



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 3)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
G S SCIENCE, ARTS AND COMMERCE COLLEGE, KHAMGAON
KHAMGAON
Maharashtra
444303**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

Section I: GENERAL INFORMATION

1.Name & Address of the institution:	G S SCIENCE, ARTS AND COMMERCE COLLEGE, KHAMGAON KHAMGAON Maharashtra 444303	
2.Year of Establishment	1947	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	128	
Departments/Centres:	1	
Programmes/Course offered:	64	
Permanent Faculty Members:	49	
Permanent Support Staff:	48	
Students:	3195	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Rural based institute catering to girls students 2. Good sports facilities 3. Oldest college of the Region with illustrious alumni	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 07-03-2019 To : 08-03-2019	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. BHAGIRATH SINGH	FormerVice Chancellor,MAHARAJA GANGA SINGH UNIVERSITY BIKANER RAJASTHAN
Member Co-ordinator:	MR. AVINASH TIWARI	Professor,JIWAJI UNIVERSITY
Member:	DR. BABU THARITH	Principal,ST ALOYSIUS COLLEGE ELTHURUTH PO TRICHUR
NAAC Co - ordinator:	PROF. ANANTHA SUBBA RAO	

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

A central time-table committee exists.

A comprehensive teaching plan, consisting of delivery of lectures, tutorials and practical, for every teacher and department is prepared.

'Know Your College' (KYC) program about facilities, welfare schemes, maintenance of discipline, add-on courses and extra-curricular activities is given to students.

Various eminent faculty members from other institutions are invited frequently as resource person.

ICT is used for teaching by the teachers in various departments.

Study tours, excursions and industrial visits for students are organized. Students are encouraged to make use of online resources available at the institute level.

Short term courses and soft skill programs are conducted for the overall development of the students. Learners Aptitude Test is in place. Remedial classes are conducted. Research projects are given to advance learners of PG courses and innovative projects are given to UG advance learners.

Tutor-Ward (Mentor-Mentee) system is implemented and Structured feedback mechanism exists.

Thirteen faculty members were members of BOS and academic council of the university.

Several value added courses imparted transferable and life skills

Department of Computer Science organizes workshop on MATLAB for advanced

learners.

Certain courses address issues related to gender sensitivity and equity. Additionally, the students get awareness about Gender Equity through various programs under Woman Empowerment and Entrepreneurship Development Cell. Grievance Redresal cell and Anti-Sexual Harassment of Women and Girls exist. Human values and professional ethics are included in the syllabi of various programs.

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Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

Learners' Aptitude Test for the first-year students is taken to identify both advance and slow learners. Advanced learners of Science are given special guidance about INSPIRE, Kishore Vaigyanik Protsahan Yojana (KVPY), use of e-books, learning software and video CDs of the subject. For the advanced learners of Chemistry, a certificate course in General Organic Chemistry (GOC) is run entirely with Google classroom. to help them in securing admission in eminent institutions.

Students are trained, and financial support is given to participate in university/state/ national level co-curricular activities like seminars, quiz, debate, poster competition etc.

Some departments use ePG-Pathshala and Google classroom to provide lecture notes, books, links to video lectures, assignments, ppts. etc.

Students of some departments undertake projects as a part of their curriculum like designing of database, analysis through statistical software, remote controlled/ sensor based electronic gadgets, survey of different business models, computer application developments, research-oriented projects in chemical and life sciences etc.

Students of the Political Science take part in *Student Parliament* where they experience the legislature.

Field visits, Industrial visits and educational tours help increase participative learning.

Language and literature students undertake book review. This helps them inculcate reading habits and enhance the reviewing and analytical abilities.

As a pilot activity, one of the teachers of Chemistry used Jigsaws method as RBPT. Leadership qualities, and presentation and communication skills, summer research project at premier institutes like IISERs and IITs are also being practiced to enhance participative and problem-solving abilities.

As a pilot activity in Research Based Pedagogy one of the experiment 'Estimation of Glucose' in chemistry is taught using Jigsaws method as RBPT.

The evaluation system consist of two components- Continuous Internal Evaluation (CIE) and End Semester/ Year Examination (ESE) with the respective weightage followed as per directives of affiliating university.

Continuous Internal Evaluation (CIE) involves conduct of unit test and assignment/ seminar/study tour to research organization/ field visit/ group discussion/ industrial visit/ any other innovative activity.

Online Student's feedback on teacher is collected which keeps a tab on teachers.

Students have the opportunity to discuss their difficulties through all accepted tools of internal evaluation this adds to reliability. Good rapport and relationship between the teacher and taught is maintained.

Grievances related to the university level examination (External) are resolved as per the norms of the Grievance Redressal Cell of the SGB Amravati University and for internal assessment it is resolved at college level.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3

Cell for Innovation, Incubation and Enterprise in the college monitor exploration of new initiatives. Lectures, invited talks and workshops for provoking innovative thoughts and Intellectual Property Rights are conducted.

Financial assistance through various economic sources are also arranged.

06 Research Laboratories, and 11 Ph.D. Supervisors are approved by the University. Contractual teachers and teachers on Clock Hour Basic (CHB) , assist the regular teachers in teaching.

Several faculty members have published in peer-reviewed journals, published chapters in books, and some have International PDF experience. Several minor research projects have been completed and some are in pipeline.

Collaboration with training and research institute and skill based educational institution exists. Efforts are made to incubate innovative ideas such as Drone, Line Following Robot, Eco-friendly Bouquet, Manusakichi Jaga (A place of humanity), Seed Balls, Innovative Kits for Home Appliances, Birds Haven, IoT laboratory . Summer research projects are also in place.

Water conservation, Health and Hygiene Awareness, Village Adoption, Nation Building Through Personality Development, Man Making Mission, Women empowerment and entrepreneurship cell, Socio Political Consciousness Programm, *Swaccha Bharat Abhiyan*, *Beti Bachao Beti Padhao Abhiyaan* are also in place.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

College as 28 regular classrooms, 15 well equipped laboratories, of these 16 rooms are equipped with DLP facilities.

A Girls' Common Room equipped with facilities like reading room, dining area and restrooms has been constructed with the financial assistance of VSP Mandal, Khamgaon and donation from alumni and philanthropists.

The college has 142 computers and 13 laptops. Every department has its own computing facilities to meet the curriculum needs.

Internet is provided to all the departments and computer centers with BSNL leased line and a backup connectivity of 6 Mbps by Orange ISP. Free Wi-Fi usage of 20 Mb/day to all staff members and students is made available.

02 Digital Classrooms, 01 Auditorium and 01 Audio-Visual Theatre also exist.

Generators and UPS for power backup provisions are available.

A small Media center to facilitate video recording of lectures, Reprographic services is also available.

The college has Research laboratory facilities in specific areas. Digital English

Language Laboratory, equipped with software by Sanako also exists.

Library has approximately 68,000 books, with special sections for competitive examinations like NET/SET,

MPSC, UPSC, SSC etc. Over 3500 e-journals through N-LIST, 15 print journals and 4 e-journals from indianjournal.com and about 200 rare books. The library is partially computerized and runs on SOUL software provided by the UGC-INFLIBNET, which has been upgraded to SOUL 2.0. Web OPAC facility is also available. A significant expenditure has been done on purchase of books.

The college is spread over more than 97 acres of campus and 07 acres is used for various sporting facilities like, Ten-Lane Swimming Pool, Basketball, Volleyball, Kabaddi (for Men and Women), Cricket, Kho-Kho, Athletics (Throwing Events), Long Jump, Outdoor (Athletics) facilities. Facilities for Indoor Games like –Table Tennis, Chess and Carom, Wooden and regular Badminton Courts, Well Equipped Gymnastics center. The college has three functional halls viz. Late Shankarraoji Bobdey Auditorium, Indoor Stadium and AV Theatre where various cultural and Yoga activities for staff, students and local community are held.

Several Licensed Softwares are available. Infrastructure is provided to NGOs for various programmes of national and social welfare, and also for film shooting to generate funds.

Annual maintenance contract (AMC) for college administrative software and website.

Most of the college premises are under CCTV surveillance.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Qualitative analysis of Criterion 5

The college has a Students' Council as per the university provisions.

The Students' Council is represented in various committees like:

College Development Committee, Cell for the Prevention of Sexual Harassment, IQAC, College Sports and Cultural Committee, Women empowerment Committee, Grievance Redressal cell, Anti-sexual harassment cell, Study circles/society, NSS committee (college level).

The Alumni Association is registered (Registration Act, 1860 (XXI of 1860) with the Assistant Registrar of Societies, Buldana) and functional, and contributes significantly to the development of the institution

Many of alumni are working abroad in countries like UK, USA, and Australia

etc. Alumni Association recently encouraged some alumni to donate for the purchase and installation of Solar Power Panel, swimming pool and indoor stadium in college.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QIM	Incremental improvements made during the preceding five years (<i>in case of first cycle</i>) Post accreditation quality initiatives (<i>second and subsequent cycles</i>)

Qualitative analysis of Criterion 6

The institute is run by the Vidarbha ShikshanPrasarak Mandal, Khamgaon since in 1947.

Representation of all the sections of the society are in the Governing Body and the College Development Council is found. Teachers, students and non-teaching staff members are also adequately represented on both these bodies. Teachers get representations in the key decision-making bodies of the institution like Governing Body and College Development Council through free and fair elections held every five years. This gives a fair and transparent participative management of the college.

The Principal is the *ex-officio* President of the council and a secretary is elected from among the faculty members.

The institution makes all possible efforts to make the administration decentralized and participative.

The IQAC is headed by the Principal and run by the Coordinator who is selected from among the faculty members. Due representation is given to faculty members, non-teaching staff members, students and external experts.

Academic Initiatives to start more add-on courses like B. Sc. (Microbiology), M. Sc. (Botany) and M. Sc. (Mathematics) courses, to obtain ISO certification and to send a proposal for DBT Star scheme.

Green Initiatives to construct watersheds on the campus, to install Solar Power Panels on the main building and the Swimming Pool is in place.

Upgradation of the Library software and Web OPAC facility with barcode based issue/return in the Library exists. Renovation of laboratories with DLPs and e-learning equipment, to build a new reading room on the first floor of the library, to train all the faculty members to use LMS and develop e-content.

New Initiatives for Extension and Outreach programs like development of open study space for the students and to develop an open gym and walking track on the campus is being planned.

Feedback is collected and analysed. Certain initiatives are done for Academic Administrative Audit (AAA).

Water harvesting projects, Plantation of several trees in the last five years, Installation of Birds' Haven, preparation of bouquet from the plastic waste, vermicomposting and bio composting, use of LED bulbs are parts of several green initiatives.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> 1. Safety and Security 2. Counselling 3. Common Room
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • E-waste management
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> • Students, staff using <ol style="list-style-type: none"> a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

The College has a Women's Empowerment and Entrepreneurship Development Cell which works for gender sensitization as well as to provide safety, security and counseling to girls. The Cell also conducts programmes, activities and courses for girl students as well as other women from the society, to create awareness about female feticide, gender based discrimination, self-employment, social responsibility and

safety.

The College has employed lady security guards.

Various activities like Gender Equality Workshop, Karate Training for Girls, workshop on Cyber Crime and Security as well as Personality Development Courses to ensure safety and security for girls as well as women from the local community has been undertaken.

Evidence of solid Waste Management Practices, Vermicomposting, Liquid waste management and E waste management and Rain Water Harvesting, can be seen on the campus. Green practices like use of Bicycles, Public Transport, Plastic free campus, Paper-less office and Green landscaping and Water Harvesting are seen in the campus. Various days of national importance are observed.

Best Practices – 1. Student Empowerment through self employment

Energy Conservation through the Use of Solar Energy

Section III: OVERALL ANALYSIS based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC) (up to 500 words)

Strength

Strengths

1. Established in 1947- one of the oldest colleges in Vidarbha with a sprawling campus of 97.68 acres.
2. Good reputation in the society and an illustrious tradition of Alumni with achievements in all walks of life.
3. Good infrastructure.
4. Wide variety of courses and programmes on offer.
5. Most of the management committee members are alumni.
6. Good sporting facilities including a state-of-the-art swimming pool and an indoor stadium with two wooden badminton courts.
7. Proactive role in discharging social responsibility and instilling citizenship values in the students.
8. Major focus on research.
9. Emphasis on the use of renewable energy sources and water conservation.
10. Botanical Garden with a variety of plants.

Weaknesses

1. Being an affiliated college, there is no freedom in curriculum design and implementation.
2. Some of the sanctioned teaching and non-teaching posts are vacant.
3. Underutilized campus area.
4. Limited industry-institution relationship.

5. Low number of placements.
6. Located in drought-prone area.

Opportunities

1. More add-on and job oriented courses can be offered.
2. Scope for further utilization of campus space.
3. Scope for generation of funds from internal resources, external agencies and individuals including alumni.
4. There are opportunities to develop better ties with industry.
5. Better and more welfare measures for students and staff can be undertaken.
6. Remedial Coaching, Coaching for Competitive Examinations and Career Guidance and Placement can be improved and their benefits can be extended to a larger number of students.
7. Participation of students in national and international sporting and cultural events can be encouraged significantly.

Challenges

1. Increasing the employability of the students.
2. Making the syllabus more industry-friendly.
3. Improving the research output- especially, the number of patents.
4. Boosting the confidence of rural and tribal students, especially girls.

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- Long term and short term strategic planning for a 360° growth and development of the college needs to be done.
- Faculty to be trained in different learning outcome-based teaching learning methods and assessment, besides traditional methods.
- Geo-specific postgraduate and research programmes to be started.
- More skill and career-oriented value-added courses for curriculum enrichment to be started and made compulsory to all students.
- A formal Career Guidance and Placement Cell to be strengthened for coaching and training activities and placements.
- Documentation of functioning of different Committees and Cells to be formalised.
- Organisational structure and functioning of the IQAC to be streamlined for a tiered IQAS for sustained quality assurance and enhancement.
- Promotion of research and establishing an inter disciplinary research culture to be prioritised.
- Students and faculty to be encouraged towards innovations, incubation and entrepreneurship.
- IT, ICT integrated e-governance, virtual and e-learning and digital library facilities to be improved.
- Academic and Administrative Audit to be undertaken with the consultancy of external experts.
- Vocational courses like B. Voc. should be initiated.
- Student-centric MIS (Management Information System) is to be introduced.

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. BHAGIRATH SINGH	Chairperson	
2	MR. AVINASH TIWARI	Member Co-ordinator	
3	DR. BABU THARITH	Member	
4	PROF. ANANTHA SUBBA RAO	NAAC Co - ordinator	

Place

Date

NAAC