Peer Team Report

on

Institutional Assessment and Re-accreditation

of

St. Joseph's College
Jakhama, Kohima – 797 001
Nagaland

Dates of Visit
29, 30 August & 1 September 2010

National Assessment and Accrediation Council
An Autonomous Institution of the University Grants Commission
P. O. Box No: 1075, Nagarbhavi
Bangalore: 560 072

PEER TEAM REPORT ON
Institutional Assessment and Re-Accreditation
of
ST. JOSEPH'S COLLEGE, JAKHAMA, District: KOHIMA – 797 001
NAGALAND

Section I: GENERAL	INFORMATION
1.1 Name & Address of the institution:	**ST. JOSEPH'S COLLEGE** JAKHAMA, District: KOHIMA – 797 001 NAGALAND
1.2 Year of Establishment:	1988 (19th March 1988)
1.3 Current Academic Activities at the Institution (Numbers):	
• Faculties / Schools	02 (Arts, and Commerce (with BBA))
• Departments / Centres	Arts: 5, Commerce (with BBA): 1
• Programmes / Courses offered	UG: 3
• Permanent Faculty Members	Permanent: 32, Temporary: 13
• Permanent Support Staff	Non-teaching: 10, Technical: Nil
• Students	UG 1,365
1.4 Three major features in the institutional Context (As perceived by the Peer Team):	• A major tribal co-educational affiliated college of Nagaland University. • Adequate infrastructure with good ambiance. • Good vision and efficient leadership.
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as annexure):	August 30-31, and September 1, 2010
1.6 Composition of the peer Team which undertook the on-site visit:	
Chairperson	Prof. K. P. S. Unny .
Members	Prof. H. J. Jani – Member Dr. Shirish V. Chindhade – Member Coordinator

SECTION II: CRITERION- WISE ANALYSIS

2.1 CURRICULAR ASPECTS:

2.1.1	Curricular Design & Development:	• College has clearly stated Vision, Mission, and Objectives. • As an affiliated college of Nagaland University, it follows the syllabi prescribed by the University. • Limitations of an affiliated institution in curriculum development are evident.
2.1.2	Academic Flexibility:	• A few core and elective options available • College follows only the annual system of examination. • No interdisciplinary courses available to the students.
2.1.3	Feedback on Curriculum	• Written feedback on curriculum obtained only from third year students. • Obtaining regular feedback from other stakeholders is yet to be institutionalized.
2.1.4	Curriculum Update	• No time frame for Syllabus revision • Syllabus revised as per university norms • Syllabus addresses core values of NAAC.
2.1.5	Best Practices in Curricular Aspects (If any)	• Imparting value education with a course designed by the institution. • Some vocational courses introduced

2.2 TEACHING LEARNING AND EVALUATION:

2.2.1	Admission Process and Student Profile	• Admissions announced through prospectus, advertisements and website • Admission is based on merit. • Strategy for ensuring access to economically weaker sections needs to be strengthened.
2.2.2	Catering to the Diverse Needs:	• Mentoring of students keeping logbook with their photographs and details • No well designed method to identify skills and knowledge of the students at the entry level • No special efforts to deal with advanced learners
2.2.3	Teaching – Learning Process:	• Academic Calendar is prepared at the beginning of the year and strictly followed. • Co-curricular and extra-curricular activities contribute to acquisition of life skills and lifelong learning . Predominantly lecture method followed, with very small components of interactive methods

2.2.4	Teacher Quality:	• Every year at least one faculty training programme is conducted by the college. • No staff member has availed of the study leave programme of the college, or the FIP of UGC. • No staff member has applied to UGC for any research project.
2.2.5	Evaluation Process and Reforms:	• Introduced internal assessment with weightage to appear for final examinations • Grievance redressal mechanism for examination results • No provision for communicating marks to the parents
2.2.6	Best Practices in Teaching- Learning and Evaluation(If any):	• Evaluation of teachers by students.

2.3 RESEARCH, CONSULTANCY AND EXTENSION:

2.3.1	Promotion of Research:	• Provision for study leave available • Research committee yet to be formed • Research facilities yet to be developed
2.3.2	Research and Publication Output:	• One ongoing research project • A few publications by faculty • Achievements in research are limited.
2.3.3	Consultancy:	• No broad areas of consultancy indentified • No revenue generated through consultancy
2.3.4	Extension Activities:	• NSS, NCC and various clubs are active. • Some social outreach programmes are organized.
2.3.5	Collaborations:	• Collaboration with local community and local administrative agencies • Collaboration with industry, other institutions yet to be established
2.3.6	Best Practices in Research, Consultancy & Extension:	• Regular publication of departmental and college magazines.

2.4 INFRASTRUCTURE AND LEARNING RESOURCES:

2.4.1	Physical Facilities for Learning:	• Good physical infrastructure facilities • Infrastructure augmented regularly • Infrastructure optimally being used
2.4.2	Maintenance of Infrastructure:	• Proper budget allocation made for maintenance of land, buildings, equipment etc. • Maintenance supervised by a full time administrator

2.4.3 Library as a Learning Resources:	• Library services are computerised • DELNET, reprographic and internet facilities available • Good number of national and international journals subscribed to
2.4.4 ICT as Learning Resource:	• Internet facility with broadband connection available. • Computer utilization for classroom teaching learning limited • ICT as learning resource needs to be strengthened
2.4.5 Other Facilities:	• Hostel for boys and girls, recreational facilities, dispensary, guest house etc. are available • Indoor and outdoor games facilities. • Girls' hostel rooms are crowded.
2.4.6 Best Practices in infrastructure and Learning Resources(if any)	• Biometric attendance marking for staff • Every department has one computer.

2.5 STUDENT SUPPORT AND PROGRESSION:

2.5.1 Student Progression:	• Better results compared to most of the other affiliated colleges of Nagaland University. • Limited options for student progression.
2.5.2 Student Support	• Tuition fee concession for poor students, honorarium to students for their services, grievance redressal mechanism, mentoring and counselling are some of the support facilities • Orientation for new students and career guidance cell for outgoing students • Placement cell yet to be established
2.5.3 Student Activities	• Student Council is active. • Participation in sports and cultural activities are supported. • Alumni contribution to the development of the college is limited.
2.5.4 Best Practices in Student Support and Progression(If any):	• Remedial classes for weak students. • Annual prizes for special achievements.

2.6 GOVERNANCE AND LEADERSHIP:

2.6.1 Institutional Vision and Leadership:	• Clearly spelt out vision, mission, goals and sincere efforts to implement • Effective leadership and management • Formal mechanism to obtain feedback from various stake holders needs to be established

2.6.2	Organizational Arrangements:	• With the Governing Body at the helm, the administration looking after day to day affairs is decentralised. • College has internal co-ordination and monitoring mechanism.
2.6.3	Strategy Development and Deployment:	• Perspective plan made by Governing Body supported by IQAC and suggestions from staff • Informal feedback is obtained from students and staff. • No MIS (Management Information System) is in place.
2.6.4	Human Resource Management:	• Provision of leave for staff for attending seminars and conferences exist. • Interest free short term loans made available to the staff. • Strategies to motivate staff to avail of the provision for study leave, financial assistance to attend seminars etc. to be developed
2.6.5	Financial Management and Resource Mobilization:	• Budget adequate to meet the day-to-day expenses • Accounts are audited externally every year. • Efforts made for resource mobilisation
2.6.6	Best Practices in Governance and Leadership(if any):	• Regularity of holding meetings of bodies / committees • Yearly staff development programme.

2.7 INNOVATIVE PRACTICES:

2.7.1	Internal Quality Assurance System (IQAS):	• IQAC is active. • Students involvement in various activities through associations and clubs
2.7.2	Inclusive Practices:	• 98 % of students, 70 % of teachers and 50 % of non-teaching staff are STs. • 48 % of students, 56 % of teachers and 75 % of non-teaching staff are women. • Mechanism to record incremental growth of disadvantaged students admitted has to be developed.
2.7.3	Stakeholder Relationships:	• Discipline, character formation, good infrastructure, above average results and quick problem solving mechanism attract students. • No exercise to involve all stakeholders in planning, implementation, and evaluation of academic programmes

SECTION III: OVERALL ANALYSIS	Observations
3.1 Institutional strength	• Significant percentage of qualified permanent faculty • Regular augmentation and maintenance of infrastructure • Library with good collection of books and journals and many service facilities • Effective governance, leadership, and team spirit • Concern for quality enhancement
3.2 Institutional weaknesses	• Limitations of an affiliated institution in curriculum design and development • Non inclusion of many stakeholders in planning, implementation and evaluation of academic activities • Research activities are inadequate • Absence of central computing facility • Less number of vocational courses
3.3 Institutional challenges	• To make the academic programmes fully in tune with the institution's goals and objectives and address the needs of the society by overcoming the impediments like lack of vocationalization of education in the region • To motivate the staff to avail of the provisions for study leave and financial assistance to enhance their qualifications, attend conferences, etc. • To rationalize the admission and tuition fee structure for the benefit of economically weaker students • To introduce more computer-aided and ICT-enabled teaching methods • To make the Alumni Association more involved in the growth & development of the institution
3.4 Institutional Opportunities	• To make use of the expertise available in the faculty to introduce more vocational/elective courses • To pursue the matter regarding introduction of science courses • To introduce more participatory/interactive teaching-learning methods • To augment the institution's resources through consultancy services to the local industries, NGOs, and research projects from funding agencies

> ## SECTION IV: RECOMMENDATIONS FOR QUALITY ENHANCEMENT OF THE INSTITUTION:

- College may take steps to introduce PG programmes in selected disciplines
- Vocational /elective / career oriented courses dealing with rich flora of the region may be introduced
- Technology enabled interactive teaching learning may be strengthened
- Faculty may be encouraged to pursue research and submit research proposals to state and national bodies like UGC.
- Subject specific publications by the staff may be encouraged
- Linkages with more institutions may be explored for collaborative research, teaching and consultancy.
- Additional hostel accommodation may be created
- MIS be put in place with provision and greater use of more computers
- Efforts may be made to attain the status of an autonomous college
- Participation of stakeholders in overall development of the college may be strengthened

I agree with the Observations of the Peer Team as mentioned in this report.

Seal of the Institution

Signature of the Head of the Institution
Principal
St. Joseph's College
Jakhama, Kohima, Nagaland

PEER TEAM

Name and Designation		Signature with date
Prof. K. P. S. Unny (Former Professor and Registrar, Jawaharlal Nehru University, Delhi) Brindavan, Near D. P. Office West Yakkara Road, **Palakkad – 678 014**, Kerala.	Chairman	
Prof. H. J. Jani Professor and Director, MBA Programme, Sardar Patel University, **Vallabh Vidyanagar – 388 120.** Gujarat	Member	
Dr. Shirish V. Chindhade (Principal (Retd.), M. U. College, Pimpri, Pune.) Residence; 7, Neelambari, Opp. Mehendale Garage, Erandwane, **Pune – 411 004.** Maharashtra	Member co-ordinator	01-9-'10

Place: Jakhama, District: Kohima
Nagaland – 797 001

Date: 1st September 2010