

Annual Quality Assurance Report (2014-2015)

Submitted by

**Internal Quality Assurance Cell
Bankura Christian College
Bankura, West Bengal
PIN: 722 101**

Submitted to

**National Assessment and
Accreditation Council (NAAC)
Bangalore**

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	Bankura Christian College
1.2 Address Line 1	Bankura Christian College
Address Line 2	PO+Dist: Bankura
City/Town	Bankura
State	West Bengal
Pin Code	722101
Institution e-mail address	bccollege@rediffmail.com
Contact Nos.	03242250924
Name of the Head of the Institution:	Dr Fatik Baran Mandal
Tel. No. with STD Code:	03242-250924
Mobile:	+91 94 34 528475

Name of the IQAC Co-ordinator:

Dr. Narugopal Mukherjee

Mobile:

+91-9474142204

IQAC e-mail address:

[bccollege@rediffmail.com/](mailto:bccollege@rediffmail.com)
iqac.bcc@gmail.com

1.3 NAAC Track ID (For ex. MHC0GN 18879)

BCC-13775

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)

EC/62/RAR/070 dated 05-01-2013

1.5 Website address:

www.bankurachristiancollege.in

Web-link of the AQAR:

<http://bankurachristiancollege.in/aqar.htm>

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 st Cycle	B++	NA	2006	2011
2	2 nd Cycle	A	3.12	2013	2018
3	3 rd Cycle				
4	4 th Cycle				

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

14-08-2006

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

2014-15

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 2012-13 submitted to NAAC on 06-01-2017
- ii. AQAR 2013-14 submitted to NAAC on 21-01-2017

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)

1.12 Name of the Affiliating University (*for the Colleges*)

The University of Burdwan

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University	<input type="text"/>		
University with Potential for Excellence	<input type="text"/>	UGC-CPE	<input checked="" type="checkbox"/>
DST Star Scheme	<input type="text"/>	UGC-CE	<input type="text"/>
UGC-Special Assistance Programme	<input type="text"/>	DST-FIST	<input type="text"/>
UGC-Innovative PG programmes	<input type="text"/>	Any other (<i>Specify</i>)	<input type="text"/>
UGC-COP Programmes	<input checked="" type="checkbox"/>		

2. IQAC Composition and Activities

2.1 No. of Teachers	<input type="text" value="14"/>
2.2 No. of Administrative/Technical staff	<input type="text" value="1"/>
2.3 No. of students	<input type="text" value="0"/>
2.4 No. of Management representatives	<input type="text" value="0"/>
2.5 No. of Alumni	<input type="text" value="0"/>
2.6 No. of any other stakeholder and community representatives	<input type="text" value="1"/>
2.7 No. of Employers/ Industrialists	<input type="text" value="1"/>
2.8 No. of other External Experts	<input type="text" value="1"/>
2.9 Total No. of members	<input type="text" value="18"/>
2.10 No. of IQAC meetings held	<input type="text" value="6"/>
2.11 No. of meetings with various stakeholders:	No. <input type="text" value="18"/> Faculty <input type="text" value="18"/>

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

- i. "Quality Enhancement and Preparation of Self-Study Report"
- ii. "Career Advancement Scheme and the Role of the Teachers"
- iii. "Modern Library in the perspective of NAAC"

2.14 Significant Activities and contributions made by IQAC:

- i. Research activities were promoted. Four **(4) MRPs** were sanctioned. **A Major Research Project** is also running.
- ii. Altogether **70 research papers** and **1 book** were published during the period under report.
- iii. **Initiatives** were taken for the **introduction of M. Sc. (Zoology and Botany)** in distance education mode under Vidyasagar University.
- iv. Depts. of Geography, Zoology and Botany generated funds through **consultancy services** or sale of their products. An amount of **Rs 61,281/-** was thus generated.
- v. The **Alumni Association** was re-organized through meetings and both offline and online registration.
- vi. The Eco-Friend Club undertook different programmes for promoting eco friendly practice and published their bulletin, **Eco-Focus**.
- vii. **Six Seminars/Workshops** entitled "Career Advanced Scheme", "Quality Enhancement and Preparation of Self-Study Report," "AIDS," "Mushroom Cultivation & Production," "Recent trends in Chemical Science," and "*Anchalikata: Bangla Bhasa o Sahitya*" (Provincialism: Bangla Language & Literature) were organized.

- viii. The Dept. of Bengali organized a workshop subsequently on “Puthipath Bisayak Karmasala” (**Workshop on manuscript studies**).
- ix. Initiatives were taken for the **modernization of the newly constructed library** in consultation with The University of Burdwan and Visva-Bharati. Faculty members **visited the libraries** at The University of Burdwan and Visva-Bharati. A seminar was organized on “Modern Library in the perspective of NAAC” involving fifty teachers for utilizing library efficiently.
- x. **Four Career Counselling programmes** were successfully conducted in the college in collaboration with Hinduja Global Solution Ltd., Asia –Pacific Institute of Management, etc.
- xi. A **Workshop** entitled “**Women Health Consciousness**” was organized by the Women Cell of the college in collaboration with “Gandhi Vichar Parishad”, a reputed NGO of Bankura. A total 352 students were involved.
- xii. **Special lectures** were organized on UG and PG Syllabi in the English Department.
- xiii. **Blood donation camps** were organized by ASHWAS, a voluntary association of teachers of this college, as a part of community service.
- xiv. **Bangiyo Bigyan Mela** (Science fair) was organized with financial assistance from The University of Burdwan and involving students from various schools and colleges of Bankura district with resource persons from IIT-Kharagpur, West Bengal Biodiversity Board, Kolkata, and the University of Burdwan.
- xv. A **workshop on film making** was conducted by Satyajit Ray Film Institute, Kolkata, involving college students.
- xvi. Netaji Subhas Open University has given approval for admission to BDP Courses in three laboratory-based subjects - Botany, Zoology and Mathematics.
- xvii. Other than the endowment already in practice, **an endowment** was introduced for the 1st rank Holder of the **Sanskrit Department** of the college in the name of “Swami Prasanta Nanda Maharaj”.
- xviii. Initiatives were taken for **upgradation of the playground**. A project for filling-up a playground with soil was submitted to the District Magistrate, Bankura, for financial support. A proposal for six-line grass track in one of the playgrounds was submitted to the UGC for financial assistance. An amount of Rs 2,99,490/- was received from the UGC for the development of Sports Infrastructure.
- xix. The IQAC took all initiatives to motivate the **NCC battalion** of the college.
- a. A number of cadets took part in -
- **Thal Sainik Camp** in 2014, New Delhi
 - **Republic Day Parade Camp** in 2015, New Delhi
 - **State Republic Day Parade** in 2015, Kolkata.

- b. The Cadets of the college won the **Best Drill Championship** trophy in the District Level Republic Day Parade Programme in 2015.
 - c. SUO Amit Nandi was conferred the **Best Cadet** award by the Hon'ble Governor of West Bengal for the best drill in the Republic Day Parade in 2015 in New Delhi.
- xx. Under the constant inspiration of the IQAC the **NSS units** achieved considerable success at different levels.
- a. The volunteers of the college participated in the **West Bengal State NSS Squad** in the State's Republic Day Parade in Kolkata.
 - b. Few NSS volunteers participated in the NSS State Level Celebrations on "**National Integration**" held on January 23, in Kolkata.
 - c. Two of the volunteers successfully completed the **adventure camp** in the wilderness of the Himalayas.
 - d. **Campus cleaning** programmes, **special camping** programmes, **rallies** were regularly conducted by the NSS
- xxi. The IQAC encouraged different departments to arrange **special lectures** with resource persons. Two Professors from the **Wollongong University, Australia**, visited the English Department and gave lectures in the department of English.
- xxii. **Collaboration with Wollongong University** was discussed under the guidance of the Vice Chancellor of Bankura University.
- xxiii. Initiatives were taken for the **introduction of new courses** in the college. Application was made to the West Bengal Higher Education Council in April, 2015 for permission to start Nutrition as Honours Subject and Statistics as Pass Subject.
- xxiv. The IQAC took all the responsibility for the **promotion of forty three (43) teachers** under CAS.

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
Introduction of new courses	Initiatives were taken for the introduction of new courses in the college. Application was made to the West Bengal Higher Education Council for permission to start Nutrition as Honours Subject and

	<p>Statistics as Pass Subject.</p> <p>An appeal was placed before the competent authority to start M. Sc. (Zoology and Botany) in distance education mode under Vidyasagar University. The visiting team from the said University inspected the infrastructural facility and produced a positive report in favour of the college.</p> <p>Netaji Subhas Open University has given approval for admission to BDP Courses in three laboratory-based subjects - Botany, Zoology and Mathematics. The IQAC took necessary initiatives to motivate the NSOU, Bankura Study Centre and the departments.</p>
Regularization of the Alumni Association	The Alumni Association was re-organized and encouraged to regularize their activities. On line registration has started and other initiatives have been taken.
Wi-Fi enabled campus	Departments of Mathematics, Bengali, and Economics were made Wi-Fi enabled.
Generation of funds through consultancy services	<p>Rs 61,281/- was thus generated.</p> <p>From the consultancy services by the Dept. of Geography research scholars have been immensely benefitted.</p> <p>Vocational training was given by the Dept. of Botany for mushroom cultivation.</p> <p>Vocational training was given by the Dept. of Zoology for poultry farming.</p>
Modernization of the Library	<p>Electrification, plumbing, flooring, etc. have been done in the Library.</p> <p>Initiatives were taken for the modernization of the newly constructed library. Along with visits to some libraries, a seminar was organized on “Modern Library in the perspective of NAAC”.</p>
Researches on manuscript studies	The IQAC took initiatives for research on manuscripts. The Dept. of Bengali organized a workshop subsequently on the topic “ <i>Puthipath Bisayak Karmasala</i> ” (Workshop on manuscript studies).
Developing environment consciousness	Under the encouragement of the IQAC the Eco-Friend Club undertook different programmes and published their bulletin, <i>Eco-Focus</i> .
Organizing Students’ seminars, debates, projects, group discussions	Altogether 69 such activities were organized by different departments.
Organizing Seminars/ workshops/ special lectures	Seminars/ workshops were organized on “Career Advanced Scheme”, “Quality Enhancement and Preparation of Self-Study Report,” “AIDS,” “Mushroom Cultivation & Production,” “Recent trends in Chemical Science,” and “ <i>Anchalikata: Bangla Bhasa o Sahitya</i> ” (Provincialism:

	<p>Bangla Language & Literature).</p> <p>A workshop on film making was conducted by Satyajit Ray Film Institute, Kolkata, involving college students.</p> <p>Special lectures were organized on UG and PG Syllabi in the English Department.</p>
Career counselling programmes	Four Career Counselling programmes were successfully conducted in the college in collaboration with Hinduja Global Solution Ltd., Asia –Pacific Institute of Management, etc.
Gender sensitization programmes	A Workshop was organized on the topic “Women Health Consciousness” by the Women Cell of the college in collaboration with “Gandhi Vichar Parishad”, Bankura, involving students and teachers.
Community service by involving school students in science projects	<i>Bangiyo Bigyan Mela</i> (Science fair) was organized involving students from various schools and colleges of Bankura district with resource persons the IIT-Kharagpur, West Bengal Biodiversity Board, Kolkata, and the University of Burdwan.
Upgradation of the playground	The IQAC took necessary initiatives. A project for filling-up a playground with soil was submitted to the District Magistrate, Bankura, for financial support. A proposal for six-line grass track in one of the playgrounds was submitted to the UGC for financial support. An amount of Rs 2,99,490/- was received from the UGC for the development of Sports Infrastructure.
Strengthening NCC and NSS units	<p>The IQAC took all initiatives to motivate the NCC battalion of the college. A number of cadets took part in Republic Day Parade Camp in 2015, New Delhi, State Republic Day Parade in 2015, Kolkata.</p> <p>The Cadets of the college won the Best Drill Championship trophy in the District Level Republic Day Parade Programme in 2015.</p> <p>Under the constant inspiration of the IQAC the NSS units achieved considerable success at different levels.</p> <p>The volunteers of the college participated in the West Bengal State NSS Squad in the State’s Republic Day Parade at Kolkata. Few NSS volunteers participated in the State Level Celebrations on “National Integration” held on January 23, at Kolkata.</p> <p>Two volunteers successfully completed the adventure camp in the wildness of the Himalaya</p>

Collaborations with foreign universities	<p>The IQAC encouraged different departments to arrange special lectures with resource persons from abroad. Two Professors from the Wollongong University, Australia, visited the English Department and gave lectures in the department of English. Initial discussion for collaboration with Wollongong University was discussed.</p> <p>Collaborations have been made with organizations like --</p> <ol style="list-style-type: none"> i. Indian Association for the Study of Australia, ii. Departament de Quimica Inorganica, Universitat de Barcelona, Diagonal 647, 08028 Barcelona, Spain iii. Institute of Mineralogy and Crystallography Geozentrum, University of Vienna, Althanstrasse 14 A-1090 Vienna, Austria iv. xi. Universita' degli Studi di Parma, Dipartimento di Chimica, Parco Area delle Scienze 17/A, I-43124 PARMA, Italy
Upgradation of laboratories	<p>The laboratories of Physics, Chemistry, Mathematics, Electronics, Geography, Zoology, Botany, Physiology had remarkable development with CPE-BSR funds from the UGC.</p>
Consolidated plans and programmes in adopted village	<p>In two separate adopted villages the student volunteers of NSS were actively involved in different programmes</p> <ul style="list-style-type: none"> • Road making • Garbage cleaning • School ground levelling • Playground levelling • Door to door surveying on literacy and health condition of the community people • Tree plantation programme • Plantation of fruit trees • School dropout prevention programmes • Health camp • AIDS awareness programmes • <i>Shramadaan</i>
ICT-enabled teaching-learning	<p>The teachers of different departments made use of ICT in classroom teaching.</p>

See **Annexure – I** as Academic Calendar

2.15 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

The AQAR was placed in the meeting of the IQAC held on April 06, 2017.

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				
PG	2			
UG	33		1	
PG Diploma	0			
Advanced Diploma	0			
Diploma	0			
Certificate	0			2
Others	0			
Total	35		1	2
Interdisciplinary	0			
Innovative	0			

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

(ii) Pattern of programmes:

Pattern		Number of programmes
Semester	✓	02
Trimester		
Annual	✓	36

1.3 Feedback from stakeholders*

(On all aspects)

Alumni Parents Employers Students

Mode of feedback : Online Manual Co-operating schools (for PEI)

See **Annexure – II** for feedback analysis

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

We are tied to the affiliating university, the University of Burdwan. The University takes all decisions for revision/introduction of regulation or syllabi. However, a number of teachers in their capacity as the members of the UG or PG Board of Studies play important roles in any kind of revision or modification of the syllabi of the university.

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

No

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
71	54	16	0	1

2.2 No. of permanent faculty with Ph.D.

45

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
4	4	NA	NA	NA	NA				

2.4 No. of Guest and Visiting faculty and Temporary faculty

11

6

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	4	15	40
Presented papers	4	11	6
Resource Persons	0	2	0

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

Along with Chalk and talk method the teachers make use of ICT in classroom teaching, conducts class tests, Special lectures, student seminars, debates and group discussions. Charts, models, OHP, and other study materials are also used. Special lectures are conducted for the enrichment of the students.

2.7 Total No. of actual teaching days during this academic year 240

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions) We are tied to University of Burdwan and have minimum control over examination/evaluation reforms

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop 06

2.10 Average percentage of attendance of students 77.6%

2.11 Course/Programme wise distribution of pass percentage:

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
BA Part III Hons	356		13.21	27.25		77.81
BSc Part III Hons	181		40.89	11.05		81.22
PG	51		72.97	23.01		96.08
BPED	50		96%	4%		

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

The IQAC supervises departmental activities, visits individual departments on regular basis, prepares a post-visit evaluative report and places the report to the Governing Body or the Teachers' Council for discussion regarding improvement of academic as well as extra academic matters of the institution. The IQAC seriously examines the feedback from the students and address their grievances, if any, and sees that an overall teaching standard and quality is retained. The IQAC also monitors the proper maintenance of the personal diaries of the teachers as well as departmental diaries.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	8
UGC – Faculty Improvement Programme	
HRD programmes	
Orientation programmes	1
Faculty exchange programme	
Staff training conducted by the university	1
Staff training conducted by other institutions	

Summer / Winter schools, Workshops, etc.	5
Others	

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	18	4	Nil	6
Technical Staff	14	8	Nil	14

Criterion – III

3. Research, Consultancy and Extension

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

- The IQAC is always careful in the maintenance and promotion of the research climate in the institution.
- The team members always encourage the teachers to get published in national and international journals/ books.
- The Research Committee and the IQAC extend full support for conducting different research projects of the teachers.
- The IQAC encourages teachers to undertake Major and Minor projects funded by UGC/ DST/ CSIR, etc.
- The central Research Laboratory, also known as P C Roy Central Research Laboratory, for Science based research activities has been running successfully and a major research project is being carried out there. The IQAC ensures that the laboratory is used properly for research activities.
- The Mitchell Sky Observatory under the supervision of the department of Physics is being used for observations and experimentations. The IQAC takes care that researchers as well as students are involved.
- The Automatic Weather Station of the department of Geography provides important weather-related information to the college as well as to the community at large and the data collected so are used for researches of varied nature. The IQAC plays an important role here.
- *Wesleyan Journal of Research*, a multi-disciplinary peer-reviewed (ISSN: 0975-1386) journal, being published since 2008, has earned national repute and has been promoting research publications of varied disciplines. The IQAC assists the Editorial Board of the Journal in this connection.

- *Appropriations*, a peer-reviewed ISSN (0975-1521) journal, published by the department of English (since 2005), provides opportunities for researchers for serious academic discourses. The Journal published quality research papers.
- Teachers are motivated to pursue doctoral and post-doctoral researches, engage themselves in publishing their research papers, attend and present papers in national and international seminars/ conferences/ workshops, etc.
- The IQAC extends full cooperation to different departments in organizing seminars or conferences.

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number		1		
Outlay in Rs. Lakhs		10.203		

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	2	0	4	2
Outlay in Rs. Lakhs	3.028	0	11.85	3.028

3.4 Details on research publications IQAC members need to sum up the individual profiles

	International	National	Others
Peer Review Journals	25	25	00
Non-Peer Review Journals	00	00	11
e-Journals	17		
Conference proceedings	03	04	

3.5 Details on Impact factor of publications: IQAC members need to sum up the individual profiles

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	3	UGC	10.203	6.463
Minor Projects	1.5	UGC	11,84,882	9,87,208
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <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

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				3	7
Sponsoring agencies				IQAC	College

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:

From funding agency From Management of University/College

Total

3.16 No. of patents received this year

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

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

5

8

3.19 No. of Ph.D. awarded by faculty from the Institution

4

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

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:

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

- Involvement of school and college students in Science Fair organized by the college
- Distribution of books and medical kits among the villagers in adopted villages
- Holding seminars/ talks on health issues in adopted villages
- Developing sanitary system in the adopted villages
- Regular activities of NCC and participation in State Level and National Level parades
- Organization of Youth Parliament Competition
- Regular campus cleaning programme by NSS and Eco-Club
- Special camping programme of NSS
- Tree plantation programme of NSS
- Rally of NSS
- Blood Donation Camp
- Financial assistance to needy and merited students through ASHWAS, a registered association of the teachers for assistance to students
- Anti-ragging measures in the campus as well as hostels
- Annual Academic exhibition involving students and teachers and students of other institution as visitors
- Health awareness programmes
- Village survey (economic issues, health issues, etc.)
- Supply of research data from Automatic Weather Station of Geography Department
- Student Christian Movement of India (SCMI) takes up different community services.

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	170840.5397 (Sq. Ft.)	6500 Sq. Ft.	UGC & College General	177340 Sq. Ft.
Class rooms	49723.95543 (Sq. Ft.) (42 nos.)			42 Nos.

Laboratories	24 (nos.)	3	CPE-BSR	27
Seminar Halls	3 (nos.)			
No. of important equipments purchased (\geq 1-0 lakh) during the current year.		3	UGC	3.92
Value of the equipment purchased during the year (Rs. in Lakhs)				320390
Others				

4.2 Computerization of administration and library

Office has been automated and full computerization of the Library has been done.

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	24409		469	93084	24878	
Reference Books	36613		704	139627	37317	
e-Books	0		0			
Journals	53		00		53	35339
e-Journals	1	5000	0		1	5000
Digital Database	0		0		0	
CD & Video	123		0		123	
Others (specify)						
Manuscript	207		0		207	
Thesis	7		0		7	
MRP Project Report	2		0		2	

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	145	24	8	14	0	12	80	7
Added	16	3	0	0	0	2	8	3
Total	161	27	8	14	0	14	88	10

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

Students have been given free internet access all through the session.

4.6 Amount spent on maintenance in lakhs :

i) ICT	02.99507
ii) Campus Infrastructure and facilities	18.95777
iii) Equipments	13.97577
iv) Others	33.06544
Total :	68.99405

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- Students' grievance cell
- Anti-ragging cell
- Women Cell to address gender-related issues
- Free Wi-Fi in the campus.
- Well-equipped laboratories
- Health Home facility
- Sports facilities
- Financial assistance for students half/full free studentship, endowments & scholarships
- Reading room facility in the library
- Book bank facility
- Network Resource Centre
- Cheap canteen
- Motivational seminars
- NSS
- NCC

5.2 Efforts made by the institution for tracking the progression

- Regular visits to the individual Departments
- Identification of slow, introvert yet curious learners and making arrangement for counselling, remedial classes, special classes, etc.
- Regular feedback
- Detailed analysis of progress in the meetings of the Teachers' Council, Academic Affairs Committee and the Governing Body.

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
3082	109		50

(b) No. of students outside the state

(c) No. of international students Nil

Men	No	%	Women	No	%
	1877	57.92		1364	42.08

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
2051	569	151		6	2777	1740	682	200	611	8	3241

Demand ratio 4:1 Dropout % 20.80

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

Students are guided by the teachers for competitive examinations. Books are lent to students for appearing in exams. The teachers personally as well as departmentally guide them.

No. of students beneficiaries

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
 IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

Career Counselling Cell conducted four career counselling programmes during the year.

Departmental teachers guide the students of respective departments in respect of their career.

No. of students benefitted

5.7 Details of campus placement

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

5.8 Details of gender sensitization programmes

The college has a Women Cell which addresses the various problems of female students. A seminar was also organized by the cell. A health check-up programme was also organized.

5.9 Student 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

	Number of students	Amount
Financial support from institution	162	1,57,045
Financial support from government	175	22,12,400
Financial support from other sources	69	3,49,600
Number of students who received International/ National recognitions		

5.11 Student organised / initiatives

Fairs : State/ University level	<input type="text" value="0"/>	National level	<input type="text" value="0"/>	International level	<input type="text" value="0"/>
Exhibition: State/ University level	<input type="text" value="0"/>	National level	<input type="text" value="0"/>	International level	<input type="text" value="0"/>

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed: Nil

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision

- To become the dream destination for independent thinking, expression and implementation in Higher Education
- To integrate economic, material, scientific and infrastructural resources with human values, ideologies and principles
- To eradicate insularity and regional bias – both educational and social

Mission

- To strive for academic excellence.
- To perpetuate infrastructural expansion and accommodate diverse academic programme
- To inculcate values of civic responsibility and compassion to students stakeholders
- To make best use of available human and natural resources
- To promote the practice of inclusive growth.
- To march towards autonomy as an institution for Higher Education

6.2 Does the Institution have a management Information System

Yes, the institute has an MIS system for finance related issues.

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

6.3.1 Curriculum Development

Each year the curriculum is split into two units and accordingly number of classes for each unit is fixed up. The teachers adopt strategies and prepare their lesson plans keeping this time frame in mind.

6.3.2 Teaching and Learning

Electronic gadgets like smart boards, projectors, lap tops, and different software are extensively used in the class rooms for ensuing quality and understanding. The class percentage of students is strictly maintained to ensure better participation of students. Internet facilities are provided to the students for access to reputed journals and e-books. The students get sufficient support from the library for their learning. Special classes are conducted for the slow learners.

6.3.3 Examination and Evaluation

Class tests, Midterm tests, Term End tests are conducted on regular basis and the students are allowed to appear in University Exams based on the performance in these tests.

6.3.4 Research and Development

The Research Committee puts utmost effort to ensure Research activities of the teachers. Regular publication of two research journals adds to the academic excellence of the Institution. A number of Minor Research Projects are being carried out now along with a Major Research Project.

A number of teachers of the Institution are supervising scholars for their doctoral degrees.

6.3.5 Library, ICT and physical infrastructure / instrumentation

- Open access is given to the students for extensive use of the Library. The Library has been fully digitized. A number of reputed journals are regularly subscribed by the Institution. A number of initiatives have been taken to modernize the library.
- The teachers make use of projectors, notebooks, OHP, smart board, to enhance the teaching learning process.
- The Automatic Weather Station in the Dept of Geography and the Observatory in the Dept of Physics help the teachers, the students as well as the research scholars of other institutions immensely in the collection and the analysis of resources.
- The IR Photo-spectrometer in the Central Research Laboratory facilitates research activities of multiple disciplines.

6.3.6 Human Resource Management

Through different committees and sub-committees formed by the Governing Body and the Teachers' Council, the Institution maximizes employee performance for enhancement of academic activities. All the teaching and non-teaching staff members are actively involved in several ways as members of those committees and contribute to the over-all development of the college.

6.3.7 Faculty and Staff recruitment

The College being recognized as a Minority Institution enjoys recruitment autonomy both for its teaching and non-teaching faculties. The relevant UGC and State Government Rules and Regulations are strictly adhered to. The Selection Committees are duly constituted by the Governing Body of the College as per the Rules for Management of Bankura Christian College.

6.3.8 Industry Interaction / Collaboration

Collaboration with organizations like

- i. Indian Association for the Study of Australia, Eastern Region, Kolkata
- ii. Departament de Quimica Inorganica, Universitat de Barcelona, Diagonal 647, 08028 Barcelona, Spain
- iii. Department of Chemistry, Kalinga Institute of Industrial Technology, Bhubaneswar, Orissa, India
- iv. Department of Chemistry, D.N. College, Aurangabad, Murshidabad, West Bengal, India
- v. Institute of Mineralogy and Crystallography Geozentrum, University of Vienna, Althanstrasse 14 A-1090 Vienna, Austria

- vi. Universita' degli Studi di Parma, Dipartimento di Chimica, Parco Area delle Scienze 17/A, I-43124 PARMA, Italy
- vii. Jadavpur University, Kolkata
- vi. Pratham, NGO, New Delhi

6.3.9 Admission of Students

- Students are admitted in the Graduation courses strictly on the basis of merit. The Admission Committee of the College conducts the online-counselling of the students every year.
- Admission of the Post Graduation courses is conducted by the affiliating University, the University of Burdwan.

6.4 Welfare schemes for

Teaching	<ul style="list-style-type: none"> i. teachers ii. iii. iv. v. 	<ul style="list-style-type: none"> The Unit of Co-operative Credit Society ensures financial assistance to Partial funding is provided for Research Projects Teachers' wards are rewarded annually for their performances in different public examinations Provisions are made for medical check up programme Seminars ate organized on different health issues 	the
Non teaching	<ul style="list-style-type: none"> i. staff ii. iii. iv. v. 	<ul style="list-style-type: none"> The Unit of Co-operative Credit Society ensures financial assistance for Staff wards are rewarded annually for their performances in different public examinations Provisions are made for medical check up programme Seminars ate organized on different health issues Trainings on soft skill development are organized to equip them with the recent demands and challenges. 	the
Students	<ul style="list-style-type: none"> i. ii. iii. iv. 	<ul style="list-style-type: none"> The Health Home of the college takes care of medical requirements ASHWAS, an association of the teachers of the college, helps the needy and merited students by taking responsibility of providing them with books, materials, tuition fee, etc. Students are exempted of their fees on Half Free/Full Free basis A number of endowments/scholarships, from the institution as well as governments and different external agencies help the students carry out their studies 	and

6.5 Total corpus fund generated Rs 11,98,41,470.40

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	No		No	
Administrative	No		No	

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

For UG Programmes Yes No

For PG Programmes Yes No

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

NA

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

NA

6.11 Activities and support from the Alumni Association

The Alumni Association provides suggestions from time to time for over-all excellence of the institution.

6.12 Activities and support from the Parent – Teacher Association

There is no official Parent – Teacher Association. However, the teachers of different departments meet the parents of the respective departments and suggest different remedial measures for the students.

6.13 Development programmes for support staff

Training programmes on soft skill development were organized for the teaching and non-teaching staff.

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

The Eco-Friend Club has been consistently working on the maintenance of the campus. A News Bulletin is published time to time for environmental awareness. NSS Units of the college undertake campus cleaning programmes at regular intervals. The Physical Education Department puts all round efforts to retain the eco friendly ambience of the college.

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.

Students' activities such as Group Discussions, Debates, Mock Teaching, Extempore, were organized at regular intervals keeping in view their overall development. In the departments like Chemistry, English and Geography these seminars had a significant impact. The students performed excellently well in the series of such sessions conducted by the departments.

Counselling sessions, conducted by the Counselling Cell, are organized frequently by professional counsellors. The psychological counselling sessions have left indelible positive impressions on students and teachers alike.

Workshops and seminars organized by different departments enrich the academic excellence of the institution.

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

- Initiatives were taken for the introduction of new courses in the college. Application was made to the West Bengal Higher Education Council for permission to start Nutrition as Honours Subject and Statistics as Pass Subject.
- An appeal was placed before the competent authority to start M. Sc. (Zoology and Botany) in distance education under Vidyasagar University. The visiting team from the said University inspected the infrastructural facility and produced a positive report in favour of the college.
- Netaji Subhas Open University has given approval for admission to BDP Courses in three laboratory-based subjects - Botany, Zoology and Mathematics. The IQAC took necessary initiatives to motivate the NSOU, Bankura Study Centre and the departments.
- The Alumni Association was re-organized and encouraged to regularize their activities. On line registration has started and other initiatives have been taken.
- Departments of Zoology, Botany, Mathematics, Physiology, and Geography were made Wi-Fi enabled.

- An amount of Rs 25,350/- has been generated through such consultancy services by the Dept. of Geography. Research scholars have been immensely benefitted through such consultancy services.
- Electrification, plumbing, flooring, etc. have been done in Wesleyan Block.
- Initiatives were taken for the modernization of the newly constructed library. Along with visits to some libraries, a seminar was organized on “Modern Library in the perspective of NAAC”.
- The IQAC took initiatives for research on manuscripts. The Dept. of Bengali organized a workshop entitled “*Puthipath Bisayak Karmasala*” (Workshop on manuscript studies).
- Under the encouragement of the IQAC the Eco-Friend Club undertook different programmes and published bulletins.
- Seminars/ workshops were organized on “Career Advanced Scheme”, “Quality Enhancement and Preparation of Self-Study Report,” “AIDS,” “Mushroom Cultivation & Production,” “Recent trends in Chemical Science,” and “*Anchalikata: Bangla Bhasa o Sahitya*” (Provincialism: Bangla Language & Literature).
- A workshop on film making was conducted by Satyajit Ray Film Institute, Kolkata, involving college students.
- Special lectures were organized on UG and PG Syllabi in the English Department.
- Four Career Counselling programmes were successfully conducted in the college in collaboration with Hinduja Global Solution Ltd., Asia –Pacific Institute of Management and others.
- A Workshop was organized on the topic “Women Health Consciousness” by the Women Cell of the college in collaboration with “Gandhi Vichar Parishad”, Bankura, involving students and teachers.
- *Bangiyo Bigyan Mela* (Science fair) was organized involving students from various schools and colleges of Bankura district with resource persons the IIT-Kharagpur, West Bengal Biodiversity Board, Kolkata, and the University of Burdwan.
- The IQAC took necessary initiatives for filling-up a playground with soil. A project was submitted to the District Magistrate, Bankura, for financial support. A proposal for six-line grass track in one of the playgrounds was submitted to the UGC for financial support. An amount of Rs 2,99,490/- was received from the UGC for the development of Sports Infrastructure.
- The IQAC took all initiatives to motivate the NCC battalion of the college. A number of cadets took part in Republic Day Parade Camp in 2015, New Delhi, Thal Sainik Camp in 2014, New Delhi, State Republic Day Parade in 2015, Kolkata. The Cadets of the college won the Best Drill Championship trophy in the District Level Republic Day Parade Programme in 2015.
- Under the constant inspiration of the IQAC the NSS units achieved considerable success at different levels. The volunteers of the college participated in the West Bengal State NSS Squad in the State’s Republic Day Parade at Kolkata. Few NSS volunteers participated in the NSS State Level Celebrations on “National Integration” held on January 23, at Kolkata. Two of the volunteers successfully completed the adventure camp in the wildness of the Himalaya

- The IQAC encouraged different departments to arrange special lectures with resource persons from abroad. Two Professors from the Wollongong University, Australia, visited the English Department and gave lectures in the department of English. Initial discussion for collaboration with Wollongong University was discussed.

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

- Intensive use of ICT in classroom teaching. The interactive boards (smart boards), projectors (both LCD and OH), lap tops, sound system, different software, large format scanner-cum-plotters, CDs, etc. helped the teachers remarkably in making teaching-learning process very effective.
- Academic exhibition and the activities of the students like students' seminars, debates, group discussions contribute a lot to the maintenance of the academic excellence of the college and also helps the students in opening up themselves through academic as well as aesthetic enterprises.

7.4 Contribution to environmental awareness / protection

Through campus cleaning programmes, rallies, regular activities of Eco-club, etc. environmental awareness is generated and perpetuated. NSS maintains the trees and plants in the campus and carries on propaganda throughout the year for the protection of the environment.

7.5 Whether environmental audit was conducted? Yes No

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

Strengths:

- The college has made a successful progress in introducing new courses (post-graduation/ professional/ career-oriented).
- Foreign collaborations and projects are yet to be developed to a level of satisfaction.
- The college has remarkably developed in respect of teaching-learning with the help of ICT..
- The attendance of the students all through the session is quite satisfactory and encouraging.
- The students perform remarkably well in university examinations and hold a number of ranks or positions.

- A considerable number of students qualify NET/SET every year.
- The teachers have made remarkable progress in researches and publications, and carrying out projects.
- The management is always cooperating with the initiatives taken by the teachers or the non-teaching employees.
- The college can truly boast of the work force and the work culture that have developed through the years.

Weaknesses:

- The college has is yet to develop collaboration with Industries.
- The Alumni Association is yet to come up to the expectation.
- The boarders of different hostels still find a number of difficulties so far the infrastructure is concerned.
- There have not been a satisfactory number of career oriented courses in the college.
- The project of rain water harvesting has not progressed much.

Opportunity:

- Introduction of Professional/Career oriented courses
- Further beautification of the campus
- Regularising a strong Alumni Association
- Full automation of the Office
- Creation of Infrastructure for accommodating new departments
- Production of study materials for the students

Threats/Challenges:

- To keep pace with changing social needs and academic challenges
- Development of Communicative Skill of students in English and proficiency in Computer Fundamentals
- Forming a regular Alumni Association

- Motivating students for professional/career oriented courses
- Regularizing parent-teacher meets
- Implementing professionalism in teaching learning system

8. Plans of institution for next year

- Introduction of PG and UG courses
- Infrastructural development and modernization of the laboratories
- Expansion and extension of Geography and Mathematics laboratories
- Establishment of a language laboratory
- Promotion of manuscript studies
- Purchase of sufficient number of books and journals for the library
- Modernization of the library
- Developing the security system in the main building and the library
- Introducing latest equipments / ICT tools in different departments
- Establishment of a digital classroom
- Activities of the centre for social inclusion
- Community services in the adopted villages, particularly taking care of their education and sanitation
- Arrangements for foreign collaborations and projects
- Extension of the office premises for a better work atmosphere
- Creation of a new toilet complex for students and renovation of the existing girls' common room
- Beautification of the campus

Dr Narugopal Mukherjee

Coordinator, IQAC

Bankura Christian College

Dr Fatik Baran Mandal

Chairperson, IQAC & Principal

Bankura Christian College

BANKURA CHRISTIAN COLLEGE
ACADEMIC CALENDAR FOR THE SESSION 2013-14 (PG & UG)

First Term: July 09, 2014 to September 26, 2014 [80 Days]

Working Days: **65** Days

Class Days: **64** Days

Month	Occasions/ Celebrations/ Other activities
09-07-14	1st Yr. Classes start
14-07-14 to 20-07-14	Tree Plantation Week
29-07-14	Eid-ul-Fitr
11-08-14	2nd Yr. & 3rd Yr. Classes start
15-08-14	Independence Day
16-08-14	Freshers' Welcome
01-09-14	Janmastami
02-09-14	Blood Donation Camp
05-09-14	Teachers' Day
1st week of September, 2014	2nd counselling for admission to 1st Yr.
10-09-14 to 11-09-14	Annual Cultural Competition
20-09-14 to 21-09-14	Annual Social Function
23-09-14	Mahalaya
27-09-14 to 27-10-14	Puja Vacation

Second Term: October 28, 2014 to December 22, 2014 [56 Days]

Working Days: **45** Days

Class Days: **41** Days

28-10-14	Classes resume after Puja Vacation
01-11-14	Jagadhatri Puja
04-11-14	Muharram
06-11-14	Guru Nanak's Birthday
17-11-14 to 18-11-14	Mid Term Examination(For Hons. Students Only)
20-11-14 to 21-11-14	Annual Exhibition
25-11-14	Publication of College Magazine
03-12-14 (Tentative)	Publication of Result of Mid Term Examinations
17-12-14 to 20-12-14	Election Week
23-12-14 to 31-12-14	Christmas Holidays

Third Term: January 01, 2015 to June 30, 2015 [**181** Days]

Working Days: **139** Days

Class Days: **129** Days

01-01-15	New Year Celebration
03-01-15	Classes resume after Christmas Holidays
04-01-15	Fateha-Doaz-Dahum
08-01-15	Annual Sports
2nd Week of January (Tentative)	Final Test of 3rd Yr.
15-01-15 to 16-01-15	Pous Sankranti & Local Festival
23-01-15	Netaji's Birthday
24-01-15 to 25-01-15	Saraswati Puja
26-01-15	Republic Day
2nd Week of February (Tentative)	Final Test of 1st Yr.
17-02-15	Sivaratri
06-03-15 to 07-03-15	Doljatra
1st Week of March (Tentative)	Final Test of 2nd Yr.
03-04-15 to 04-04-15	Good Friday
14-04-15	Charak Puja & Dr. B.R.Ambedkar's Birthday
15-04-15	Bengali New Year's Day
01-05-15	May Day
09-05-15	Rabindra Jayanti
10-05-15 to 05-06-15	Summer Recess
29-06-15	College Foundation Day & Publication of WJR

Analysis of individual teacher wise feedback provided by the students: Academic year 2014-15

Third year students (Academic year 2014-15) have given their feedback during the Part – III Test on 11 different issues covering teachers, office and Library using 5 point-scale. Out of 11 issues, 7 were related to teachers and 4 others related to the library and office. The following issues were addressed by the students in the self administered anonymous questionnaire.

1. Regularity of teacher
2. Punctuality of teacher
3. Substantial coverage of the syllabus by the teacher
4. Detailed explanation for better understanding by the teacher
5. Resourcefulness/ Scholarship of the teacher
6. Assistance beyond class room by the teacher
7. Overall feedback of the teacher
8. Overall feedback of the office staff
9. Satisfaction regarding stock of books in college library
10. Satisfaction regarding availability of books in college library
11. Behaviour / Cooperation of library staff

Students were asked to provide their feedback in respect of the individual teachers of the respective departments. Filled in feedback forms were entered into MS Excel under the supervision of the IQAC members and analysed by the IQAC team members with due precision. The analysis shows the relative position of a teacher on different aspects from the ideal state (100%). An average of the six indicators meant for the teachers was calculated for overall impression of the individual teachers.

After the analysis, the IQAC team along with the Academic Affairs Committee and the TIC of the college met the individual teachers and discussed their performance as assessed by the students. Specific discussions were ensured with the teachers who scored below 80% on their overall feedback. The following teachers fall under that category: 3 teachers of English department, 5 teachers of Bengali department, 1 teacher in Philosophy, 2 teachers of Political Science department, 1 teacher of Sociology department, 3 teachers of Physics department, 5 teachers of Chemistry department and one teacher of Mathematics department. The following table shows the strengths and weaknesses of different departments in terms of various indicators. The top row represents departments and numbers and the parenthesised digit represents total number of teachers in the respective department.

Table 1.1: Department-wise distribution of teachers who scored below 80% in different indicators

Indicators	English (6)	Bengali (6)	Philosophy(3)	Sanskrit(3)	History(1)	Economics(4)	Political Sc(4)
Regularity	2	0	1	0	0	0	3
Punctuality	2	1	1	1	0	0	3
Substantial coverage of the syllabus	3	2	1	0	0	0	1
Detailed explanation for better understanding	3	5	0	1	1	0	1
Resourcefulness/ Scholarship of the teacher	3	4	2	1	0	0	1
Assistance beyond class room	5	6	2	1	0	0	1
Overall feedback of the teacher(Calculated)	3	5	1	0	0	0	2

Table 1.2: Department-wise distribution of teachers who scored below 80% in different indicators

Indicators	Sociology (2)	Geography (4)	Physics (6)	Chem (7)	Math (3)	Zoology (4)	Botany (5)	Electronics(2)
Regularity	1	0	3	3	1	0	0	0
Punctuality	1	0	2	3	2	0	0	0
Substantial coverage of the syllabus	1	0	3	4	1	0	1	0
Detailed explanation for better understanding	1	0	3	5	2	0	1	0
Resourcefulness/Scholarship of the teacher	1	0	4	5	2	0	1	0
Assistance beyond class room	1	0	4	5	1	0	0	0
Overall feedback of the teacher(Calculated)	1	0	3	5	1	0	0	0

The major issues related office and library staffs are as follows,

- There should be more cooperation from office and library staff
- The waiting time for office related work should be minimized