The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. *(Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)*

Part – A

AQAR for the year *(for example 2013-14)*

2012 -13

1. Details of the Institution

1.1 Name of the Institution

CRESCENT COLLEGE OF EDUCATION

1.2 Address Line 1

MAIN ROAD,

Address Line 2

SOMASIPADI VILLAGE AND POST

City/Town

TIRUVANNAMALAI

State

TAMILNADU

Pin Code

606611

Institution e-mail address

info@crescenteducation.co.in

Contact Nos.

04175 - 249213

Name of the Head of the Institution:

Dr. A.SHEIK HANEEF

Tel. No. with STD Code: 04175 - 249213

Mobile: 9787729201

Name of the IQAC Co-ordinator: S.Senthamarai

Mobile: 9787729213

IQAC e-mail address: info@crescenteducation.co.in

1.3 **NAAC Track ID** *(For ex. MHCOGN 18879)*   TNCOTE15194

OR

1.4 **NAAC Executive Committee No. & Date:**   -
(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)

1.5 Website address: http://www.crescenteducation.co.in

Web-link of the AQAR: http://www.crescenteducation.co.in/AQAR2012-13.doc

For ex. http://www.ladykeanecollege.edu.in/AQAR2012-13.doc

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1st Cycle	B	2.83	2012	5 YEARS
2	2nd Cycle				
3	3rd Cycle				
4	4th Cycle				

1.7 Date of Establishment of IQAC :   DD/MM/YYYY   09.07.2008

1.8 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((*for example AQAR 2010-11submitted to NAAC on 12-10-2011)*

   i.   AQAR _____ _____ (DD/MM/YYYY)4
   ii. AQAR_____ _____ ___(DD/MM/YYYY)
   iii. AQAR_____ _____ (DD/MM/YYYY)
   iv. AQAR_____ _____ (DD/MM/YYYY)

1.9 Institutional Status

   University   State [√] Central [ ] Deemed [ ] Private [ ]

   Affiliated College   Yes [√]   No [ ]

   Constituent College   Yes [ ]   No [√]

   Autonomous college of UGC   Yes [ ]   No [√]

   Regulatory Agency approved Institution   Yes [√]   No [ ]

   (eg. AICTE, BCI, MCI, PCI, NCI)

   Type of Institution   Co-education [√]   Men [ ]   Women [ ]

                         Urban [ ]   Rural [√]   Tribal [ ]

   Financial Status   Grant-in-aid [ ]   UGC 2(f) [ ]   UGC 12B [ ]

                      Grant-in-aid + Self Financing [ ]   Totally Self-financing [√]

1.10 Type of Faculty/Programme

   Arts [-]   Science [-]   Commerce [-]   Law [-]   PEI (Phys Edu) [-]

   TEI (Edu) [√] Engineering [-]   Health Science [-]   Management [-]

   Others   (Specify) | .   --- |

1.11 Name of the Affiliating University *(for the Colleges)* | TAMIL NADU TEACHERS EDUCATION UNIVERSITY, |

1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University | -- |

University with Potential for Excellence | -- | UGC-CPE | -- |

DST Star Scheme | -- | UGC-CE | -- |

UGC-Special Assistance Programme | -- | DST-FIST | -- |

UGC-Innovative PG programmes | -- | Any other (*Specify*) | -- |

UGC-COP Programmes | -- |

2. IQAC Composition and Activities

2.1 No. of Teachers	4
2.2 No. of Administrative/Technical staff	2
2.3 No. of students	6
2.4 No. of Management representatives	1
2.5 No. of Alumni	10
2. 6 No. of any other stakeholder and community representatives	2
2.7 No. of Employers/ Industrialists	1
2.8 No. of other External Experts	2
2.9 Total No. of members	26
2.10 No. of IQAC meetings held	2

2.11 No. of meetings with various stakeholders: No. | 1 | Faculty | 4 |

Non-Teaching Staff | 2 | Students | 2 | Alumni | 10 | Others | -- |

2.12 Has IQAC received any funding from UGC during the year?   Yes | | No | √ |

If yes, mention the amount | — |

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. | 2 | International | -- | National | -- | State | 2 | Institution Level | -- |

(ii) Themes

| Data Analysis using MS Word and MS Excel Part I & |
| Data Analysis using MS Word and MS Excel Part II |

2.14 Significant Activities and contributions made by IQAC

- Alumni Association meeting planned
- Workshop on improved teaching aids
- Seminars by Subject experts from various places

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards Quality

Enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
1. Add on courses planned 2. Conferences Seminars, Symposium planned	- Add on courses on specific skills after college hours - Students teacher use ABL Materials - Staff profile enriched

   * *Attach the Academic Calendar of the year as Annexure.*

2.15 Whether the AQAR was placed in statutory body   Yes | | No | |

Management | √ | Syndicate | | Any other body | |

Provide the details of the action taken

- Various Subject Association Meetings and Programmes Conducted
- Department wise Seminars.
- IQAC Meetings
- Feedback by students and other stakeholders collected.
- Implementation of developmental activities such as Workshops and conferences held

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG	M.Ed		1	1
UG	B.Ed		1	2
PG Diploma				
Advanced Diploma				
Diploma				
Certificate				
Others				
Total	2		2	3

Interdisciplinary				
Innovative				

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options
    (ii) Pattern of programmes:

Pattern	Number of programmes
Semester	___
Trimester	___
Annual	B.Ed and M.Ed =2 programmes

1.3 Feedback from stakeholders*   Alumni [√]   Parents [√]   Employers [√]   Students [√]
    (On all aspects)

   Mode of feedback   :   Online [--]   Manual [√]   Co-operating schools (for PEI) [--]

*Please provide an analysis of the feedback in the Annexure

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

> More choices in Elective subjects given

1.5 Any new Department/Centre introduced during the year. If yes, give details.

> ___

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of
permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
16	10	4	2	--

2.2 No. of permanent faculty with Ph.D.

3

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
--	--	--	--	--	--	--	--	--	--

2.4 No. of Guest and Visiting faculty and Temporary faculty

--	--	--

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	8	7	10
Presented papers	6	6	8
Resource Persons	--	--	--

2.6 Innovative processes adopted by the institution in Teaching and Learning:

- ICT usage in class room Teaching
- Digital Lesson Plan

2.7 Total No. of actual teaching days during this academic year

200

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

i)   Weightage to internal and external is 2:8

ii)   Viva –voce for M.Ed students

iii)   Practical examination for B.Ed conducted as per University norms

2.9 No. of faculty members involved in curriculum
     restructuring/revision/syllabus development

2	-	-

     as member of Board of Study/Faculty/Curriculum Development workshop

2.10 Average percentage of attendance of students

96%

2.11 Course/Programme wise
     distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
B.Ed	199	2	55	4	---	61%
M.Ed	34	---	26	23	---	49%

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes :

   1. Experts from various other educational institutions gave in service training to teaching staff.
   2. Surprise visit to classes and monitoring done.

2.13 Initiatives undertaken towards faculty development

Faculty / Staff Development Programmes	Number of faculty benefitted
Refresher courses	2
UGC – Faculty Improvement Programme	---
HRD programmes	---
Orientation programmes	3
Faculty exchange programme	---
Staff training conducted by the university	---
Staff training conducted by other institutions	---
Summer / Winter schools, Workshops, etc.	4
Others	---

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	14	-	2	-
Technical Staff	3	-	-	-

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- - Faculties encouraged to pursue Research oriented Higher education programme

- - Faculties are being given TA/DA to attend conferences in nearby colleges in Tiruvannamalai District

3.2   Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	---	---	---	---
Outlay in Rs. Lakhs	---	---	---	---

3.3   Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	---	---	---	---
Outlay in Rs. Lakhs	---	---	---	---

3.4   Details on research publications

	International	National	Others
Peer Review Journals	2	4	---
Non-Peer Review Journals	---	---	---
e-Journals	---	---	---
Conference proceedings	---	---	---

3.5 Details on Impact factor of publications:

Range [--]   Average [--]   h-index [--]   Nos. in SCOPUS [--]

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects				
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects *(other than compulsory by the University)*				
Any other(Specify)				
Total				

3.7 No. of books published i) With ISBN No.   [1]   Chapters in Edited Books   [Whole book on Peace Education]

ii) Without ISBN No.   [1]

3.8 No. of University Departments receiving funds from

UGC-SAP [--]   CAS [--]   DST-FIST [--]

DPE [--]   DBT Scheme/funds [--]

3.9 For colleges   Autonomy [--]   CPE [--]   DBT Star Scheme [--]

INSPIRE [--]   CE [--]   Any Other (specify) [-Self Finance-]

3.10 Revenue generated through consultancy   [---]

3.11 No. of conferences organized by the Institution

Level	International	National	State	University	College
Number	---	---	2	---	2
Sponsoring agencies	---	---	Self financed	---	Self financed

3.12 No. of faculty served as experts, chairpersons or resource persons   [4]

3.13 No. of collaborations   International [--]   National [--]   Any other [With neighbouring Colleges]

3.14 No. of linkages created during this year   [1]

3.15 Total budget for research for current year in lakhs :

From Funding agency [---]   From Management of University/College [0.5]

Total [0.5]

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	---
	Granted	---
International	Applied	---
	Granted	---
Commercialised	Applied	---
	Granted	---

3.17 No. of research awards/ recognitions   received by faculty and research fellows
Of the institute in the year

Total	International	National	State	University	Dist	College
---	---	---	---	---	---	---

3.18 No. of faculty from the Institution
who are Ph. D. Guides

`1`

and students registered under them

`4`

3.19 No. of Ph.D. awarded by faculty from the Institution

`---`

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF `---`   SRF `---`   Project Fellows `---`   Any other `---`

3.21 No. of students Participated in NSS events:

University level `---`   State level `---`

National level `---`   International level `---`

3.22 No. of students participated in NCC events:

University level `---`   State level `---`

National level `1`   International level `---`

3.23 No. of Awards won in NSS:

University level `--`   State level `--`

National level `--`   International level `---`

3.24 No. of Awards won in NCC:

University level `--`   State level `--`

National level `---`   International level `---`

3.25 No. of Extension activities organized

University forum `--`   College forum `--`

NCC `---`   NSS `--`   Any other   First Aid Training & Disaster Management

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- Village adaptation

- Education to old age

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	Total Area: 33,619sq.mts Built Area:. 3,089sq.mtrs		---	
Class rooms	15	2	Self	17
Laboratories	6		---	6
Seminar Halls	2		---	2
No. of important equipments purchased (≥ 1-0 lakh) during the current year.	5	4	Self	9
Value of the equipment purchased during the year (Rs. in Lakhs)			Self	1 Lakh
Others(Library)	1741.14sq.ft		---	

4.2 Computerization of administration and library

Yes; with Intercom and Wi-Fi connection

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	5383	172350	212	18650	5595	191000
Reference Books	1092	165290	72	17700	1164	182990
e-Books	---	---	--	---	--	---
Journals	15	25650	5	5300	20	30950
e-Journals	2	1500	---	---	2	1500
Digital Database	2	1750	---	---	2	1750
CD & Video	125 & 50	5750	---	---	125 & 50	5750
Others (specify)	---	---	---	---	---	---

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Depart-ments	Others
Existing	32	1	Wi-Fi	1	1	1	10	-
Added	1	-	-	-	-	-	-	LCD
Total	33	1	1	1	1	1	10	2

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

> o   Networking
> o   The computer Lab has 33 computers with LAN
> o   2 printers
> o   All the computers access to internet.
> o   Language Lab software installed in 1 computer
> o   About 20 headphones and speakers for Language lab.
> o   Students are imparted with basic computer skill ; they are trained to use MS office(B.Eds) and Ms Excel (M.Eds)to do their power point and seminar presentations and Data analysis accordingly.
> o   Classes are taken with the help of LCD projector by the faculty members

4.6 Amount spent on maintenance in lakhs :

i)   ICT

3

ii) Campus Infrastructure and facilities

2

iii) Equipments

1

iv) Others

1

Total :

7

Criterion – V
5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

> -   Awareness Rally
> -   Awareness programmes in nearby villages
> -   Community Rehabilitation Programme

5.2 Efforts made by the institution for tracking the progression

> - Monthly visits
> - Remedial measures
> - Feedback from beneficiaries filed

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
197	35	-	-

(b) No. of students outside the state

-

(c) No. of international students

-

Men
No	%
89	45
Women
No	%
108	55

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
5	35	3	156	---	199	12	43	--	142	--	197

Demand ratio ----   Dropout %   ---

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

> - Special Coaching classes during weekends

No. of students beneficiaries

15

5.5 No. of students qualified in these examinations

NET | 1 | SET/SLET | 2 | GATE | ---- | CAT | --- |

IAS/IPS etc | --- | State PSC | --- | UPSC | --- | Others | --- |

5.6 Details of student counselling and career guidance

> - Every 20 students had one staff as their counsellor
> - Students feel free to report their grievance to their counsellors

No. of students benefitted

21

5.7 Details of campus placement

On campus			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
2	60	40	45

5.8 Details of gender sensitization programmes

> - Trans gender students quota announced for admission

5.9 Students Activities

5.9.1   No. of students participated in Sports, Games and other events

State/ University level | 6 | National level | - | International level | - |

No. of students participated in cultural events

State/ University level | 5 | National level | - | International level | - |

5.9.2   No. of medals /awards won by students in Sports, Games and other events

Sports: State/ University level | 2 | National level | - | International level | - |

Cultural: State/ University level | 1 | National level | - | International level | - |

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution		
Financial support from government	23	1,15,000
Financial support from other sources		
Number of students who received International/ National recognitions		

5.11   Student organised / initiatives

Fairs   : State/ University level | 1 | National level | - | International level | - |

Exhibition: State/ University level | 1 | National level | - | International level | - |

5.12   No. of social initiatives undertaken by the students | 2 |

5.13 Major grievances of students (if any) redressed: Toilets repaired
                                                               Campus / Playground reconstructed

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision

   To be an academic institution striving continuously for excellence in education and research to provide quality education and training through the establishment of innovative learning technologies and strategies, to develop educated individuals whose collective energy will be the driving force for prosperity and the quality of life in our diverse communities.

Mission

   Our mission is to provide a distinctive and high quality education that empowers our students socially, culturally and economically, and to generate knowledge that reinforces global competitiveness, to foster innovation in education and training, pursue research and disseminate research findings, to create a learning environment, in which students acquire knowledge and learn to apply it professionally with due consideration for ethical, ecological, and economic issues in order to support social and economic advancement.

6.2 Does the Institution has a management Information System

Yes

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1   Curriculum Development

-   New Research Results and New blocks of knowledge had been made into simple classroom activities
-   Add on courses also provided on that.

6.3.2   Teaching and Learning

Exchange program with nearby colleges both staff and students.

6.3.3 Examination and Evaluation

> - Model Exams have been conducted to students in University pattern before they face University exam
>
> - For training the faculties with new testing and evaluation techniques a sponsored program by NTS (National Testing Service), Mysore -1 planned and Proposal sent

6.3.4 Research and Development

Applied for ISBN Number to publish conference proceedings and research works of M,Eds and Faculties

6.3.5 Library, ICT and physical infrastructure / instrumentation

More books and 1computer bought for WAN

6.3.6 Human Resource Management

Human rights awareness programme conducted for students.

6.3.7 Faculty and Staff recruitment

Two new staff recruited

6.3.8 Industry Interaction / Collaboration

6.3.9 Admission of Students

Admission is made after formal interview

6.4 Welfare schemes for

Teaching	PF
Non - teaching	PF
Students	Scholarship

6.5 Total corpus fund generated

| ---- |

6.6 Whether annual financial audit has been done   Yes | √ | No | |

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes		Yes	
Administrative	Yes		Yes	

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes   Yes | √ | No | |

For PG Programmes   Yes | √ | No | |

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

- Blue prints changed
- Problems of Subjectivity in Answer paper valuation ruled

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

- College level Sports meet
- Inter college programmes and Exchange programmes encouraged

6.11 Activities and support from the Alumni Association

> o Alumini Associations meets conducted once a year
> o Alumni gives guest lectures to our present students.
> o Alumni who are working in various institution are being invited to give Lectures and Career Counseling to students.
> o Our present students are also being trained by Alumni, (SUPW, Techniques and Training to crack Entrance Exam for placements)
> o Alumni provide feedback and inputs in career planning.

6.12 Activities and support from the Parent – Teacher Association

> - PTA meets conducted periodically
> - Grievance addressed
> - Suggestions incorporated

6.13 Development programmes for support staff

> - ICT Training provided
> - MS-Office, MS-Word, MS-Excel, Hands on training given

6.14 Initiatives taken by the institution to make the campus eco-friendly

> - Gardens maintained
> - Bio waste recycling processed

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

> o   Student groups are allowed to perform various activities in Assembly in turns, in order to equip themselves with specific skills
>
> o   Important days are observed

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

> 1. Add on Courses conducted
> 2. Conferences Seminars, Symposium conducted

7.3 Give two Best Practices of the institution *(please see the format in the NAAC Self-study Manuals)*

> 1. Bharath Scouts programmes for Male candidates
> 2. Bharath Guides programmes for Female candidates
> 3. Mixed group seating arrangement in the classroom to make Average students to Excel.
> 4. Micro teaching as Group Discussion and
> 5. Just a minute elocution(on the spot - topic)

Provide the details in annexure (annexure need to be numbered as i, ii,iii)

7.4 Contribution to environmental awareness / protection

> -   Bio waste recycling
> -   Students are encouraged to use college bus instead of each one coming in their own vehicle

7.5 Whether environmental audit was conducted?   Yes [√] No [ ]

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

- SWOT Analysis specifically done from different angles
- Strengths realised, Weaknesses addressed, Opportunities used up, Threats removed by taking appropriate action

8. **Plans of institution for next year**

- IQAC meetings will be held periodically
- Above said plans will be acted upon

Name _____   *Name _____*

        _____   _____

Signature of the Coordinator, IQAC   *Signature of the Chairperson, IQAC*

_____***_____

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission

****

Annexure I

SEMINARS CONDUCTED IN CRESCENT COLLEGE OF EDUCATION 2012-13

For M.Ed., Students and Faculties

06.2.2013   **Workshop and Hands-On training on Data Analysis using MS Word and MS Excel Part I**

04.04.2013   **Data Analysis using MS Word and MS Excel Part II**

Annexure II

ADD ON COURSES CONDUCTED IN CRESCENT COLLEGE OF EDUCATION 2012-13

Add on courses :

For B.Ed Students

2 month courses after college hours – 30 working days.

Conducted in cycle, following day-order

1. **Classes on Communication skill**

2. **Course on environmental awareness**

3. **Course on disaster Management**

Annexure III

SCOUTS AND GUIDES CAMP CONDUCTED IN CRESCENT COLLEGE OF EDUCATION 2012-13

For B.Ed Students

5th February 2013 to 12th February 2013.

Analysis on 'Feedback' got from various sources, for the Academic year 2012-13

Description	Excellent %	Good %	Fair %	Total number of person gave feedback (in Nos)
Alumini	20	30	50	72
Parents	10	45	45	54
Employer	5	50	45	24
Student	40	40	20	250