

PEER TEAM REPORT
ON
INSTITUTIONAL ASSESSMENT AND
ACCREDITATION
(3rd Cycle)

OF
St. JOSEPH'S COLLEGE

Jakhama, Post Box No- 39
Kohima-797001
Nagaland
www.stjosephjakhma.ac.in

Visit Dates
27th - 29th July, 2016



NATIONAL ASSESSEMENT AND ACCREDITIATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O Box No. 1075, Nagarbhavi, Bengaluru - 560 072, Karnataka, India

Handwritten signatures and dates:
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PEER TEAM REPORT ON
Institutional Accreditation of
St. JOSEPH'S COLLEGE, Jakhama, Post Box No- 39, Kohima-797001
Nagaland. www.stjosephjakhma.ac.in

GENERAL INFORMATION	
Name & Address of the Institution:	St. Joseph's College, Jakhama, Post Box No- 39, Kohima-797001, Nagaland.
Year of Establishment	1988 (19 th March, 1988)
Current Academic Activities at the Institution (Numbers):	
• Faculties/ Schools:	04 (Arts, Science and Commerce (with BBA)
• Departments/Centres:	Arts-01, Science-01, Commerce (with BBA)-02
• Programmes/Courses offered:	UG Programmes – 17
• Permanent Faculty Members:	Permanent:75
• Permanent Support Staff:	Non-teaching: 39, Technical: 03
• Students:	UG – 3059
Three major features in the institutional Context (As perceived by the Peer Team):	<ul style="list-style-type: none"> • A major tribal co-educational affiliated College of Nagaland University • Adequate infrastructure with good ambiance • Good vision and efficient leadership.
Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	27 th to 29 th July 2016
Composition of the Peer Team which undertook the on- site visit:	
Chairperson	Prof. Mohd. Iqbal Ali (Former Vice Chancellor, Satavahana University, Karimnagar), Department of Economics Kakatiya University, Warangal-506009, Telangana
Member Co-ordinator	Prof. Sushil Kumar Dutta Res: Plot:1573/1, Udyogpuri (Gandamunda) P. O. Khandagiri, Bhubaneswar -751 030, Odisha
Member	Dr. M. Edwin Gnanadhas Principal, Scott Christian College (Autonomous) Nagercoil 629003, Dist: Kanyakumari, Tamil Nadu
NAAC Coordinating Officer	Dr. B. S. Madhukar Adviser, NAAC Nagarbhavi, Bangalore – 560 072

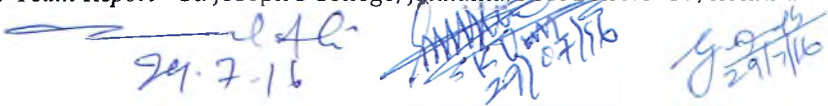
Section II:Criteria and Key Aspects	<i>Observations (Strengths and / or Weaknesses) on Key-Aspects (Please limit to three major ones for each and use telegraphic language (It is not necessary to indicate all the three bullets each time; write only the relevant ones)</i>
2.1.Curricular Aspects	
2.1.1 Curricular Planning and implementation	<ul style="list-style-type: none"> • Academic programmes are in tune with the objectives and goals of the College. • The curriculum prepared by Nagaland University is followed. • The Institution has clear Vision and Mission
2.1.2 Academic Flexibility:	<ul style="list-style-type: none"> • Annual system of examination followed. • Few core and elective courses available. • Interdisciplinary courses lacking in the College.
2.1.3 Curriculum Enrichment	<ul style="list-style-type: none"> • College follows University norms for syllabus revision. • Teachers participate in orientation and refresher course to enrich the curriculum • Inadequate Guest/Extention lectures.
2.1.4 Feedback System	<ul style="list-style-type: none"> • Structured Feedback from students is followed • Feedback obtained from other stakeholders also followed • A formal Feedback system for teachers needs to be improved.
2.2 Teaching-Learning and Evaluation:	
2.2.1 Student Enrolment and Profile	<ul style="list-style-type: none"> • Transparent and merit based admission process with strict adherence to Govt. Reservation Policy followed • Admissions through advertisement and announcement in Prospectus. • Inclusive admission policy adopted to caters the tribal groups
2.2.2 Catering to Student Diversity	<ul style="list-style-type: none"> • Majority students from remote, border and rural areas. • Teachers follow English as a mode of instruction for the benefit of students. • Remedial coaching is in practice
2.2.3 Teaching-Learning Process	<ul style="list-style-type: none"> • ICT enabled teaching techniques are in practice • Both teaching through lecture and interactive methods followed. • Institutional linkages should be strengthened for learning
2.2.4 Teacher Quality	<ul style="list-style-type: none"> • Teachers are recruited as per UGC/State Govt. rules. • Out of 67 faculties (all Asst. Professors), 5 are with Ph.D., 3 with MPhil and NET qualified

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	<ul style="list-style-type: none"> • Teachers participate in seminars/conferences/workshops and presented research papers. • More teachers should pursue research leading to Ph.D Degrees.
2.2.5 Evaluation Process and Reforms	<ul style="list-style-type: none"> • Transparent evaluation process as per the University norms. • Internal assessment is in place and weightage given during examination. • Grievance redressal considered during examination result.
2.2.6 Student Performance and Learning Outcomes	<ul style="list-style-type: none"> • Good percentage of passed out students opt for higher studies. • Pass percentage of the students are higher than the University • Further initiatives needs to be taken to enhance the aptitude of the students learning process
2.3 Research, Consultancy and Extension	
2.3.1 Promotion of Research	<ul style="list-style-type: none"> • Some teachers have published research papers in journals and published books. • Research Advisory committee does not exist • Research facilities should be strengthened
2.3.2 Resource Mobilization for Research	<ul style="list-style-type: none"> • College provides financial assistance to teachers for attending seminars and conferences • Efforts should be made to get funds from Government/UGC and other funding agencies • More efforts be made to mobilize funds through consultancy
2.3.3 Research Facilities	<ul style="list-style-type: none"> • Moderate research facilities with Internet connectivity exist • Adequate number of Reference books and journals available. • Biology laboratory should be strengthened.
2.3.4 Research Publications and Awards	<ul style="list-style-type: none"> • 15 books and good number of papers have been published by the faculties • Teachers are yet to receive National/International awards • Inter departmental and interdisciplinary research projects need to be strengthened.
2.3.5 Consultancy	<ul style="list-style-type: none"> • Consultancy has been initiated • College rendering consultancy services to local agencies • College has an official policy for promotion of consultancy.
2.3.6 Extension Activities and Institutional Social Responsibility	<ul style="list-style-type: none"> • Extension activities promoted through NSS, and NCC are commendable. • Students' participation in community outreach programmes like blood donation camps, awareness campaigns and assisting administration in religious



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	<p>festivals etc. are appreciable</p> <ul style="list-style-type: none"> • Through Peace Channel, the College solves problems in the inter-tribal conflict situations
2.3.7 Collaboration	<ul style="list-style-type: none"> • Formal collaboration is yet to be developed. • Kindermissionswerk, Germany has contributed partly to build up a women's hostel for tribal women • Need for more MOU's based on the social needs of the community
2.4 Infrastructure and Learning Resources	
2.4.1 Physical Facilities	<ul style="list-style-type: none"> • Good facilities such as Ventilated Class rooms, Hostels for Boys and Girls, Rest rooms, Filter Water drinking facility, Indoor and outdoor game facilities, Prayer Halls, Health Centre, students' and faculty common rooms, IT facilities and gardens are available. • Excellent student support amenities • Facilities like large water harvest, smokeless Chullas in the hostel and the campus covered with CCTV cameras.
2.4.2 Library as a Learning Resource	<ul style="list-style-type: none"> • Library has 11 International and 40 National journals • Library provides internet and DELNET connectivity. • Library needs more space in the reading and the reference section.
2.4.3 IT Infrastructure	<ul style="list-style-type: none"> • College has website, internet facility with broad band connectivity. • Biometric attendance system for faculties is exist • Needs to strengthen ICT as a learning resource.
2.4.4 Maintenance of Campus Facilities	<ul style="list-style-type: none"> • College buildings are supported with power backups and well maintained. • Eco friendly campus is visible • Computer Labs, Language Lab. and other IT related facilities are well maintained.
2.5 Student Support and Progression	
2.5.1 Student Mentoring and Support	<ul style="list-style-type: none"> • Career guidance Cell for outgoing students and Orientation for new students are in place. • Concession for tuition fees available to poor students. • Information about the College is publicly accessible. • Free transport facility should be provided to the economically weaker students.
2.5.2 Student Progression	<ul style="list-style-type: none"> • Better examination results in comparison to other affiliated Colleges of the University. • Drop out in all courses is relatively low. • More efforts needs to prepare the students for the

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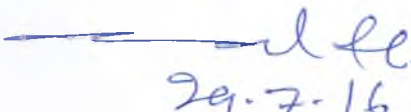
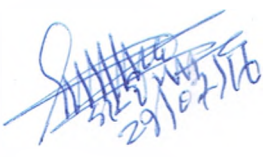
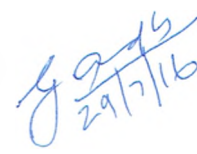
	Civil Services and other competitive examinations
2.5.3 Student Participation and Activities	<ul style="list-style-type: none"> • Participation of students in co-curricular and extra-curricular activities such as NCC and NSS commendable • Active student's participation through Students council exists. • Alumni association needs to be strengthened
2.6 Governance, Leadership and Management	
2.6.1 Institutional Vision and Leadership	<ul style="list-style-type: none"> • Institutional vision and mission is clearly laid down. • The Principal provides effective academic and administrative leadership. • Committees are formed for various activities to grow leadership qualities.
2.6.2 Strategy Development and Deployment	<ul style="list-style-type: none"> • Formal Management Information system is initiated for development. • Perspective planning has been formulated. • College has different cells like Grievance, Women Forum, Anti-ragging and Sexual harassment.
2.6.3 Faculty Empowerment Strategies	<ul style="list-style-type: none"> • Faculty encouraged to participate in Seminars, Workshops, Refresher Courses and Orientation Programs. • Welfare mechanism is in Place. • Efforts be made to organize more International seminars.
2.6.4 Financial Management and Resource Mobilization	<ul style="list-style-type: none"> • Financial support from State Government and fees collected from students are the main sources of finance. • Resource mobilization needs to be further strengthened. • Annual accounts are audited regularly by internal and external agencies.
2.6.5 Internal Quality Assurance System	<ul style="list-style-type: none"> • The composition of IQAC has representation from different stake holders. • Decisions taken by IQAC are implemented effectively. • Functioning of IQAC needs to be further strengthened.
2.7 Innovations and best Practices	
2.7.1 Environment Consciousness	<p>Eco-friendly Campus.</p> <ul style="list-style-type: none"> • Efforts have been made for Green audit in the campus. • Use of waste management is in practice.
2.7.2 Innovations	<ul style="list-style-type: none"> • Use of smokeless Chullas in the canteen and the campus • Water harvesting system prevailing in the campus.

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2.7.3 Best Practices	<ul style="list-style-type: none"> • Financial support to the poor students who do not get any scholarship. • Earning while learning scheme is in place. • Inculcating the ethical values through unity in diversity.
OVERALL ANALYSIS	Observations (Please limit to five major ones for each and use telegraphic language) (It is not necessary to denote all the five bullets for each)
Institutional Strength	<ul style="list-style-type: none"> • Proactive management, Committed leadership of the Principal with dedicated faculty, effective governance with team spirit. • Disciplined students with an urge to learn. • Excellent physical facilities available in the campus • Transport facilities with 16 buses and 4 other vehicles available for the students • Encouraging and supportive relationship with all stakeholders.
Institutional Weaknesses	<ul style="list-style-type: none"> • Efforts are not made to introduce P G courses • Vocational Courses could be more. • More research activities and facilities need to be strengthened. • Inadequate linkages with industries • Absence of a structure to promote consultancy and collaboration
Institutional Opportunities	<ul style="list-style-type: none"> • Collaborative linkages with other institutions. • Optimal utilization of infrastructure for employment oriented/add-on courses. • Adoption of more modern teaching-learning gadgets • Commencement of PG programmes and skill-based certificate courses.
Institutional Challenges	<ul style="list-style-type: none"> • Mobilization of resources for providing quality education and to attract qualified teachers to serve in the remote areas • To meet the goals and objectives of the College, and address the needs of the Society, there is a need for more Vocational Courses. • Making all students and faculty computer literate and proficient in communication skills. • Signing more MOUs with industry and research/academic institutions. • Organizing more seminars/conferences etc. and deputing faculty to present papers.

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*)

- Steps should be taken to achieve Autonomous Status of the College
- Efforts to be made to introduce PG and more value added courses such as M.Sc in Forestry & Wildlife, M.A. in Literature and Arts and Music.
- Efforts to be made to employ qualified teachers with Ph.D/NET and to retain them in remote area
- Encourage faculty to submit minor and major research projects to various funding agencies
- Make IQAC more vibrant
- Encourage the Faculties to organize International/National level conferences/seminars in the Colleges
- Strengthening of coaching facility for competitive examinations.
- Steps to be taken to strengthen collaborative and consultancy to enrich the College.
- Open more add-on courses focusing on skill development
- Efforts should be made for setting up of Heritage Museum with special reference to the Naga Culture.

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





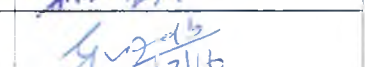
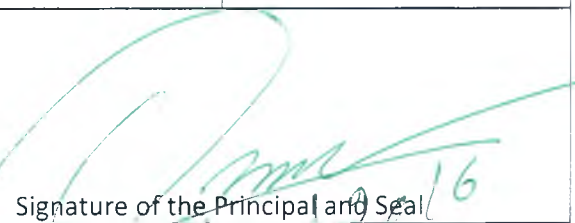
Signatures of the Peer Team Members:

Signature of the Head of the Institution
Seal of the Institution

Signature of the Head of the Institution
29/07/16

Name	Designation	Signature with date
Prof. Mohd. Iqbal Ali	Chairperson	<i>Signature</i> 29-7-16
Prof. Sushil Kumar Dutta	Member Co-ordinator	<i>Signature</i> 29/07/16
Dr. M. Edwin Gnanadhas	Member	<i>Signature</i> 29/7/16
Dr. B. S. Madhukar	NAAC Coordinating Officer	

PRINCIPAL
St. Joseph's College
Jakhama, Nagaland

Profile of the College			
Name of the College	ST. JOSEPH'S COLLEGE, JAKHAMA		
	Place: KOHIMA State : NAGALAND		
Date of Visit	27 th – 29 th July 2016		
Affiliating University	NAGALAND UNIVERSITY		
Status of the College	Affiliated <input checked="" type="checkbox"/> Constituent <input checked="" type="checkbox"/> Autonomous <input checked="" type="checkbox"/>		
Financial Category	Grant-in-aid <input checked="" type="checkbox"/> Government funded <input checked="" type="checkbox"/> Self-financing <input checked="" type="checkbox"/>		
Type of College	Men <input checked="" type="checkbox"/> Women <input checked="" type="checkbox"/> Co-education <input checked="" type="checkbox"/>		
No. of Departments	Arts: 1 Science: 1 Commerce : 1		
	Any Other: BBA (1) Total: 4		
No. of Programmes	UG: 14 PG: Nil M. Phil: Nil		
	Ph. D: Nil Any other: 3 Total: 17		
Year of Establishment	1985		
UGC Recognition	Under 2(f) and 12 B : 15 th July 2003		
Location of the College	Urban <input checked="" type="checkbox"/> Semi-urban <input checked="" type="checkbox"/> Rural <input checked="" type="checkbox"/> Tribal <input checked="" type="checkbox"/>		
Area of the campus (in acres)	28.40 Acres		
No. of Teachers	Men	Women	Total
Permanent:	34	41	75
Temporary :	-	-	-
Total no. of Teachers Ph. D:	2	3	5
Total no. of Teachers M. Phil:	3	-	3
Total no. of Teachers P.G.:	34	41	75
No. of Non-Teaching staff:	Men	Women	Total
Technical Staff :	3	-	3
Administrative Staff:	7	8	15
No. of Students			
UG:	1612	1743	3355
PG:	-	-	-
M. Phil	-	-	-
Ph. D.	-	-	-
Any other:	-	-	-
	Name		Signature with date
1	Prof. Mohd. Iqbal Ali	Chairpeson:	
2	Prof. Sushil Kumar Dutta	Member Co-ordinator	
3	Dr. M. Edwin Gnanadhas	Member	
	Dr. B.S. Madhukar	NAAC Officer	
			 Signature of the Principal and Seal



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St. Joseph's College
Jakhama : Nagaland