



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

Accreditation - (Cycle - 2)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
SABANG SAJANIKANTA MAHA VIDYALAYA
C-19111**

**LUTUNIA SABANG
West Bengal
721166**

**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:	SABANG SAJANIKANTA MAHAVIDYALAYA LUTUNIA SABANG West Bengal 721166	
2.Year of Establishment	1970	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	16	
Programmes/Course offered:	10	
Permanent Faculty Members:	82	
Permanent Support Staff:	7	
Students:	2839	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. A Government, Grant-in-aid College affiliated to Vidyasagar University, Midnapur, West Bengal established in 1970 2. The only Institution within periphery of 20 kms providing education to the needy students in rural area 3. A co-education institution having science, Arts and Commerce disciplines	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 03-02-2023 To : 04-02-2023	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. MANIKRAO SALUNKHE	Vice Chancellor,BHARATI VIDYAPEETH DEEMED TO BE UNIVERSITY PUNE
Member Co-ordinator:	DR. NIRANJAN ROY	Professor,ASSAM UNIVERSITY
Member:	DR. RAM MOHAN TRIPATHI	Principal,Babe Ke College of Education VPO Mudki District Ferozepur Punjab
NAAC Co - ordinator:	Dr. Darikhan Kamble	

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)

Criterion1 - 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
1.1.2 QIM	The institution adheres to the academic calendar including for the conduct of CIE
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

Institution follows course curriculum, academic calendar formulated by the affiliating Vidyasagar University, Midnapur. Institution offers 3 undergraduates, 6 post graduate and 1 Ph.D. programme. The CBCS is implemented by the affiliating University. Institution ensures effective and time bound delivery of the curriculum through a well-planned documented process. Academic processes are simplified through time-tables, subject bunching, workloads and book references. 26 sub-committees are formed for smooth functioning and effective curriculum delivery. Department-wise unit plans and lesson plans are made for its students. Mentor-Mentee process, Parent-Teacher's meetings to assess the students' concern is conducted regularly by the college. The college had organized 03 add-on certificate course. Freshers welcome both centrally and departmentally organized after the admission.

To enrich the curriculum, subject oriented workshops and webinars are organised in the college with IQAC.

Institution follows academic calendar of the parent university and notifies to its students and teachers in the beginning of every academic session. Institution prepares its own calendar with inclusion of administrative activities in the academic calendar and uploaded on the college website including continuous evaluation. For conducting of Continuous Internal Evaluation, institution notifies its students for appearing in the internal assessment following the academic calendar of the university. Faculties prepare the questions for internal assessment of the students. Students are informed well in advance about the submission of the answer scripts. Projects work, field work presentations are part of syllabus. The time table and lesson plans, subject bunching, workloads and book references are prepared and followed. Unit plans are made department wise.

The course curriculum includes cross-cutting issues on gender, environment, sustainability, human values and professional ethics. In some courses students undertake project works/ field works in recent times. Environmental studies are accepted as an elective course "AECC2" for the students studying degree courses. Gender equality, gender sensitisation, women empowerment, ethical studies, population control and integration of cross cutting issues relating to social experience, cognitive and emotive apparatus, self management through devotion uphold value added services to the students in their course curriculum. Stature of society values of life of women empowerment etc, incorporated in the course's curriculum for enrichment of broad out look of girls' students particularly.

Enhancement of renewable energy resources through Solar Cell implantation has been undertaken. Waste water management programme, rain water harvesting project are the best practices to enrich the cross-cutting issues of curriculum enrichment. NSS unit of the college initiated mushroom culture. Awareness programmes such as Thalassemia, AIDS sanitization, blood donation, pearl culture on pilot basis, oriental fish breeding etc. are conducted by the NSS unit of the college.

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 and organises special Programmes 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
2.3.2 QIM	Teachers use ICT enabled tools for effective teaching-learning process.
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and mode
2.5.2 QIM	Mechanism to deal with internal/external examination related grievances is transparent, time- bound and efficient
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.
2.6.2 QIM	Attainment of programme outcomes and course outcomes are evaluated by the institution.
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

Many departments identified slow learners and advanced learners. The slow learners are provided with suggestive questions and MCQs. They are also encouraged to study in the Common Room to utilize their time in the college in an optimum manner. The advanced learners are recommended some additional books available online (NLIST and college library). The students are encouraged to share their learning, books, and study materials with each other. There is need to strengthen formal mechanism for identification of slow and advanced learners.

The Institution has well-intended strategies to tackle the matters of multiplicity in pupils' learning levels. Assignments are given to its students. Institution conducts group discussions and encourages students to share their learning books and study materials among themselves. WhatsApp Groups are formed by the various departments which are also useful in supporting the advanced and slow learners. Sometimes, faculty members also use Google Meet as per the requirement.

As a part of the teaching-learning process, student centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences Institution organizes online lectures and demonstrations, invites resource persons to enlighten students and update themselves with latest knowledge. Institutions provided Language Laboratory facility is

available for enhancing communicative skills of the students.

Teachers broadly use chalk and board methods in teaching. Institution adopted the practice of ICT to enhance teaching-learning processes. Google classroom, Google unlimited space and Google meet platforms are used for online lectures. Institution provides access to digital library, online journals, online tests, use of projectors, educational videos for its students. Institution provides wi-fi facility on its campus for its teachers and students. ICT enabled classrooms, desktops, laptops, projectors are available. E-resources INFLIBNET available at library.

There is a transparent mechanism for internal assessment within the framework prescribed by the Vidyasagar University regarding internal examination and evaluation based on the syllabus prescribed. Examination cell is in place to coordinate the internal and external examination activities. Internal Examinations as per the guidelines of the university with a weightage of 10 marks in each paper are conducted. Faculty shares syllabus, course objectives, nature and pattern of question papers, and weightage of Marks for topics prescribed among its students as per the norms and regulations. Continuous multimodal evaluation is conducted for the internal Assessments of students in from written assessments, oral tests, project writing, field visits. Written assessments are conducted for the internal Assessments and the Semester examinations. Curriculum of some courses allow skill enhancement through Practical Sessions and continuous evaluation is done through testing of skills developed.

Institution follows a robust mechanism to ensure that the process of internal/external examination is transparent, efficient and in the best interest of students. Evaluated papers of internal assessment consisting class tests, assignments, projects are returned to students with detailed remarks and suggestions for improvement. Transparency is maintained in internal assessment tests. The college has a controller section for smooth conduction of internal and external examinations. Any grievances related to University question paper like out of Syllabus, repeated questions, improper split of Marks, marks missed, wrong question numbers are addressed to the Examination controller section of the college.

Institution follows the basic structure of curriculum prescribed by the Vidyasagar University. Outcomes are communicated to the students. Programme Outcome (PO), Programme Specific Outcome (PSO) and Course Outcome (CO) are communicated to teachers well in advance and displayed in the college website. Students are made aware of the course specific outcomes through orientation programme, classroom discussion, expert lectures and practicals.

The overall results from the assessments of the POs are compared with the expected attainment. The process of course outcome assessment is based on semester-end examination. COs are mapped to POs which are used to provide the quantitative measurement. Programme specific learning outcomes are framed by all departments. As per UGC evaluation reform report attainment of POS and COs need to be strengthened.

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 and has initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.
3.5	Collaboration

Qualitative analysis of Criterion 3

Institution established a Research Centre, “Centre of Humanities and Social Sciences” comprising two departments Bengali and Sanskrit to promote active research in their thrust areas. 12 scholars are admitted to the Research Centre. Knowledge is shared with the community through publications of research journals, periodicals, books; dissertations of UG & PG students in the academic environments. Two national level journals in the field of Sanskrit (Manisa) and Science (Bigyan) are published with ISSN. Institution organized science exhibition programme and quiz competition for school students of two local Blocks in collaboration with department of Science Technology and Biotechnology, Govt. of WB. The college mobilised Rs.3.13 Lakhs from research projects sanctioned to 9 teachers.

The Institute undertakes through NCC and NSS various extension and community outreach activities involving social issues to raise awareness for different problems for the neighbourhood community. Apart from sensitizing the academic problems, it also food distribution during pandemic, distribution of relief during flood. They also organise programmes in collaboration with Gram Panchayat & other bodies The students participate actively in these extension activities in nearby five villages. College provides a space for the local school students to get the opportunity to explore the possibilities of higher education and yoga training. Yoga sessions are being organised regularly for school students. Various extension activities sensitize students on social issues through NSS, NCC, various departmental level is done regularly on AIDS awareness, dengue awareness, Swachha Bharat Abhijan etc. in campus as well as local areas and neighbour institution. Cleaning programme, seminar organization, arrangement of debate etc. activities are done regularly. The college also represents itself as the Centre of local people. Four villages are adopted by the NSS units of the college.

All the programmes confirm the inclusive development of the college in extended terms of social responsibility, sensitivity of brotherhood, exclusively towards the national integrity and environmental awareness.

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 infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.
4.1.2 QIM	The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
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

The college maintains a sprawling green campus spread in 9.0 acres of land donated by its founder. The institution has adequate infrastructure and physical facilities for teaching-learning. 50 classrooms, 4 water coolers, library with more than 30603 books, 18 well equipped science laboratories are available. All departments of science, arts, and commerce have computers with internet connections facility are available. Separate boys' and girls' hostel facilities available at free of cost for the ST students and general girls' students.

The Institution has adequate facilities for cultural activities, sports and games. Institution has auditorium with a capacity of 200 students for organizing cultural programmes. Other facilities like 2.38-acre multipurpose sports ground, Basketball Court, Volleyball Court, Table Tennis Tables etc. facilities are available in the college.

Youth festival, Mega sports event, Annual sports event are organized regularly. Students participates and in various cultural activities and achieved medals, awards. Play Ground, Gymnasium, Basketball Court, Volleyball Court, Table Tennis Tables are available. Students are encouraged to practice and participate in inter-collegiate, inter-university state level and national level competitions. The Football team of the college for won inter-collegiate events and district level events championship and runner ups during the last five years.

Well facilitated library is in place. College library is semi-automated using ILMS software KOHA (version 19.0.5). Library provides access to 3 e-journals, 2495 e-books. Library is enriched with 30603 books. OPAC is provided in the library for easy access to books. Library is centrally conditioned with seating capacity of 48. Wi-Fi facility is provided in the library for its students.

The college has adequate IT facilities. Campus is Wi-Fi enabled and networking facilities are available in all the Laboratories, offices, Library etc. There are 123 Desktops, 28 Laptops, 142 CCTV cameras available. Internet facility with a bandwidth of 120 Mbps is available to cater to the academic & research needs in the campus.

Institution has committees for maintenance and utilization of academic and support facilities. These committees work independently for their allotted work under the overall supervision of the principal. Well established system for the optimum use of available infrastructure and its regular maintenance is in place. Institution follows SOP to have clarity about respective duties and sense of responsibility among staff members. Institution has appointed cleaning staff to ensure daily sweeping. Labs are well equipped with necessary experimental facilities and upgraded annually with the addition of equipments and other practical related materials. Separate block of Library within the main building of the institution consisting of well stocked book space, a well-equipped E-Resource Center and an extended reading lounge is available. Separate Library Committee is in place to look after the need of books, newspapers, magazines, journals and other ICT tools in the library. Canteen facility is available on the campus. 2.38-acre multipurpose sports ground, the open gym facility available. Teachers of Physical Education Department ensure the regular upkeep of these facilities and their optimum use. The maintenance of the campus is done by Annual Maintenance contracts.

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	Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)
5.4	Alumni Engagement
5.4.1 QIM	There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Qualitative analysis of Criterion 5

About 56 percent of students benefited by scholarships and freeships from college funds provided by the Government during last five years. The students actively participate in various co-curricular, extracurricular and cultural activities such as cultural fest, workshop, inter college competition, departmental competitions, seminars, and talks. Students also engage themselves in diverse sports activities at state, zonal, national and university levels. College organizes and participates in various sports competition and our college teams bagged prizes in various inter college, state and national level events like in kho-kho, football, cricket, and hockey. The college has student representative in the committees. It is ensured that there is equal participation of both male and female students in each committee. The Cultural Society is one of the most active and vibrant societies. 83 NCC cadets passed B certificate and another 63 students passed C certificate. The student's performance in sports activities is noteworthy. They won many medals and prizes in different national and inter-college events.

The faculty members involve themselves in tracking students' progression to higher studies, employment or other activities is in place. Every year fresher welcome and annual fest are organized in collaboration with Student Council.

The institution has a registered Alumni Association and the records are maintained properly. Presently, Alumni Association comprises 2500 members. Institution has provided an office to the association in the campus. To maintain contact among passed students, to foster feeling of brotherhood and maintain friendship between old students, college established a committee consisting 21 members. Alumni Committee organizes an annual get-together on first Sunday of every February including cultural events and interactions among

current students. Alumni participates in the institutional activities and contribute to the growth and development of the institution. They have installed a statue of Rabindranath Tagore recently in the college. Institution may focus more on the financial assistance from the alumni.

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 and in tune with the vision and mission of the institution
6.1.2 QIM	The effective leadership is visible in various institutional practices such as decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	The institutional Strategic / Perspective plan is effectively deployed
6.2.2 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures, etc.
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	Institutions 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 and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Qualitative analysis of Criterion 6

Vision and mission of the college is clearly defined. The principal of the college ensures smooth functioning of academic and administrative matters of the college.

Decentralised and participative management is practiced in the institution. Various committees are in place to monitor, plan and execute smooth functioning of academic and administrative activities. The Governing Body, Principal and Staff are responsible for planning and policy development, institutional budget, academic and research growth of the institution. Anti-Ragging, Women's Cell and Grievance Redressal Cells take care of

healthy, enjoyable and disciplined culture in the college.

Perspective and strategic plan are effectively deployed by the institution. Institution introduced e-Teaching Learning via extensive use of google classroom, google meet platform. RUSA scheme to enhance the academic ambience of the institution.

A proactive Governing Body is visible in taking care of general administration and financial management of the institution. The principal looks into the administration and execution of day-to-day responsibilities. College follows the service rules framed by the Govt. of West Bengal and the statutes of the affiliating Vidyasagar University.

College has policies that support the welfare of the teaching and non-teaching staff. Institution provides welfare measures for its teaching and non-teaching staff. Teachers group insurance, employees' credit cooperative society, provident fund, maternity leave, paternity leave and child care leave are provided. For non-teaching staff institution provides group insurance, festival advance payment for the declared bonus by the state government, employees credit cooperative society, provident fund, maternity leave, paternity leave and child care leave.

Institution follows UGC regulations and West Bengal Higher Education Department for its teaching and non-teaching staff. Performance Based Appraisal System (PBAS) for teaching is as per UGC Career Advancement Scheme based on API score. Non-Teaching Staff assessed through annual confidential reports and annual performance appraisal, strictly following the Government Orders. The college implemented HRMS app based online submission of appraisal by the teachers.

Internal audit conducted by the internal financial committee. External audit is conducted by the Auditor appointed by the Government of West Bengal.

The College received grants of Rs.4 crores from the government sources for construction of classrooms and development of a pond. It follows norms of UGC and State Government for mobilisation of funds and the optimal utilisation of resources. The State government provide funds for payment of salary of teaching and non-teaching staff. UGC grants are spent after approval from building sub-committee, purchase sub-committee, finance sub-committee and other statutory committees of the Mahavidyalaya. The college also mobilizes its resources from funds generated from self-financing courses run by the college and from the students' tuition fees. RUSA grants are available for the development of the college.

IQAC Cell is in place. IQAC of the institution plays a pivotal role in governing all quality related activities pertaining to academics and administrative issues. IQAC meets at least once in every three months. IQAC takes continuous efforts for implementation of modern technology in administrative and academic functioning through ICTs.

IQAC takes required steps to improve the quality of the teaching-learning process. IQAC reviews the progress of college administration and takes necessary steps for improvement. IQAC collects feedback from its students and other stakeholders on teaching-learning performance at the end of each semester through online. The information obtained is analysed and steps to be taken for necessary improvements are passed on to the concerned departments. IQAC actively involves in the Career Advancement activity of teaching and non-teaching staffs.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	Measures initiated by the Institution for the promotion of gender equity during the last five years.
7.1.3 QIM	Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words) <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • Biomedical waste management • E-waste management • Waste recycling system • Hazardous chemicals and radioactive waste management
7.1.8 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).
7.1.9 QIM	Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).
7.1.11 QIM	Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).
7.2	Best Practices
7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7

Student's Council' constituted to engage all with issues of gender sensitization activities. College organized seminar addressing the issue of "Women Health and Hygiene". Institution celebrates International Women's Day every year. Women-cell in cooperation with NSS Unit is in place. Separate well-equipped common rooms for male and female students are available.

Institution takes care to dispose of solid waste generated on the campus. The solid waste is categorized mainly into two, viz., the degradable and non-degradable waste. The degradable and non-degradable waste are transported and contained in separate bins, kept inside the college premises, hostels, and at two entry gates of the college.

Separate drainages have been constructed to collect the various types of liquid wastes from hostel kitchens, bathrooms, and laboratories. Liquid waste from the laboratories is sent out through the sewage system without any danger or hazardous effects on the environment.

Institution has sanitary vending machine and disposal system. Vidyasagar Path Parishad conducts regularly regarding linguistic like Language Day and other socio-economic issues.

Institution has the policy to minimize electronic waste. Green Audit and Energy audit is conducted by the

external agencies.

Hostel kitchen wastes, particularly the organic wastes, are recycled by loading them into the compost pits dug in the garden area. Old newspapers, paper waste, and plastic bottles are usually sold to the waste vendor.

No radioactive waste is generated within the campus. The college has initiated measures for alternative source of energy and energy conservation, like, installation of solar energy panel, use of LED bulbs, etc.

Institution takes effort to provide an inclusive environment on the campus by organizing activities to represent Indian culture through its NSS and NCC units. NSS Unit conducted various activities for the socio-economic development of their adopted villages.

College has taken constant efforts for sensitizing students and staff about the constitutional obligations, values, rights, duties and responsibilities of citizens.

The institution celebrates all the days of national importance and the state festivals to keep the culture and spirit of the nation and state alive.

The two best practices of the college include

1. The college maintains a spacious campus with many gardens where-in statues of national heroes are installed. Also, a big pond is maintained by the college and efforts initiated for pisciculture by a faculty member.
2. A submerged water pump is installed within the campus and water is provided to the local communities for use in their paddy fields.

Institution has taken initiative for capacity building of all stakeholders to enable them with essential knowledge. Capacity building is a systematic approach to knowledge and skills development. Individuals, organizations, and societies obtain, strengthen, and maintain the capabilities to set and achieve their development objectives over time. This makes sure an organization like ours has the internal expertise to implement change and improve performance effectively and continuously. The institute stresses on the moral code of conduct for students and staff. A Code of conduct for the institution is prepared and implemented for students, staff, and other employees, and is available in the college website.

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

Overall Analysis

Strength:

- The Governing Body, controls overall college management and other activities within the scope of the rules and regulations. The body work appropriately and effectively to resolve unforeseen crises and advance the institution academically.
- Highly dedicated, well-qualified and efficient teaching faculty members ensure the excellent functioning of academics of the Mahavidyalaya.
- The infrastructure facility of the college is very good. The college campus is having 9.3 acres of land. There is scope for future expansion.
- Democratic and participatory governance, along with newly implanted e-Governance, ensures cordial

relationships between college administration, faculty members, staffs, and students, nurturing a healthy and productive workplace. E-Governance provides a more straightforward and efficient transparent system of governance in accounts, admissions, administration and teaching-learning.

- The Mahavidyalaya has separate boys' and girls' hostel facilities for ST students free of cost accommodation.
- The Mahavidyalaya provides all possible opportunities to take the initiative and develop skill-based activities to entrepreneurial schemes and research activities by the faculty members.
- It has one research centre in Humanities and Social Sciences. Mahavidyalaya regularly publishes research and other academic work in its in-house journal: BIGYAN – An interdisciplinary journal of Science & Technology, and MAN??? – A Research Journal of Sanskrit.
- An active NSS and NCC wings of the Mahavidyalaya, organizes cultural and other co-curricular activities effectively and ensures peace and stability on the premises.

Weaknesses:

- Various quality improvement initiatives of the Mahavidyalaya are mainly hindered due to the lack of full administrative autonomy and limited financial support received. Financial limitations impede Mahavidyalaya from designing a new skill-based course to provide global exposure to students, such as international student exchange programmes.
- Much less than what is required substantive full-time teaching faculty posts in various departments contribute to a considerable workload for the existing faculty members to cope with the needs of the CBCS syllabus.
- Although our Mahavidyalaya imparts high-quality teaching and learning in all major branches of academics, the Mahavidyalaya is mostly missing the advanced courses beyond the existing six PG courses that enable inter-disciplinary and transdisciplinary teaching, learning and research.
- There is lack of academia and industry linkages. No MOUs signed with external entrepreneurship agencies or placement agencies.
- Limited numbers of faculty members are actively involved in Research Activities. There have been smaller numbers of external sponsored projects in various departments in the last five years.

Opportunities:

- This vast potential can be liquidated through proper human resource management avoiding their unnecessary engagement to ensure academic development.
- With its proximity to the Indian Institute of Technology (IIT), Kharagpur and Vidyasagar University, Midnapore (within 40 km), the Mahavidyalaya may utilize its locational links advantageously for the benefit of its students and research collaboration. . It can collaborate for skill enhancement programmes with nearby institutions.
- The faculty members, with their various connections to reputed higher education institutions and research institutes, possess the potential to provide many opportunities for academic, other collaborations and partnerships from which the institution may stand to gain.
- The Mahavidyalaya can arrange more coaching classes to prepare the students for various competitive and job-oriented examinations to enhance the placement ratio. The college would take the initiatives

to establish MOUs with external entrepreneurship agencies.

- The geographical location of the Mahavidyalaya, being in a rural region, is an excellent opportunity to cater high-quality education to the underprivileged and economically weaker section of the society. It can undertake more Outreach and extension activities
- The Mahavidyalaya can enhance the academic ability of the student and faculty members through the exchange program within nearby colleges and universities. Initial initiatives may be taken to establish international collaboration.
- Strengthening the linkages with industries and other non-government agencies.

Challenges:

- Most initiatives by Mahavidyalaya, particularly the attempts to promote the research quality to national and international levels, are generally affected by the lack of adequate government funding on research. It will become challenging to advance quality research in time without enough funds and promotion.
- Lesser Placement ratio as evident of passed-out students is a genuine concern to the Mahavidyalaya but this is surely not the actual number because we do not have the actual data and information from the passed-out / ex-students. Institution introduce a separate portal and try Alumni Meet every year for effective results but the response received is very scant. It is also challenging to enable students to compete in state and national competitions with existing resources.
- The marginal economic background of many students creates a challenge in the ever-increasing education system cost. It is also hard to find a solution for the lack of motivation from the parents from an under-privileged section. It is also hard to develop communication and soft skills among such students.
- Considering the unavailability of high-end scientific equipment and the limited number of qualified faculty members for PhD guideship in the science department, it is also challenging to open and run a science PhD course, particularly in experimental science though there is also a scope of Theoretical research.
- To attract more students and ensure retention is a challenge considering higher drop outs in the second and higher semester due to poor socio-economic conditions.

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)

- Efforts needed to start more professional courses like BBA, MBA along with more PG programmes.
- Career guidance and competitive examination centre and other committees for undertaking Extra-curricular activities need to be streamlined and structured.
- Students' amenities like more Hostels, Wash rooms, common rooms, and other appropriate facilities need to be expanded.
- The college may make efforts to start more add-on short duration courses as supplement for Curricular Enrichment programmes.
- Entrepreneurial development cell, Start-ups and Incubation centre need to be established to produce self-employed individuals and innovators.
- Library facilities need to be revamped with focus on full automation.
- Alumni need to be motivated to contribute towards development of the college.
- Faculty members may be encouraged to apply for more minor and major research projects.
- The college may strive for getting Autonomy from the affiliated University.
- The college need to expand community engagement along with adoption of nearby villages

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. MANIKRAO SALUNKHE	Chairperson	
2	DR. NIRANJAN ROY	Member Co-ordinator	
3	DR. RAM MOHAN TRIPATHI	Member	
4	Dr. Darikhan Kamble	NAAC Co - ordinator	

Place

Date