

*Guidelines for the Creation of the*  
**Internal Quality Assurance Cell (IQAC)**  
**and Submission of Annual Quality Assurance**  
**Report (AQAR) in Accredited Institutions**  
*(Revised in October 2013)*



**राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद्**

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

*An Autonomous Institution of the University Grants Commission*

P. O. Box. No. 1075, Opp: NLSIU, Nagarbhavi, Bangalore - 560 072 India

# 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

### I. Details of the Institution

1.1 Name of the Institution

Kohima College, Kohima

1.2 Address Line 1

Billy Graham Road, Kruoliezou, Kohima

Address Line 2

Post box no. 619, P.O. Kohima

City/Town

Kohima

State

Nagaland

Pin Code

797001

Institution e-mail address

Kohima\_college\_kohima@yahoo.com

Contact Nos.

09436010148

Name of the Head of the Institution:

Dr. Watijungshi

Tel. No. with STD Code:

0370-2280356

Mobile:

09436010148

Name of the IQAC Co-ordinator:

Mobile:

IQAC e-mail address:

1.3 NAAC Track ID (For ex. MHC0GN 18879)

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:

Web-link of the AQAR:

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       | 1 <sup>st</sup> Cycle | B              | 2.56 | 2012                  | July 04 2017    |
| 2       | 2 <sup>nd</sup> Cycle | B <sup>+</sup> | 2.60 | 2017                  | October 29 2022 |
| 3       | 3 <sup>rd</sup> Cycle |                |      |                       |                 |
| 4       | 4 <sup>th</sup> Cycle |                |      |                       |                 |

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

1.8 AQAR for the year (for example 2010-11)

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

- i. AQAR : 2012-2013 submitted to NAAC on 31.08. 2013
- ii. AQAR : 2013-2014 submitted to NAAC on 02.09. 2014
- iii. AQAR : 2014-2015 submitted to NAAC on 04.09.2015
- iv. AQAR : 2015-2016 submitted to NAAC on 20.08. 2016
- v. AQAR : 2016-2017 submitted to NAAC on 18.09. 2018

1.10 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

1.11 Type of Faculty/Programme

Arts  Science  Commerce  Law  PEI (Phys Edu)

TEI (Edu)  Engineering  Health Science  Management

Others (Specify)

Nil

1.12 Name of the Affiliating University (for the Colleges)

Nagaland University

1.13 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

2.2 No. of Administrative/Technical staff

2.3 No. of students

2.4 No. of Management representatives

2.5 No. of Alumni

2.6 No. of any other stakeholder and community representatives

2.7 No. of Employers/ Industrialists

2.8 No. of other External Experts

2.9 Total No. of members

2.10 No. of IQAC meetings held

2.11 No. of meetings with various stakeholders: No. Faculty

Non-Teaching Staff  Students  Alumni  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.  International  National  State  Institution Level

(ii) Themes

2.14 Significant Activities and contributions made by IQAC

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 |
|-------------------------|--------------|
| Attached as Annexure -I |              |

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

2.16 Whether the AQAR was placed in statutory body Yes  No

Management  Syndicate  Any other body

Provide the details of the action taken

AQAR 2017-18 contain Reports for ten months (Sept 2017-June 2018) only, short of two months for one annual term. This had been done in order to follow the revised norms prescribed by NAAC from the next Academic year 2018-2019. The present AQAR was prepared in the old Format. Before submission of the AQAR 2017-2018 to NAAC Bengaluru, it was placed before the IQAC on 10 Nov. 2018.

## Part – B

### Criterion – I

#### I. 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                    | Nil                           | N/A  | N/A                                 | N/A  |
| PG                     | -do-                          | -do-                                       | -do-                                | -do-   |
| UG                     | 02                            |  |                                     |  |
| PG Diploma             | Nil                           | N/A  | N/A                                 | N/A  |
| Advanced Diploma       | Nil                           | N/A  | N/A                                 | N/A  |
| Diploma                | Nil                           | N/A  | N/A                                 | N/A  |
| Certificate            | 01                            | 02   | N/A                                 | N/A  |
| Others                 | Nil                           | Nil  | Nil                                 | Nil  |
| <b>Total</b>           | 02                            | 03   | Nil                                 | Nil  |

|                   |     |     |     |     |
|-------------------|-----|-----|-----|-----|
| Interdisciplinary | Nil | Nil | Nil | Nil |
| Innovative        | Nil | Nil | Nil | Nil |

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

##### (ii) Pattern of programmes:

| Pattern   | Number of programmes |
|-----------|----------------------|
| Semester  | 02                   |
| Trimester | N/A                  |
| Annual    | N/A                  |

##### 1.3 Feedback from stakeholders\*

*(On all aspects)*

Mode of feedback :

|        |                                     |         |                                     |                                |                          |          |                                     |
|--------|-------------------------------------|---------|-------------------------------------|--------------------------------|--------------------------|----------|-------------------------------------|
| Alumni | <input checked="" type="checkbox"/> | Parents | <input checked="" type="checkbox"/> | Employers                      | <input type="checkbox"/> | Students | <input checked="" type="checkbox"/> |
| Online | <input type="checkbox"/>            | Manual  | <input checked="" type="checkbox"/> | Co-operating schools (for PEI) | <input type="checkbox"/> |          |                                     |

*\*Please provide an analysis of the feedback in the Annexure*

*Attached as Annexure II (A;B;C)*

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

The institution follows the affiliating University's prescribed syllabi revised in 2012.

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

Sociology Department and Commerce stream introduced Honours papers.

## Criterion – II

### 2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

| Total | Asst. Professors | Associate Professors | Professors | Others |
|-------|------------------|----------------------|------------|--------|
| 59    | 44               | 15                   | N/A        | N/A    |

2.2 No. of permanent faculty with Ph.D.

08

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   |
| Nil              | Nil | Nil                  | Nil | Nil        | Nil | Nil    | Nil | Nil   | Nil |

2.4 No. of Guest and Visiting faculty and Temporary faculty

Nil

Nil

Nil

2.5 Faculty participation in conferences and symposia:

| No. of Faculty   | International level | National level | State level |
|------------------|---------------------|----------------|-------------|
| Attended         | 01                  | 06             | 05          |
| Presented papers |                     |                |             |
| Resource Persons | 01                  | 02             | 05          |

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

- ICT tools used in classroom teaching.
- Group discussions, seminars, field trips, study tours, project works, assignments, tests etc.



2.7 Total No. of actual teaching days 180  
 during this academic year

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

The college does not have the authority to initiate examination/evaluation reforms. It follows the examination/evaluation guidelines of the affiliating university.

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop 08      08      08

2.10 Average percentage of attendance of students 75%

2.11 Course/Programme wise distribution of pass percentage:

| Title of the Programme | Total no. of students appeared | Division      |     |      |       |        |
|------------------------|--------------------------------|---------------|-----|------|-------|--------|
|                        |                                | Distinction % | I % | II % | III % | Pass % |
| Bachelor of Arts       | 406                            |               |     |      |       | 63.79% |
|                        |                                |               |     |      |       |        |
|                        |                                |               |     |      |       |        |

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

To ensure quality benchmark in all workings of the institution the IQAC is the nodal Cell. It coordinates with all the committees set up for this purpose. For quality enhancement of faculty, staff and students it organizes seminar, workshops and trainings. In IQAC meetings, programs and activities for quality processes are planned then implemented and documented. For the various stakeholders the IQAC designs feedback questionnaires. These responses are analyzed after which necessary and suitable measures are adopted to improve upon shortcomings.

### 2.13 Initiatives undertaken towards faculty development

| <i>Faculty / Staff Development Programmes</i>  | <i>Number of faculty benefitted</i> |
|--|-------------------------------------|
| Refresher courses                              | 03                                  |
| UGC – Faculty Improvement Programme            | 01                                  |
| HRD programmes                                 | Nil                                 |
| Orientation programmes                         | Nil                                 |
| Faculty exchange programme                     | Nil                                 |
| Staff training conducted by the university     | Nil                                 |
| Staff training conducted by other institutions | Nil                                 |
| Summer / Winter schools, Workshops, etc.       | Nil                                 |
| Others   | Nil                                 |

### 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                            | Nil                        | Nil  | 31                                     |
| Technical Staff      | Nil                           | Nil                        | Nil  | 1                                      |

## Criterion – III

### 3. Research, Consultancy and Extension

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

To create research oriented atmosphere in the institution the IQAC initiated the inter-departmental seminar in 2014 which is considered as one of the best practices of the college. This program has helped to create knowledge bank feeding the college annual research journal. The program also motivated several teachers to register for Ph. D. The students are also motivated to take up research based micro-project works on environmental issues in their respective neighbourhoods.

#### 3.2 Details regarding major projects

|                     | Completed | Ongoing | Sanctioned | Submitted |
|---------------------|-----------|---------|------------|-----------|
| Number              | NIL       | NIL     | NA         | NA        |
| Outlay in Rs. Lakhs | ---       | ---     | ---        | ---       |

3.3 Details regarding minor projects

|                     | Completed | Ongoing | Sanctioned | Submitted |
|---------------------|-----------|---------|------------|-----------|
| Number              | NIL       | NIL     | NA         | NA        |
| Outlay in Rs. Lakhs | ---       | ---     | ---        | ---       |

3.4 Details on research publications

|                          | International | National | Others |
|--------------------------|---------------|----------|--------|
| Peer Review Journals     | NIL           | ---      | ---    |
| Non-Peer Review Journals | NIL           | ---      | ---    |
| e-Journals               | NIL           | ---      | ---    |
| Conference proceedings   | NIL           | ---      | ---    |

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<br><i>(other than compulsory by the University)</i> | ---           | ---                        | ---                    | ---      |
| Any other(Specify)   | ---           | ---                        | ---                    | ---      |
| Total  | ---           | ---                        | ---                    | ---      |

3.7 No. of books published i) With ISBN No.  Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from : N/A

UGC-SAP  CAS  DST-FIST   
DPE  DBT Scheme/funds

3.9 For colleges

Autonomy  CPE  DBT Star Scheme   
INSPIRE  CE  Any Other (specify)

3.10 Revenue generated through consultancy

|  |                     |               |          |       |            |           |
|--|---------------------|---------------|----------|-------|------------|-----------|
| 3.11 No. of conferences organized by the Institution | Level               | International | National | State | University | College   |
|  | Number              |               |          |       |            | 2         |
|  | Sponsoring agencies |               |          |       |            | IQAC fund |

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

3.13 No. of collaborations International  National  Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs : N/A

From Funding agency  From Management of University/College   
 Total

3.16 No. of patents received this year : N/A

| 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 : NIL

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

3.18 No. of faculty from the Institution who are Ph. D. Guides   
 and students registered under them

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) :NIL

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  International level

3.23 No. of Awards won in NSS: **NIL**

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

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

- A number of faculty members invigilated during the departmental exams of the various departments in the Government of Nagaland.

- In interviews conducted by the state government and other agencies, faculty members participated as subject experts.
- Faculty members are engaged as speakers/chairpersons in various programs conducted by the state Government/NGOs/church and other organizations
- In various state level committees, faculty members are engaged as members.
- IQAC of the college extended consultative services to un-accessed colleges
- NSS organized mass social work in and around the campus on World Environment Day
- NSS/NCC units extended voluntary social service work through cleaning areas around the college

## 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   | 14,105.75 sq. mts. (28.27 acres ) | NIL                     | Govt. of Nagaland            | 14,105.75 sq. mts. (28.27 acres |
| Class rooms   | 15                                | 3                       | RUSA + College Internal Fund | 18                              |
| Laboratories  | 1(Language cum Computer Lab.      | -                       | -                            | 1                               |
| Seminar Halls   | 1                                 | -                       | -                            | 1                               |
| No. of important equipments purchased (≥ 1-0 lakh) during the current year. |                                   | 1.                      |                              |                                 |
| Value of the equipment purchased during the year (Rs. in Lakhs)             |                                   |                         |                              | 482,000/-                       |
| Others  |                                   | College signboard(1 no) | “                            | 1,19,000/-                      |

#### 4.2 Computerization of administration and library

|   |
|---|
| Digitization of library, library automation Soul 2.0 software, Under N-List Programme |
|---|

#### 4.3 Library services:

|                               | Existing   |       | Newly added |       | Total |       |
|-------------------------------|--|-------|-------------|-------|-------|-------|
|                               | No.  | Value | No.         | Value | No.   | Value |
| Text Books                    | 19,809<br>(including books from time of inception) |       | 309         |       | 20118 |       |
| Reference Books               | 1799   |       | 20          |       | 1819  |       |
| e-Books                       | 80409<br>(N-list)                                  |       |             |       |       |       |
| Journals                      | 5  |       |             |       |       |       |
| e-Journals                    | 3828<br>(N-list)                                   |       |             |       |       |       |
| Digital Database              |  |       |             |       |       |       |
| CD & Video                    | 30   |       |             |       |       |       |
| Others (specify)<br>Magazines | 05   |       |             |       |       |       |

#### 4.4 Technology up gradation (overall)

|          | Total Computers          | Computer Labs | Internet | Browsing Centres | Computer Centres | Office | Depart-ments                           | Others              |
|----------|--------------------------|---------------|----------|------------------|------------------|--------|--|---------------------|
| Existing | 47 (including 4 laptops) | 1             |          | 1                |                  |        | 8(Arts Stream)<br>Desktop computer set |                     |
| Added    | 5 laptop                 | 1             |          | 1                |                  |        |  | 1 (commerce Stream) |
| Total    |                          | 1             |          | 1                |                  |        | 8 departments under Arts Stream        | 1 (commerce Stream) |

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

Staff of the Library go for trainings at Administrative Training Institute, Kohima, which are periodically arranged. Orientation session on the use of the technical facilities in the library are conducted for faculty and students by concern agencies.

#### 4.6 Amount spent on maintenance in lakhs :

i) ICT

ii) Campus Infrastructure and facilities

700000

iii) Equipment

641500

iv) Others

596000

**Total :**

1937500

## Criterion – V

### 5. Student Support and Progression

#### 5.1 Contribution of IQAC in enhancing awareness about Student Support Services

Talks by psychiatrists on mental health, talks on legal awareness by professionals, programs on career guidance and counseling are organized by IQAC. To facilitate expression of students' grievances, suggestion boxes are placed at strategic places in the college.

Conducting one-on-one basis mentoring, an effective support services for students is the students' feedback questionnaire. Complaints received through Grievance Redressal Cell and suggestion boxes are discussed in periodical meetings at various levels. Another means of support service provided to students is the department wise social media chat groups.

#### 5.2 Efforts made by the institution for tracking the progression

An effective tool for checking progression of students is through mentoring program conducted on One-on-one basis. Complaints received through Grievance Redressal Cell, suggestion boxes and feedback questionnaires are serving as agencies for tracking the progression of the students. Another such agent would be the department wise social media chat groups.

#### 5.3 (a) Total Number of students

| UG   | PG  | Ph. D. | Others |
|------|-----|--------|--------|
| 1521 | N/A | N/A    | N/A    |

(b) No. of students outside the state

10

(c) No. of international students

Nil

Men

| No  | %  |
|-----|----|
| 673 | 44 |

Women

| No  | %  |
|-----|----|
| 848 | 56 |



| Last Year |    |      |         |                          |       | This Year |    |      |     |                          |       |
|-----------|----|------|---------|--------------------------|-------|-----------|----|------|-----|--------------------------|-------|
| General   | SC | ST   | OB<br>C | Physically<br>Challenged | Total | General   | SC | ST   | OBC | Physically<br>Challenged | Total |
| 06        | 04 | 1585 | 02      | 01                       | 1598  | 07        | 06 | 1501 | 06  | 01                       | 1521  |

Demand ratio 105:64          Dropout % 1.56

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

- Once a year career guidance and counselling is organized with experts from diverse fields for the final year students as target group.
- Mentoring sessions are also utilized for such discussions
- The library also contributes with current affairs books and competitive manual.

No. of students beneficiaries

406

5.5 No. of students qualified in these examinations : Record not maintained.

NET

SET/SLET

GATE

CAT

IAS/IPS etc

State PSC

01

UPSC

Others

5.6 Details of student counselling and career guidance

- Once a year career guidance and counselling is organized with experts from diverse fields for the final year students as target group.
- For such discussions mentoring sessions are also utilized.

No. of students benefitted

406

5.7 Details of campus placement: Nil

| <i>On campus</i>                |                                 |                           | <i>Off Campus</i>         |
|---------------------------------|---------------------------------|---------------------------|---------------------------|
| Number of Organizations Visited | Number of Students Participated | Number of Students Placed | Number of Students Placed |
|                                 |                                 |                           |                           |

N,B: The institute caters to undergraduate studies. Most students pursue higher education after graduation. Some seek Government service. Campus placement is not applicable.

### 5.8 Details of gender sensitization programmes

On every International Women's Day, the women Cell of the college organizes gender sensitization programs. To resolve any gender related grievances the Grievance Cell is set up. During admission no gender discrimination is practiced. Equal opportunities are provided to all students in all college related activities.

### 5.9 Students Activities

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

State/ University level  National level  International level

No. of students participated in cultural events

State/ University level  National level  International level

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

Sports : State/ University level  National level  International level

Cultural: State/ University level  National level  International level

5.10 Scholarships and Financial Support: All ST students of the college avail PMS from the State Government. All records are maintained by the Directorate of Higher Education.

|  | Number of students | Amount |
|--|--------------------|--------|
| Financial support from institution                                   |                    |        |
| Financial support from government                                    |                    |        |
| Financial support from other sources                                 |                    |        |
| Number of students who received International/ National recognitions |                    |        |

5.11 Student organised / initiatives : Nil

Fairs : State/ University level  National level  International level

Exhibition: State/ University level  National level  International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed: building additional toilets have helped to ease the congestion faced by the students.

## Criterion – VI

### 6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision Statement: The college pledges not only to strive for excellence, but also to prepare and nurture integrated personalities –men and women whose intellectual, mental, moral and physical faculties have been harmoniously developed to become ideal persons and citizens who understand the meaning of life and what it demands from them.

Mission Statement:

- To kindle and nurture the intellectual aspect of the students to make make them intelligent, independent, resourceful and capable individuals.
- To instil in the mind of the learners the value of academic excellence and pursuit of knowledge and learning.
- To train them to become not only informed leaders but also to shape them into agents of social change and prepared for concerned social action.
- To inculcate in them strong moral values and disciplined habits resulting in individuals with impeccable character and towering and enduring personalities.
- To mentor them into developing healthy attitudes to life, humanity and the universe through a proper understanding of the self and the world.
- To encourage self-learning and self-evaluation and to harness this for optimal productivity.

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

### 6.3.1 Curriculum Development

As an affiliated college it has no liberty to develop curriculum independently. But the college plays a vital role providing valuable inputs through faculty members in BUGS (Board of Undergraduate Studies) of the university as and when curriculum is revised.

### 6.3.2 Teaching and Learning

For effective teaching and learning the institution has evolved various strategies.

- The HODs of respective departments monitor lesson plans, course coverage, revision classes, remedial classes and moderate question papers.
- Before every internal and external exam the Examination Committee comprising of the Principal, Vice-Principal and all HODs of the departments meet to discuss the logistics of the schedules. Likewise, before declaration of results such meetings are held where performance of students is reviewed and the committee also explores effective measures to improve upon the implementation of curriculum.
- Library Committee takes care of the library up gradation by conducting IT training, workshops and seminars by inviting experts.
- On Annual Literary Day debates, extempore speech, quiz competition, poetry, essay and story writing competitions are organized to encourage and promote writing and speaking skills of students.
- To organically implement the prescribed curriculum tests, assignments, paper presentations, seminars, peer teaching and peer evaluation, project works, field trips and study tours are organized.
- Parents, alumni and students' feedbacks are analyzed by IQAC and wherever applicable and possible appropriate actions are taken. Through BUGS the same is transmitted for necessary actions during their periodic meetings.

### 6.3.3 Examination and Evaluation

Every one of the faculty members participate in University tasks related to examinations both internal and external such as invigilation, question paper setting, evaluation, scrutiny and chief examining of scripts. University stipulated conditions are strictly adhered to.

#### 6.3.4 Research and Development

Interdepartmental seminars in annual cycles are organized by the Research Cell of the college. In 2014, this activity was adopted as one of the two best practices of the college.

- Annual Research Journal of the college is published by this cell.
- The faculty members are encouraged and supported to participate in OC, RC, Summer schools, winter schools.
- The Research Cell organizes capacity building seminars and workshops.
- Faculties are encouraged to take up major/minor projects.
- Students are assigned micro research works.
- A faculty is currently guiding two Ph.D scholars
- A faculty is member of the Review Board in the Journal of North East Indian Culture, Assam Don Bosco University( A Peer reviewed international Journal)

#### 6.3.5 Library, ICT and physical infrastructure / instrumentation

Every semester Rs.50, 000 each (enhanced from Rs.20, 000 from this year 2018) is sanctioned to every department to replenish the library. Most classrooms are ICT enabled. For faculty staff and students monitored Wi-Fi facility is provided. Language laboratory, photo copy facility, use of computers is available for faculty, staff and students. A laptop each is provided to all the departments. To encourage students in tribal studies, a tribal museum is launched.

#### 6.3.6 Human Resource Management

The college is continually adopting improvement strategies for qualitative growth in human resource management through conduct of skill development and enhancement seminars, workshops and trainings within the college. To enable faculty and staff to attend professional up gradation programs and trainings conducted by government within and outside the state, they are granted leave.

#### 6.3.7 Faculty and Staff recruitment

Faculty members are recruited by Nagaland Public Service Commission (NPSC) as per norms laid down by UGC, the State Government and Nagaland University. In the event of introduction of new stream/courses/subjects, Government also decide for attachment postings of senior faculties from Government colleges of other districts as stop gap measure till such time as post is requisitioned by the department to NPSC for advertisement. The Government also appoints faculty possessing required eligibility criteria on contractual basis through rigorous selection process to assist newly created stream/ courses/subjects.

### 6.3.8 Industry Interaction / Collaboration

- Industry interaction: The need to network with industries and other such establishment did not arise till 2016 because the college was running only Arts stream. But with the introduction of Commerce stream since July 2016, the college is exploring ways to link up with business establishments within the town.
- Since 2015 the college is collaborating with Omeo Kumar Das Institute of Social Change and Development (OKDISCD), Guwahati and ICSR. Some of the outcome of the collaboration are research activities such as workshops, seminars etc. To run certificate course in IT and Soft Skill the college is collaborating with National Institute of Electronics and Information Technology (NIELIT), Kohima. This course was launched in 2016. To launch certificate course in Horticulture the college is initiating collaboration with Horticulture Department, Govt. of Nagaland.

### 6.3.9 Admission of Students

Admission to the college is strictly based on the guidelines provided in the agreement arrived at by the Govt. of Nagaland and the Angami Students Union (ASU). Students passing out from government schools under Kohima district are given priority preference considering their economically challenged situation from rural areas. Depending on the availability of seats private school students are also admitted. All admission processes are monitored by the Admission Committee whose members are the Principal, the Vice-Principal and the HoDs of all the departments. During admissions Help Desk manned by Grievance Redressal Cell, designated faculty and student body are set up to assist new comers.

After thorough review of the admission forms the first selection list is put up and depending on the availability of seats consequent lists are added.

#### 6.4 Welfare schemes for

|              |  |
|--------------|--|
| Teaching     | <ul style="list-style-type: none"> <li>• General Insurance Scheme (GIS)</li> <li>• General Provident Fund (GIF)</li> <li>• National Pension Scheme (NPS)</li> <li>• Loan facilities from banks through recommendation and forwarding from the institution.</li> <li>• Medical reimbursement for those who apply for it.</li> <li>• Maternity Leave</li> <li>• Day Carecentre for children of faculty and staff</li> <li>• Wi-fi facility.</li> <li>• Medical facility at Medical Emergency unit of the college</li> </ul>  |
| Non teaching | <ul style="list-style-type: none"> <li>• General Insurance Scheme (GIS)</li> <li>• General Provident Fund (GIF)</li> <li>• National Pension Scheme (NPS)</li> <li>• Loan facilities from banks through recommendation and forwarding from the institution.</li> <li>• Medical reimbursement for those who apply for it.</li> <li>• Maternity Leave</li> <li>• Day Carecentre for children of faculty and staff</li> <li>• Wi-fi facility.</li> <li>• Children Education Allowance (Applicable for Grade IV staffs)</li> <li>• Medical facility at Medical Emergency unit of the college</li> </ul> |
| Students     | <ul style="list-style-type: none"> <li>• ST Post Matric Scholarship from the state government</li> <li>• Cash award of Rs. 5000 to meritorious students in the University examination along with Scholar's Badge and citation.</li> <li>• Incentives in the form of financial assistance is given to students who excel in various activities representing the college.</li> <li>• Wi-fi facility</li> <li>• Medical facility at Medical Emergency Unit of the college</li> <li>• Ramp and special toilet for PWD students</li> </ul>  |

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      | Govt   | Yes      | IQAC      |
| Administrative | Yes      | Govt   | No       | N/A       |

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

For UG Programmes Yes  No

For PG Programmes: N/A  Yes  No

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

Periodic workshops on relevant topics like question paper setting, students profiling, Nagaland University Examination Process etc. are organized by the university for all faculty and staff affiliated to the university.

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

Except for the date sheet for term end examinations for all affiliated colleges, which is prepared by the university, all other academic calendars wherein all curricular and co-curricular and extra-curricular activities are incorporated and prepared by the individual college.

6.11 Activities and support from the Alumni Association

On 28<sup>th</sup> Aug 201, the Alumni Association was formed. In collaboration with the Alumni Cell set up within the college, the association initiates various programs. To mark the International Day of the World's Indigenous People, a seminar was organized on the 9<sup>th</sup> Aug 2016. Legal Aid Clinic of the college is the brainchild of the association. Alumni Award consisting of cash award of Rs.10, 000 and citation to be awarded to meritorious students in University Exams was constituted on 12<sup>th</sup> Sept. 2016. Last year 2017, the Award was bagged by Ms. Dzúzienuo Yhome, Tenyidie subject topper in University Exam. This year, 2018 Mr. Vimeyiekho bagged the award for securing the top position in Tenyidie in University Exam. The association participates in all major events physically, materially and financially.



#### 6.12 Activities and support from the Parent – Teacher Association

The Parent-Teacher Association is an important constituent working for the welfare of the college. Meetings with parents are held from time to time to discuss matters relating to student's welfare and performance. In all Major events this Association actively participate.

#### 6.13 Development programmes for support staff

Orientations on office managements for Ministerial Staff are organized. Trainings on IT software usage, E-payment, other skill enhancement programs are conducted within the campus. Also, leave is granted to them to undergo development programs at ATI and other venues.

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

- LED lights installed.
- To reduce paper usage LCD screen is installed to serve notices and information.
- Composite pit constructed for dual purpose – to minimize garden waste burning and conversion of garden waste to manure for usage in the floriculture unit of the college.
- Switch off instruction pasted on all electric boards reminding all to conserve energy.
- NSS, Friends of Nature (FON) club, student volunteers and faculty take out plantation drives and plantation drives and nurturing activities for the existing plantations and floriculture unit.
- Use of plastic and environmentally hazardous materials banned.
- During all college functions and events only eco-friendly paper cups and plates are all used.
- Social work for maintenance of cleanliness is carried out in and around the campus by faculty, staff and students.
- Compost pit for bio-degradable matters constructed.

## 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.

- New building for library completed in June 2018.
- Polycarbonate roofing replaced with dyna roofing of the courtyard.
- External toilet for boys and girls completed.

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

1. The college went through the second cycle of accreditation by NAAC on 4<sup>th</sup>-5<sup>th</sup> Sept. 2018 successfully earning B+ grade with CGPA of 2.60.
2. New library building completed.
3. External toilet block for both boys and girls completed in June 2018.

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

Attached as Annexure-III (A) & (B)

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

7.4 Contribution to environmental awareness / protection

- We observe World Environment Day (5<sup>th</sup> June) every year.
- Tree Plantation in and around campus.
- Cleanliness drives.
- Prohibition of plastic materials.

7.5 Whether environmental audit was conducted?

Yes  No

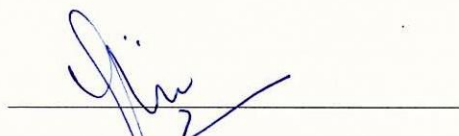
7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

Attached as Annexure-IV

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

- To organize Faculty enhancement programs
- To extent consultancy services
- To set up a data base of each student for monitoring academic performances /progression
- To adopt a village for providing social and educational support
- Gender sensitization program
- To make the campus Plastic free zone
- To procure and install a coffee machine in the teacher's common room
- To organize an Indigenous food fest
- To organize skill-oriented programs for the students
- To upgrade Tribal museum with more artifacts

Name Mehovoro Usou



Signature of the Coordinator, IQAC

Coordinator  
IQAC  
Kohima College Kohima

Name DR. KIATI JUVASHI



Signature of the Chairperson, IQAC

PRINCIPAL  
Kohima College, Kohima  
Kohima, Nagaland

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## 2.15. Annexure-I

### Plan of Action by IQAC/Outcome

| <b>Plan of Action</b>   | <b>Action Taken</b>  |
|---|--|
| To systematize Internal Examination                                   | Formally conducted Internal exams with proper routine within a specific period   |
| To strengthen Grievance Re-dressal mechanism                          | Tied up with concerned cell(Grievance cell), formulated plan of action to address the complaints of the students on a regular basis(every two months)  |
| To set up a mechanism to identify slow learners and advanced learners | Tied up with Mentoring and Counseling Cell to assist in addressing the problems of the slow learners. Identify their problem areas and help them with tutorial and remedial classes. To promote guidance and proper counseling for the advanced learners |
| To introduce PG courses in English, Political Science and History.    | The College authority has already written to the government to enable the college to begin this PG classes from next session   |

**Alumni Feedback 2017-2018**

Suggestions:

- To upgrade library conditions
- To initiate more skill Development activities to enable students
- To introduce PG courses

Action taken:

- A new building funded by RUSA is almost under completion. Once it is completed, library will be shifted to the new building which will provide bigger space for students
- More reading materials (books) have been added to the existing ones.
- The pertinent cells working for the up-liftment of the students like the Skill development cell and Student welfare committee are putting acts together for the benefit of the students.
- Students welfare committee in collaboration with the student's Union KCK organized literary competitions like essay writing, poetry writing, debate, extempore, singing, painting and instrumental to hone and encourage these various skills and talents of the students.
- Craft and cooking classes are conducted every year.
- College authority is consulting with the government to introduce PG courses from the next session.

**Parents Feedback 2017-18**

When parents were asked to mention some strengths of the college, they mentioned the following

- Very seasoned college with some of the senior most and very experienced teachers.
- The college's performance is almost consistent.
- Fee structure is student friendly.
- Good co-curricular and extra-curricular activities.
- Provision of equal opportunity to all students is duly noted and appreciated.
- Parents are happy with the introduction for more subjects and stream(Commerce).

Suggestions proposed by Parents:

- To add more classrooms
- To arrange more buses
- To introduce more courses

Action taken:

- More courses have been added
- Certificate course in Floriculture
- ITE and Soft Skill launched
- The new Library building is on the verge of completion where some rooms are expected to be utilized as classrooms
- The college is working towards procurement of more transportation facilities

### Students Feedback 2016-17

#### Analysis of the Feedback (SWOC)

##### Strengths:

- Students opined that they are quite happy with the facilities provided
- They are grateful for the additional external toilets
- They are grateful for the water ATM providing clean, safe, cheap drinking water
- They expressed satisfaction for timely coverage of courses
- They expressed happiness for Sociology dept. and Commerce stream introducing honours subjects.

##### Weaknesses:

- Expressed dissatisfaction with the limited busses.
- Expressed impatience with the slow progress made in completing the Indoor Stadium.
- Expressed dissatisfaction with the inability to occupy the UGC Boys Hostel which is yet to be completed.
- Expressed dissatisfaction with the limited Vocational oriented seminars and workshops.

##### Follow-Up Action taken:

- The College is in the process of arranging more transportation facilities
- The Indoor Stadium is almost completed
- The hundred bedded boys hostel is almost completed
- Career guidance seminar and vocational oriented workshop were organized and conducted by the Students welfare Committee with resource persons from the Faculty and Youth Net

**Best Practice: Mentoring**

The college practices a very unique admission policy which accommodates the genuine plight of the economically disadvantaged aspirants and provides them opportunities to realize their educational dreams.

Such being the admission policy past out students from all Govt. Higher Secondary Schools of the district apply and almost all applicants are admitted irrespective of marks they obtained in their qualifying examination. 80% of the seats are filled up by students of this category who are from rural areas, economically disadvantaged from illiterate backgrounds and some from dysfunctional homes.

Some common harmful traits exhibited by these students are undue inhibition, low self-esteem, lack of confidence, very poor study habits and unrealistic future goals. Further, displaced from their rural homes and environments, many of them are frustrated and confused leading to risky habits like substance abuse which ultimately contribute to decline in attendance, negligent attitude to studies and a sense of uselessness.

Working towards the noble vision and mission of the college a systematic one-on-one mentoring program was developed to deal with this very serious issue. A mentoring structure was developed and put into practice in 2012 to which innovative ideas are added to enhance and refine this program continuously.

**Key Aspects**

- To help students strike a balance between academic excellence and personal growth.
- To retain and engage students productively to minimize drop-outs.
- To encourage participation in co-curricular activities.
- To strengthen student-teacher relationship.
- To establish a support system to which the students can rely on at anytime.
- To help them streamline their efforts to realizing their goals.
- To identify their potentials and assist them with appropriate encouragement and guidance.
- To help them prepare them to live dynamic lives as contributing agents once they graduate.

**The Practice**

Formal mentoring begins as soon as students get enrolled to help them settle down. Mentoring program is structured to provide students with emotional and psychological support as well as with information, guidance and encouragement.

The Mentoring Cell of the college handles the entire functioning of the program. It devices a common mentoring format which is used by the mentors to record details of



their respective mentees and keep track of their progression during the period of their stay in the college. The college admits 600-650 students normally in the 1<sup>st</sup> semester and these students, divided into units of 12-13, are assigned to each faculty member to mentor. Mentors act as counsellors and confidantes. Mentoring is always conducted on one-on-one basis to maintain strict confidentiality. The formal sessions are held on Saturdays and free periods. But should there be need a mentee can always avail the service of the mentor at any free time during working hours. Although officially last for the entire 1<sup>st</sup> semester only, mentors keep track of their mentees through regular interaction throughout their stay in the college. In addition to mentor-mentee sessions, a unique feature of the college regarding its mentoring system is the role played by the Principal to erring students individually.

The Mentoring Cell is tied up with the student counseling Cell. Problematic mentees needing special attention are referred to this Cell. To enhance the functioning of this program two of our faculty members have undergone Mental Health Awareness-cum-Training for teachers at the State Mental Hospital, Govt, of Nagaland. The college also conducts talks on mental health by inviting psychiatrists from the State Mental Hospital, Govt, of Nagaland to address students once a year.

Once the mentees reach the final semester they have to mandatorily fill up an Alumni form furnishing all contact details. This mechanism has been developed to maintain contact with the mentees even after they graduate from the college. Social networking tools like Facebook and WhatsApp chat groups are proving effective for this purpose.

### **Assessment Indicators**

This Program is proving beneficial especially to the demotivated students. Confidential session of sharing, encouragement, and guidance have gone on to improve the behavioral attitudes and study habits of the mentees. From general apathy they move onto a more driven position showing improvement in class attendance, interest in classroom activities and participation in extra-curricular activities. It has generated self esteem and confidence in drop outs.

One of the thrust areas of mentoring was to help students make informed choices for their future, academically as well as vocationally. So it is heartening to see our passed out students venturing out into hitherto uncharted fields and excelling in their chosen vocations and being productive citizens of society.

Mentoring is an ongoing process in the form of counseling, consultation and discussion even outside formal mentoring sessions. This has helped create a homely ambience in the college fostering a relaxed relationship between the teacher and the taught, not only during the students stay in the college but even beyond.

**Best Practice: Inter-Departmental Seminar**

Mode of imparting education to the undergraduate students in Nagaland is through transfer of text-book knowledge and information which leaves very little room for teachers to go for investigative or explorative study. This is the main reason why most teachers do not feel the urge to research and so are disadvantaged at tackling the technicalities of conducting seminars, workshops, conferences etc.

Realizing the genuine need for creating a conducive atmosphere where teachers can be stimulated and motivated to take up research works. The Research Cell of the college came up with this brilliant program of Interdepartmental Seminar. It started functioning in 2014 and since then it has become one of the best practice of the college.

**Key Aspects:**

- To generate research ability of both students and teachers.
- To provide a right and healthy platform for teachers of all departments to interact and collaborate.
- To enable teachers to venture into subject matters such as local politics, economics, literature, history etc. which are not only interesting but can be referenced not only for academic purposes but also for administrative and developmental information.
- To create a storehouse of knowledge which can serve the purpose of the College Annual Journal.

**The Practice:**

The Research Cell which is the parent cell of the Interdepartmental Seminar is responsible for charting out the rooster of the program. An annual cycle consists of all departments presenting papers on topics which have relevance and of common interest to all departments. These seminars are conducted on every third Saturdays of the month. The seminars are conducted following the logistics of a formal seminar so that faculty is trained to perform on a bigger arena with confidence. The topics of the seminars are inter-disciplinary and wide-ranging, going beyond the syllabus, as comprehensive as culture studies, the Naga political scenario, social problems etc. It is hoped that such broad based topics would give rise to more faculty members to take up research in inter-disciplinary areas.

The Research Cell records all interactive discussions and catalogues all the papers which are finally published in the annual journal of the college- Impression. These papers have also become invaluable as they serve not only as reference materials for faculty but also as source materials for notes and assignment writings and class room seminars of the students.

Acknowledging the huge success of this exercise amongst the faculty it was also introduced to the students as part of their internal assessment processes. Seminars are

conducted as classroom activities. In honours classes individual paper presentations are held but for general classes group paper presentations are conducted. This practice is proving very beneficial for the students also because they are learning the basics of doing research work. As they go for further studies whatever they are learning now will definitely empower them to tackle their research works with more confidence.

### **Assessment Indicators:**

With an aim to inculcate research aptitude in the teachers Interdepartmental seminars have been initiated. Since its introduction, it is becoming more dynamic with the faculty taking into it enthusiastically. Every practice is yielding more innovative ideas with teachers collaborating on topics of mutual interests. Such research activities are helping to foster better relationships between teachers. There is marked change in the attitude of the faculty. Also a palpable improvement in the coordination between the various departments is noticeable. The ongoing exercise is helping to encourage faculty members to become actively involved in research activities. Two of our members have presented papers in national seminars while few others have spoken as resource persons in district level seminars and other events. Some of our faculty members have also successfully published books. All these remarkable achievements have encouraged more faculty members to register for Ph.D.

## SWOC Analysis

### Strengths:

- As one of the oldest colleges of the state, it has the most experienced teachers.
- The college practices a very accommodating admission policy for the promotion of students coming from rural areas belonging to low income BPL category and provides them with the opportunity to pursue higher education at negligible fee structure. It is a matter of great pride to the college that these students acquire a college degree which help them to proceed to higher level of learning or find gainful employment.
- Two of our alumnae have become Chief Ministers of the State, one in office currently. The lone standing member of Parliament (Rajya Sabha) is an alumnus. Majority of the legislators are also alumnae of the college. Officials of central services and state services are products of the college.

The college takes pride in the fact that the retired Chief Secretary of the state, several Commissioners and Secretaries heading various departments, a number of previous Deputy Commissioners, many senior administrative officers, prominent businessmen and NGOs supremos comprises the wall of fame of our alumnae. These eminent personalities continue to extend moral, financial and material support to the college boosting the morale of the college at all times.

- Kohima College is a vibrant college with all the entities working in unison, collaboration and cooperation. In its long years of existence, it had not met any unfortunate incident that had created undue concern or tension. Peace and fraternity has always prevailed.
- The college enjoys the support and friendship of parents, alumnae and other stakeholders who willingly participate in all important events of the college.
- The student community is a peace loving community. They are obedient and disciplined, always ready to participate in all activities with their best. The college authority can depend on them to accomplish any task with complete satisfaction.

### Weakness:

- The unique admission policy of the college based not on merit but on humanitarian grounds have very little room for excellent or maximum passed percentage result. More than 70% of the students from interior rural areas come with poor schooling background so they continue to perform poorly even in college. It is impossible to compete performance-wise with private college who follow stringent admission policy. Unless the present admission policy is amended the result will remain virtually the same.
- The college being a Govt. college has very little or no permission to expand its infrastructure or learning resources or introduce new streams or departments. All such developmental projects are subject to approval and sanction of the government.
- A major concern is the insufficient availability of transportation for the students. Because of the location of the college there is no public transportation facility and hiring taxis is

quite expensive. The college has only two busses for more than 1500 students. So the acute shortage of buses is posing a huge problem to the student community.

- Another major setback of the college is the running of a government school in one block of the college building. The existence of two institutions in one common plot is certainly impractical.

### **Opportunities:**

- With expansion of infrastructure more students can be accommodated. At present even with maximum intake of applicants many with very good results are denied admission due to the prevailing admission policy. But if the govt. can construct more buildings the existing unavoidable problem can be solved and it can take in more and better students who will be benefitted by the experienced teachers in its payroll. The college has potential to progress into a centre of excellence.
- If the govt. can sanction more streams and departments students from interior rural areas and economically disadvantaged students can be better helped. For lack of means and opportunities many such students are forced to give up their educational aspirations.
- With experienced faculty members many having earned PhD and many more on the verge of completion of PhD and several registering for it, the college the potential to run Post Graduate classes. This will not only help the weaker section but lift up a huge problem of the university which is unable to accommodate all applicants.
- The students of the college have, till date, excelled in sports like cricket, boxing, archery, wrestling, football and taekwondo. They have competed in state and national level competitions. If the govt. can provide proper facilities there is much potential to be garnered and harnessed.
- With better facilities and financial aids the students have the potential and prospect to excel higher in the co-curricular and extra-curricular activities.

### **Challenges:**

- The noble admission policy formulated by the govt. and NGOs continue to adversely affect the performance/result of the college. There can be no talk of competing in University ranking because the task to enable these academically weak students to earn a degree in itself is a mammoth task.
- The excessive enrollment of students due to immense pressure from various quarters, the student-teacher ratio far exceeds the one prescribed by the UGC. Due to insufficient classrooms, each section is compelled to accommodate 130-140 students thereby rendering individualized attention to students in the classrooms is impossible. Unless students enrolment is cut down or more classrooms built this unsavoury situation will persist.