



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

**Accreditation - (Cycle - 4)**

## **PEER TEAM REPORT ON** **INSTITUTIONAL ACCREDITATION OF** **ST.THOMAS COLLEGE,RUABANDHA BHILAI** **BHILAI** **Chhattisgarh** **490006**

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

**Section I:GENERAL INFORMATION**

1.Name & Address of the institution:	ST.THOMAS COLLEGE,RUABANDHA BHILAI BHILAI Chhattisgarh 490006	
2.Year of Establishment	1984	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	18	
Programmes/Course offered:	33	
Permanent Faculty Members:	69	
Permanent Support Staff:	28	
Students:	2742	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. The College is self-financed affiliated to Hemchand Yadav Vishwavidyalaya and having minority status. 2. The College has well maintained conducive academic ambience in 10 acres of land well protected eco-system. 3. The College provides education with affordable fees to students, majority of them are first generation learners.	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 15-12-2022 To : 16-12-2022	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. SUHAS PEDNEKAR	FormerVice Chancellor,UNIVERSITY OF MUMBAI
Member Co-ordinator:	DR. PRAMOD KUMAR	Dean,Dayalbagh Educational Institute
Member:	DR. PARGAT SINGH GARCHA	Principal,GHG KHALSA COLLEGE OF EDUCATION GURUSAR SADHAR
NAAC Co - ordinator:	Dr. Ruchi Tripathi	

## Section II: CRITERION WISE ANALYSIS

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

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	<b>The Institution ensures effective curriculum delivery through a well planned and documented process</b>
1.1.2 QIM	<b>The institution adheres to the academic calendar including for the conduct of CIE</b>
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	<b>Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum</b>
1.4	Feedback System

### Qualitative analysis of Criterion 1

**St. Thomas College, Ruabandha Bhilai located at Bhilai town in Durg district is affiliated to Hemchand Yadav Vishwavidyalaya, Durg. The college is also affiliated to Kushabhau Thakare Patrakarita Avam Jansanchar Vishwavidyalaya, Raipur for Bachelor of Arts in Journalism and Mass Communication course. The College has good infrastructural facilities for academic, curricular, cultural and sports activities. The college follows the University academic calendar with some changes at college level for Continuous Internal Evaluation. Some faculty members participate at the University Level Board of Studies and Academic Council. The mid-Term examination is conducted as the periodical evaluation mechanism. The College obtains feedback on the syllabi and its transaction practices from-students, teachers, employers and alumni. Cross-cutting issues are addressed across UG and PG programmes through various cells, NSS, NCC, Women Empowerment Cell etc. Some value-added certificate courses are introduced. Few job oriented courses are already introduced and some more to be added as per the demands of the present and future scenario. The students are sensitized to the emerging social issues through supplementary co-curricular programs.**

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	<b>The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners</b>
2.3	Teaching- Learning Process
2.3.1 QIM	<b>Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences</b>
2.3.2 QIM	<b>Teachers use ICT enabled tools for effective teaching-learning process.</b>
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	<b>Mechanism of internal assessment is transparent and robust in terms of frequency and mode</b>
2.5.2 QIM	<b>Mechanism to deal with internal/external examination related grievances is transparent, time- bound and efficient</b>
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	<b>Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.</b>
2.6.2 QIM	<b>Attainment of programme outcomes and course outcomes are evaluated by the institution.</b>
2.7	Student Satisfaction Survey

#### Qualitative analysis of Criterion 2

**The college has an established practice of transparent admission procedure at all levels of courses and the college follows reservation guidelines as per state reservation policies. Being a self financed institution, fee structure is decided by the management which is reasonable for all programs. Some efforts are made for training teachers in the latest methods and areas of teaching and research. Teacher recruitment process is as per the government norms and the full time adhoc and part-time teachers are selected by the management and HOD's on merit basis. More teachers on permanent basis are needed to cater more than 2500 students in the college. Teaching diary is maintained by all the teachers. The Institute has initiated ICT enabled teaching in addition to the traditional classroom teaching. G Suite is used as LMS in the college. Good number of students are achieving university rankings with gold medals in university exams in different programs every year. Some of the students have good achievements in sports at national and international levels. Students also participate in curricular, co-curricular, extra-curricular and extension activities of the college. Teachers and students have received various awards and recognition. Program outcomes have been displayed on the website. Student satisfaction survey is conducted online. Some experiential learning is already followed in few departments and it can be extended to other departments. The numbers of students admitted in different programmes are less than the sanctioned seats. The college needs to make more efforts to bring awareness to fill up all reserved seats in different programs. Efforts are made for support advanced learners and slow learners by the College, which can be further strengthened. Mentor-Mentee ratio is reasonable. Some field visits were organized by the College. The schedule of internal assessment examinations is declared well in advance. The college has the mechanism in place to take care of grievances in assessment.**

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	<b>Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge</b>
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	<b>Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.</b>
3.5	Collaboration

#### Qualitative analysis of Criterion 3

**There are 44 teachers with Ph.D, 4 with M.Phil. Most of the Ph.D. faculty members are also recognized Research Guides. Some workshops/seminars have been conducted on Research Methodology and IPRs during the last five years. During the last five years only one research grant/Research project was received (of Rs. 3.75 Lakhs) by the college. Some research papers and books have been published by the teachers during the last five years. Few Faculty members have started filing patents. Interdisciplinary research work in the field of teaching and research is to be undertaken and strengthened at the college level. Faculty needs to reach out to national level bodies like the ICSSR, ICHR, ICPR, UGC, DST, CSIR, DBT as well as the subject related agencies for research funding. The college has signed some MOU's with different institutes and organized collaborative programmes. The college needs to make efforts to develop an ecosystem for creation and transfer of knowledge and to be strengthened by providing financial support to teachers and using services of alumni members. Paid Consultancy is not in practice. Different Social issues and holistic development activities like Rallies & Awareness programs were taken up in collaboration with different agencies and NGO. The college has initiated an incubation cell with minor activities. More possibilities to strengthen innovation and incubation for entrepreneurship and developmental programmes need to be explored. The college faculty need to apply for various relevant schemes applicable to them from UGC, ICSSR, ICHR and other appropriate funding agencies. More concerted efforts need to be made by the institution to motivate the faculty to apply for research projects.**

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

#### Qualitative analysis of Criterion 4

**The College campus is spread over 10 acres of area. The college has adequate number of class rooms, one language lab, three computer labs, one seminar hall, one conference hall, laboratories, sports facility, assembly hall & girls hostel. The college has both indoor and outdoor sports facilities on the campus. The college library is maintained. It could adequately with acquisition of more reference books and journals. It has reprographic facilities and computers with internet facilities. Library is automated with Net Campus 4 and INFLIBNET and E-books are available. The college library needs to take care of many activities by arranging the display of specific titles so as to inculcate among the young learners the love for books. IT facilities in classrooms need to be further strengthened. Commerce laboratory can also be established. The college has systems and procedures for maintaining and utilizing available infrastructure. The college runs in two shifts. Canteen facility and timings need to be improved.**

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	<b>Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)</b>
5.4	Alumni Engagement
5.4.1 QIM	<b>There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services</b>

Qualitative analysis of Criterion 5	
<p><b>IQAC involves student representatives to participate in planning and organizing activities for students. Different committees and cells also have student participation. The college initiates students to participate and take initiative in NSS camps, NCC, Swachchhata Rallies, field visits, and support in organizing various university, state, national seminars, conferences, workshops, sports, cultural events, etc. The student progression in the college is evident. Placement activity in some departments has been initiated and needs to be strengthened. The College had recently registered an Alumni Association. Alumni meetings are organized by the alumni association. However, it is desirable that the college with assistance from the alumni can reach out to the local community/philanthropic/business houses in mobilizing financial resources.</b></p>	

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	<b>The governance of the institution is reflective of and in tune with the vision and mission of the institution</b>
6.1.2 QIM	<b>The effective leadership is visible in various institutional practices such as decentralization and participative management</b>
6.2	Strategy Development and Deployment
6.2.1 QIM	<b>The institutional Strategic / Perspective plan is effectively deployed</b>
6.2.2 QIM	<b>The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures, etc.</b>
6.3	Faculty Empowerment Strategies
6.3.1 QIM	<b>The institution has effective welfare measures for teaching and non-teaching staff</b>
6.3.5 QIM	<b>Institutions Performance Appraisal System for teaching and non-teaching staff</b>
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	<b>Institution conducts internal and external financial audits regularly</b>
6.4.3 QIM	<b>Institutional strategies for mobilisation of funds and the optimal utilisation of resources</b>
6.5	Internal Quality Assurance System
6.5.1 QIM	<b>Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes</b>
6.5.2 QIM	<p><b>The institution reviews its teaching learning process, structures &amp; methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities</b></p> <p><b>( For first cycle - Incremental improvements made for the preceding five years with regard to quality</b></p> <p><b>For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives )</b></p>

#### Qualitative analysis of Criterion 6

**The college is a minority institution. It has constituted different cells and committees such as IQAC, NSS, NCC, Student Welfare, Anti-ragging, Grievance Redressal cell, Development committee, Counseling cell, Admission committee, Alumni Association, Parents-Teacher Association, Examination committee, Discipline committee etc. for the proper management of the institutional work. The IQAC regularly monitors and collects feedback on teaching from students. The college has implemented scoring based API and PBAS (Academic Performance Indicator and Performance Based Appraisal System) as suggested by the affiliating university as per the guideline of the UGC for the teaching staff. Some faculty attended refresher courses, induction programs, and orientation programs. Academic and administrative audits are conducted. Green Audit is also conducted. Every year, a financial audit is conducted. The college has implemented e-governance in areas of operation like Administration, Finance and Accounts, Student Admission etc. it is necessary for the institution to enhance these**



activities to reap greater benefits for all the stakeholders. The college needs to develop an elaborative institutional Strategic / Perspective plan in light of NEP 2020. Some of the welfare schemes are available for teaching as well as non teaching staff. Internal Quality Assurance Cell (IQAC) has contributed for institutionalizing the quality assurance strategies and processes. IQAC needs to be further strengthened. Some of the recommendations of the previous NAAC Peer Team are addressed through IQAC.

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

#### Qualitative analysis of Criterion 7

**The Institution has made efforts to initiate and maintain academic standards. For this, all the stakeholders have contributed to organize several programmes in tune with the institutional vision and mission. The Management undertakes initiatives related to student and faculty development programmes. It maintains gender sensitivity and justice through institutional efforts. CCTV cameras are installed in the campus. Gender- equality activities are conducted in the college. Programmes have been conducted on women empowerment, gender sensitivity, legal awareness, women's rights and laws, crisis in safety, security and dignity of women etc. There is a system of E- Waste disposal. Solar panels are installed in the college. Water conservation is ensured. Gardens are maintained. The college is continuously taking initiatives in providing an inclusive environment for a diverse population of students. Efforts are made for sensitization of students and employees of the Institution to the constitutional obligations, values, rights, duties and responsibilities of citizens. The college has reported two best practices**

- 1. Integrated partnership- College and schools: College faculty and students regularly work with students of government schools of both rural and urban areas.**
- 2. Breather to the Beaten: to provide financial assistance to the college students who were orphaned during COVID-19**

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

#### **Strength:**

- Good location of the college with eco friendly campus and well maintained infrastructure and with good academic ambience.
- Qualified and committed faculty with many of them with Ph.D. Degree.
- Proactive, supportive and visionary Management.
- The College emphasis on value-based and holistic education.
- Hostel facility for Girls Students
- Student centric approach and remedial classes for slow learners.
- Good Support system for students.
- Aspiring students desirous of reaching the top.

#### **Weaknesses:**

- Some sanctioned student seats of s is not filled.
- Only few academic programs in emerging areas.
- Insufficient number of research centers, research projects and absence of Seed money for research
- Less academic flexibility to students
- Less collaboration activities and less national and international exposure to the faculty
- Data on student progression is less.

#### **Opportunities:**

- The college has a wider scope to start more career oriented courses to enhance employment opportunities in the local context.
- Potential to emerge as a multidisciplinary degree-awarding autonomous college.
- Multidisciplinary research needs to be strengthened along with an active incubation cell.
- More capacity building programme for teachers can be arranged.
- Opportunities to harness resources from the local philanthropic groups and business houses for the growth and betterment of the college.
- Opportunities for increased employment through an expanded network of placement services.
- Industry academia linkages can be strengthened.
- Opportunities for making available MOU more functional and productive.

#### **Challenges:**

- Creation of vibrant research culture, motivating teachers for undertaking research projects and consultancy
- Creating a sustainable ecosystem for innovations and entrepreneurship
- Limited resources because of the purely self financed college.
- Opening of more and more colleges in the nearby areas.
- Payment of fee by students coming from poor socio-economic backgrounds.
- Motivating the first Generation learners coming from rural and tribal areas.
- To attract more students to the college due to opening of more colleges in the locality.

#### **Section IV: Recommendations for Quality Enhancement of the Institution**

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

- More relevant UG and PG programs and add-on courses with multidisciplinary approach in emerging areas along with internships offering greater flexibility in line with NEP 2020.
- Merit based Incentive and CAS be introduced to motivate teachers for greater output.
- IQAC needs to be further strengthened its role for greater academic development with ICT enabled infrastructure to promote blended mode of teaching-learning.
- The college needs to prepare for an autonomous status for effective implementation of NEP 2020.
- Teachers be adequately trained and given more exposure in online in online tutoring skills, blended mode of teaching and webagogy, in tune with the current and further needs.
- Research culture to be enhanced in all the departments and teachers be encouraged and supported for greater collaboration through training, participation in seminars/workshops/conferences.
- Library needs to be further strengthened with more reference books and greater seating capacity for students.
- Entrepreneurship effectively be promoted through more active innovation and incubation cell.
- Industry - Institute interaction be strengthened through a structured system with aim at placement of students, resource mobilization, research and consultancy.
- The indigenous knowledge system, culture of tribes in the region be tapped, preserved and promoted.

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

**Signature of the Head of the Institution**

**Seal of the Institution**

Sl.No	Name		Signature with date
1	DR. SUHAS PEDNEKAR	Chairperson	
2	DR. PRAMOD KUMAR	Member Co-ordinator	
3	DR. PARGAT SINGH GARCHA	Member	
4	Dr. Ruchi Tripathi	NAAC Co - ordinator	

Place

Date