INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle - 3)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF
SHRI ANAND COLLEGE PATHARDI, DIST. AHMEDNAGAR, MS, INDIA
C-41684

Pathardi
414102

(Draft)

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:	SHRI ANAND COLLEGE PATHARDI, DIST. AHMEDNAGAR, MS, INDIA Pathardi Maharashtra 414102
2.Year of Establishment	1991
3.Current Academic Activities at the Institution(Numbers):	
Faculties/Schools:	2
Departments/Centres:	12
Programmes/Course offered:	7
Permanent Faculty Members:	31
Permanent Support Staff:	11
Students:	587
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Minority Jain Institution 2. Self-financing and Grant-in-aid college 3. Semi-urban location
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	Visit Date From : 11-10-2022 Visit Date To : 12-10-2022
6.Composition of Peer Team which undertook the on site visit:	

	Name	Designation & Organisation Name
Chairperson	DR. GOPAL REDDY CH	Vice Chancellor,Mahatma Gandhi University
Member Co-ordinator:	DR. MANJU JAIDKA	Professor,Shoolini University Solan
Member:	DR. PADMA P	FormerPrincipal,SREE SANKARA VIDYAPEETOM COLLEGE
NAAC Co - ordinator:	Dr. Vishnu Mahesh K R	

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrices 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 Metrices(QlM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QlM	**The Institution ensures effective curriculum delivery through a well planned and documented process**
1.1.2 QlM	**The institution adheres to the academic calendar including for the conduct of CIE**
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QlM	**Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum**
1.4	Feedback System

Qualitative analysis of Criterion 1

- The College was established in June 1991. It is permanently affiliated with Savitribai Phule Pune University, Pune, and is approved u/s 2(f) and 12(B) of the UGC act 1956.
- The academic calendar given by the affiliating university is followed by the college.
- The college offers undergraduate education in the faculty of Arts, and undergraduate and post-graduate education in the faculty of Science. It offers six undergraduate and one postgraduate program through twelve departments (five in Science and seven in Arts), and follows the curricula prescribed by the Savitribai Phule Pune University, Pune.
- Additionally, the college has introduced nine value-added/Skill-Based and Career-Oriented Courses. The curriculum for these courses is framed by the college faculties with help from the faculties of other colleges. Some of the faculty members have participated in syllabus-framing workshops and curriculum restructuring activities.
- For effective curriculum delivery, departmental level discussions take place and ICT tools are used by most of the teachers in the classroom. The college also conducts field projects and trips. There is a feedback mechanism from different stakeholders. Feedback is collected and analyzed. The analyzed reports on feedback are available on the college website.
- IQAC conducts seminars/workshops/symposia, guest lectures, faculty orientation programs, etc., for curriculum enrichment and enhancement. Certain cross-cutting issues relevant to Gender, Environment, Human Values, and Professional Ethics are introduced into the curriculum. The same need to be implemented effectively in day-to-day working of the institution.
- Apart from the university curriculum, the college organizes various activities/programs such as 'No Vehicle Day', 'Say No To Plastic', gender sensitivity programs, pre-marriage counseling, etc. through extension activities of the Environmental awareness committee, NSS, Ladies club, etc.

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

Qualitative analysis of Criterion 2

- The College is located in a rural area and caters to the educational needs of the students coming from nearby villages.
- The college has a transparent mechanism related to admission process in compliance with the Government and the University regulations. The average enrolment percentage of the college during the last five years is 83.8%.
- The college follows the reservation policy of the central/state government.
- The institution has the mechanism to identify slow and advanced learners. After identifying slow and advanced learners, the college takes the necessary steps to ensure effective learning. Remedial coaching through bridge courses is provided to slow learners. Advanced learners are motivated to participate in competitions and co-curricular activities.
- The college organizes Field visits, excursions, hands-on training, poster presentations and assignments of project work, etc.
- The students are encouraged to learn independently through career-oriented certificate courses like computer literacy, C language, Soft skill development, tissue culture technology, etc.
- There are ICT-enabled classrooms, relatively well-equipped laboratories, library, and various skill-oriented training programs to carry out the teaching and learning process.
- The mentor-Mentee ratio of the college is 1:20.
- The percentage of teachers recruited against sanctioned posts is 94.48. The average teaching experience of full-time teachers in the college is 17.17 years.
- Students' grievances are addressed at the college and the University level in a time-bound period.
- Continuous assessment of the learning capabilities of the students is carried out through tests, tutorials, seminars, practicals, project work, etc. The methodology, however, may be further streamlined for greater efficiency.

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- A greater awareness regarding Program Outcomes and Course Objectives needs to be created amongst the faculty and shared on the website.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrices(QlM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QlM	**Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge**
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QlM	**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.**
3.5	Collaboration

Qualitative analysis of Criterion 3

- The college has received Rs. 90, 00,000/- under DST-FIST Scheme for college at '0' level (FIST program-2015).
- Three research projects are funded by various government funding agencies such as the Department of Science and Technology (DST), University Grants Commission (UGC), Science and Engineering Research Board (SERB) including minor/major research projects that have been completed/ongoing. Some of the small projects are also funded by the affiliating university.
- Seventeen full-time faculty members have been awarded Ph.D. degree. Eight faculty members are recognized as research guides by the Savitribai Phule Pune University, Pune and six students have registered for a Ph.D. degree, under their guidance. During the last five years, the faculties have published 79 research papers in the UGC notified journals, research papers are also published in the proceedings of seminars/conferences, and some books/chapters are also published with various reputed publications.
- The college has organized Seminars/Conferences/ Workshops.
- The college has NSS, Board of Student Development, Ladies club that conduct extension activities in the neighborhood community, and help in the overall development of the students.
- The college has conducted extension and outreach programs in collaboration with various stakeholders of the society. The college has active participation in Swachh Bharat Abhiyan, Women's Health Awareness, Rallies on Social Issues, AIDS Awareness, Street-plays, Tree Plantation, Blood Donation Camps, Gender Issues, etc.
- The college collaborates with nearby colleges for the purpose of research, field trips, etc.
- The college takes its students out on educational field trips.

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

Qualitative analysis of Criterion 4

- The college campus is spread across five acres of green campus, which includes nine classrooms, eleven laboratories, a research lab, a computer lab, an auditorium, two hostels, a gymkhana, a guest house, and a botanical garden.
- In addition to this, the college has adequate facilities for administrative work, sports, games, and cultural activities. The Sports department is active and students take part in a number of physical activities. A 400 meters running track is developed in the college premises.
- The college library is partially automated through Integrated Library Management System with e-Library Manager Software. The college central library has membership of INFLIBNET consortia and subscription of N-list for access to e-resources.
- The average annual expenditure was Rs. 1.26 lakhs to purchase books, journals, and e-journals in the last five years.
- Further automation of the library is advised and the college may subscribe to e-resources and knowledge portals.
- The college campus is equipped with a Wi-Fi facility. The student–computer ratio is about 15:1 with 39 computers among all the departments having FTTH 100 MBPS internet connectivity. The college has upgraded its internet connection bandwidth from 10 Mbps to 100 Mbps.
- Average budgetary provision of Rs. 29.3 lakhs were made during the last five years for infrastructure augmentation.
- RO Water is available for students and faculty.
- All classrooms are equipped with LCD projectors and each lab has a smart TV.
- Parking facilities have been provided.

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Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrices(QlM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QlM	**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)**
5.4	Alumni Engagement
5.4.1 QlM	**There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services**

Qualitative analysis of Criterion 5

- Students support methods in the college are functional and effective, such as Career counseling, Competitive Exam Cell, and Grievance redressal cell.
- The students also get the benefit from Government scholarships and from non-government schemes.
- The institution has taken initiatives to build skills enhancement initiatives like Soft skills, language and communication skills, Life Skills, and ICT.
- The institution has a transparent mechanism for redressal of student grievances such as sexual harassment and ragging instances. The college has implemented statutory/ regulatory body norms and built an offline complaints submission process.
- The institution seeks to ensure that students continue to progress to higher education.
- Faculty members encourage students to participate in social, cultural, and outreach activities in accordance with the college vision and goal.
- Select students with remarkable accomplishments in sports and cultural activities.are further encouraged with prizes/medals
- The administration and management of the college encourage participation of the students in decision-making bodies such as the CDC, IQAC, Student grievances, Gymkhana, NSS, and cultural committees by including them in decision-making bodies.
- Students have been participating in sports and cultural events/ competitions.
- The alumni meets are arranged on a regular basis. However the alumni association needs to be registered and formally stuctured for the greater good of the institution.

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

Qualitative analysis of Criterion 6
• The College Development Committee (CDC) governs Shri Anand College, Pathardi. It is the college governing body that defines the policies and executes developmental activities by defining values and a participatory decision-making process that is aligned with the vision and mission of the college in order to promote institutional progress. • The institution believes in democratic decentralized and participative governance. The Management, Principal, CDC, IQAC, and the faculty play a vital role in the designing and implementation of its quality policies in teaching, learning, research, and extension activities through collaboration and participative governance. • As a post-accreditation measure, the college has followed a perspective plan for NAAC cycle 3. The college has upgraded its administrative and academic facilities for students and staff. • The college has an effective mechanism for appraisal of the staff.

- The College has, to some extent, introduced e-governance in administration, finance, accounts, student admissions, and examinations.
- The employees have welfare schemes adopted by the university/ government for the staff such as Loan Facility, Medical bill reimbursement, GPF and DCPS, Medical and maternity leaves, etc.
- Study leave and financial support are granted to the faculty for attending seminars, workshops, and conferences.
- The college organizes professional development /administrative training programs for teaching and non-teaching staff.
- The college encourages the faculty to participate in Refresher, Orientation, and Faculty Development Programs to upgrade their academic development.
- The accounts are audited regularly by internal and external auditors.
- The institution has a well-defined strategy for the mobilization of funds and optimal utilization of resources.
- IQAC undertakes quality sustenance and quality enhancement measures.
- The institution may give greater visibility and powers to women employees. Considering that it has a majority of women students, more female teachers may be hired who would serve as role-models.
- Faculty appointed against un-aided posts need a salary correction to ensure greater work satisfaction.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrices(QlM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QlM	**Measures initiated by the Institution for the promotion of gender equity during the last five years.**
7.1.3 QlM	**Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)** • **Solid waste management** • **Liquid waste management** • **Biomedical waste management** • **E-waste management** • **Waste recycling system** • **Hazardous chemicals and radioactive waste management**
7.1.8 QlM	**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).**
7.1.9 QlM	**Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).**
7.1.11 QlM	**Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).**
7.2	Best Practices
7.2.1 QlM	**Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.**
7.3	Institutional Distinctiveness
7.3.1 QlM	**Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words**

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Qualitative analysis of Criterion 7

- The college organizes gender equity programs on a yearly basis, with a focus on women's empowerment. A range of events are organized, including lectures on Women's Rights and Sexual Assault, Mental and Physical Health, Blood Group Detection and Hemoglobin Check-Up Camps, Personality Development Workshops, and Capacity Building Trainings.
- With security guards and CCTV surveillance, the campus is fully secure.
- A separate common room facility is available on campus for girls. However, this facility may be improved.
- The guidance cell offers career and personal counseling to help students succeed in both their careers and academics. There is also an anti-sexual harrassment cell. However, no case has ever been reported.
- The college enforces a code of conduct for the Principal, teaching and non-teaching staff, and students. This needs to be displayed prominently on the campus.
- The college conducts a green audit and an energy audit as a part of its ongoing efforts to make the campus and society more environmentally friendly. To accomplish these objectives tree-plantation activities, Eco-friendly Ganpati Making Workshops, Awareness rallies, and Cleanliness drives are organized.
- The College observes 'No Vehicle Day' on the 4th Saturday of every month.
- The college has installed LED bulbs/ tubes for the conservation of energy.
- The National Service Scheme (NSS) unit of the college has been continuously working for the protection of the environment and preservation of the eco-systems. The college undertakes various extension activities in the neighborhood community through this scheme.
- The college believes in promoting the equality of all cultures and traditions, as seen by the fact that students from all castes, faiths, and regions learn together without discrimination.
- National/International commemorative days, various national festivals, and events are regularly celebrated and observed.
- The college organizes various activities like Swachh Bharat Abhiyaan, Women's day, Workshops, Voter awareness program, Blood donation camps for the promotion of universal values, human values, and national integration.
- The college is committed to implementing best practices, such as encouraging teachers and students to participate in research and promoting health awareness.
- The college acquired Google workspace (G-Suite) for education, which provided a secure platform for digital learning at the college.
- Policies related to the management of water may be clearly defined and stated prominently on campus.
- Two best practices need to be highlighted clearly and promoted.

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

Overall Analysis

Strength:

- Minority College provides higher education to rural students.
- Research Centre is active and with research competitions like Avishkar, students also are engaged in research.
- The college has received Rs. Ninety Lakh (90, 00000) as a research grant from DST-FIST.

- Faculty has been participating in national and international seminars and conferences as well as publishing in recognized journals.
- Adequate infrastructure facility exists on campus.
- The faculty is well qualified. The management encourages them to pursue research.
- Participation of Students in co-curricular and extra-curricular activities is encouraged.
- Regular remedial coaching is provided to the weaker sections of students.
- Students' participate in University Games.
- ICT enabled teaching-learning is in practice.
- Students get positions in the university Merit-List in various examinations.
- Faculty members are involved in Paper Publication in National/International conferences and Journals.

Weaknesses:

- Insufficient funds from the State Govt. for recurring and maintenance expenses.
- The generation of funds has been limited to self-financing courses.
- There is a large number of management-paid teaching staff, on a far lower salary than others.
- The college is located in a non-Industrial zone rural area, so there is a lack of Academic / Industrial collaboration.
- Less number of programs conducted, Lack of collaboration with reputed institutions.
- Socio-Economic background of the students poses difficulties.
- Limited consultancy.
- Partial office automation.

Opportunities:

- There is a scope for offering new courses, skill-based and value-added courses.
- The number of applications for admission in the college is increasing every year. This is a positive sign for the improvement of the financial position of the institution.
- Development of overall personality of the students may be focused on to prepare them for new challenges.
- Strengthening of sports and collaborative activities.
- Encouragement may be given to the faculty for more research activities.
- Activities related to social commitment may lead to greater interactions with GO's and NGO's
- Opportunities exist to create awareness amongst illiterate rural people for education.
- There are opportunities to create efficient, well-cultured human beings, administrators, politicians, and powerful youth.

Challenges:

- The government policy of non-grant basis in Higher Education is a serious challenge.
- The limited financial sources may hamper the growth of non-grant programs.
- It is a challenge to attract meriitorious students in a rural setting..
- Change in Government policies like the rising cost of education hinders the growth of the institution.
- Interactions with Alumni and Parents needs to be further strengthened.
- The institution is unable to face or compete with private or foreign universities.

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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)

- The college may explore further avenues for generating finances.

- Collaboration with other institutions in research projects is advised.

- More UG and PG programmes may be added along with English Proficiency courses.

- Parent Teacher Association and Alumni Associations may be strengthened.

- Outreach activities may be improved.

- Greater representation and participation of women students and faculty is desired.

- Women-oriented vocational courses and hobby classes may be held on regular basis.

- Salary structures of non-aided faculty may be corrected.

- Cleanliness and maintenance of buildings needs to be focused on.

- Outdoor seating arrangements for students, more classrooms, canteen facilities, E-Resources in the library, more sports facilities, etc, may be provided.

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

Signature of the Head of the Institution

Principal
Shri Anand College, Pathardi
Tal. Pathardi, Dist. A'nagar

Seal of the Institution

Sl.No	Name		Signature with date
1	GOPAL REDDY CH	Chairperson	*(signature)* 12-10-22
2	MANJU JAIDKA	Member Co - ordinator	*(signature)* 12/10/22
3	PADMA P	Member	*(signature)* 12/10/2022
4	Dr. Vishnu Mahesh K R	NAAC Co - ordinator	

Place

Date