 4 funds established?	Yes		
3.2	If yes, what is the amount in each fund	Rs. 1.0 lakhs in each account.		
3.3	Is the contribution to each fund as per the requirement in the PIP	In the last BOG meeting it was decided by the management to contribute as per PIP guidelines		
3.4	State the quantum of financial powers delegated to a) BOG: b) Head of the Institution; c) Deans and d) Head of the Departments	a) BOG : All single item expenditure above Rs.50 lakhs b) Principal :- Rs. 50 lakhs for single purchase order c) HOD: Rs. 1.00 lakhs for single purchase order		
3.5	If Less than those recommended in the PIP, state the reasons for the shortfall and actions planned to comply with the project recommendations.	Followed norms as per PIP		
4.1	Number of on going sponsored project from industry	Nil		
4.2	Number of industry awarded consultancy assignments completed	Nil		
4.3	Number of ongoing industry awarded consultancy assignment			
4.4	Number of organization and industries with MOUs have been signed for joint R & D	Shortly we are going to sign MOUs with two industries for R&D activities 1) Eicher Tractors India, 2) COREL India.		
5.1	List the UG programs accredited on date by name	Department	I round	II round
		1) Civil Engg	5 years (2007-09)	
		2) E&C Engg	5 years (2007-09)	
		3) E & E Engg	3 years (2004-07)	3 years (2008-11)
		4) I & P Engg	3 years (2004-07)	3 years (2008-11)
		5) Mech Engg	3 years (2004-07)	3 years (2008-11)
		6) CS Engg	3 years (2004-07)	3 years (2208-11)
		7) IS Engg	3 years (2004-07)	3 years (2008-11)
		8) Env Engg	3 years (2004-07)	3 years (2008-11)
		9) Auto Engg	3 years (2004-07)	3 years (2008-11)

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5.2	<ul style="list-style-type: none"> State program wise action taken to get accredited the eligible UG program that are yet be accredited Describe difficulties faced, if any 	<p>Already initiation has been made to apply for accreditation. All 9 departments will be going for accreditation this year. All ready college has registered their name on NBA website and requested for the permission for the application form. All departments are making preparation with necessary data for uploading the information required for NBA</p> <p>No.</p>
5.3	List the PG programs accredited on date by name	Nil
5.4	<ul style="list-style-type: none"> State program wise action taken to get accredited the eligible PG program that yet to accredited. Describe the difficulties faced if any 	No.
6.1	Give the number of paper published in national refereed journals from the date of joining the project.	30 nos.
6.2	Give the number of paper published in foreign refereed journals from the date of joining the project.	10 nos,
6.3	<ul style="list-style-type: none"> Number of patents filed since joining project List the titles of patents filed since joining the project along with names of contributors. 	01 (communicated)
6.4	<ul style="list-style-type: none"> Number of patents obtained since joining project List the titles of patents obtained since joining the project along with names of contributors 	nil
7.1	Actions being taken for identifying weak student	Weak students are identified on the basis of the performance of CIE and Semester End Exams. Those students who scores less than 50% percent of marks are considered as weak students and each department have identified the weak student for remedial teaching.
7.2	Number of students that have benefited from remedial	1) Automobile 2) civil – 3) computer Science – 40 4) E & C-11

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	teaching since joining the project/ since last performance audit.	5) E & E – 6) Inf & Sc 7) Mechanical 8) I & P-54 9) Env
7.3	Number of students that have benefited from specialized soft skills and professional skills training programs conducted since joining the project/ since the last performance audit.	2600 students. All UG students of institution should under go soft skills and professional skills training program. It is mandatory for all students. Every semester the training programs are conducted.
7.4	Status of establishment and functioning of finishing school.	Not yet established.