



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

Accreditation - (Cycle - 1)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
AKUI KAMALABALA WOMEN'S COLLEGE
C-55945**

**BANKURA
West Bengal
722201**

**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:	AKUI KAMALABALA WOMEN'S COLLEGE BANKURA West Bengal 722201	
2.Year of Establishment	2015	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	1	
Departments/Centres:	6	
Programmes/Course offered:	6	
Permanent Faculty Members:	12	
Permanent Support Staff:	0	
Students:	163	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Providing womens education in remote rural area 2. First generation learners 3. Focus on Confidence building and women empowerment	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 07-10-2024 To : 08-10-2024	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. KISHORI NAYAK K	Vice Chancellor(in-charge),Mangalore University
Member Co-ordinator:	DR. POONAM BAWA	FormerDirector,JAI NARAIN VYAS UNIVERSITY
Member:	DR. ANURADHA KISHOR RANADE	FormerPrincipal,DSPMS KVPENDHARKAR COLLEGE OF ARTS SCIENCE COMMERCE
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	The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	<i>Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum</i>
1.4	Feedback System

Qualitative analysis of Criterion 1

Akui Kamlabala Women's College is a grant in aid institution affiliated to University of Bankura, West Bengal and follows the syllabus of Bankura University. The classes are distributed to the teachers as per time table.

A teacher's council with Principal as Head prepares the academic calendar in accordance with the University examination schedule and holidays. ICT tools are used in teaching learning process. For academic interaction between the students and teachers a what's-App group is formed. Continuous Internal assessment of the students is done through written examination, project work, viva voce and home assignments. The learning ability of the students is tested through surprise class tests. To enhance the oratory and communication skills of the students Seminars are conducted on regular basis.

Slow learners are identified and a system of mentor- mentee is adopted by the institution. Recommendations of NEP 2020 is followed as directions of University of Bankura and Higher Education Department of West Bengal. The faculty participates in Faculty enrichment program.

The institution focusses on inculcating human values like honesty, integrity, compassion and tolerance etc in the students to make them good human beings and enlighten citizens of India.

Cross cutting issues like gender equality, caste discrimination environmental sustainability all are incorporated in curriculum and are discussed in Indian context for sensitization and awareness. Students are trained in high morals, discipline and ethics etc. through various academic and extension activities

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Student Teacher Ratio
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT-enabled tools including online resources for effective teaching and learning process
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	<i>Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website</i>
2.6.2 QIM	<i>Attainment of POs and COs are evaluated.</i> Explain with evidence in a maximum of 500 words
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

Admission process in the college is executed as per the policy of the government and seats are offered to students from the diverse backgrounds. The college being in the rural area admits only women students of the locality and in periphery. However, total number of admissions are very less in comparison of the sanctioned strength.

The college filled 31% seats in 2022-23 cycle of admissions and it is 32.5% in earlier academic year. The number of students enrolled in the college has declined after Covid-19.

To impart the knowledge, student centric methods are implemented. In order to enhance learning experiences, the faculty members focus on experiential learning, participative learning and problem- solving methodologies. The College has a basic ICT infrastructure. To some extent teaching is supplemented by ICT enabled tools. Social media is widely used for communication. Groups for every class are formed on social media for better communication and accessibility of teachers and the students.

The college follows the university syllabi. The university norms relating to Program-wise/course-wise examination patterns are communicated to the students through the Academic Calendar. The affiliating University provides with the hard and soft copies of syllabi and learning outcomes are available in the departments for ready reference to the teachers and students. Soft copies of the curriculum and learning outcomes are uploaded in the college website. Evaluation of internal assessment tests in the form of class tests/assignments/classroom seminars / project work evaluation etc. is done by the teachers of respective departments.

Syllabi is designed by the affiliating University in which the Programme Outcomes, Programme Specific Outcomes and Course Outcomes of all disciplines are stated. The teachers are responsible of giving input to the students related to the defined POs, PSOs and COs of syllabus.

Teachers conduct internal class tests and give assignments to assess the learning levels of the students from

time to time. Statements of result are prepared and the same is communicated to the students. Based on these results, the program outcomes, Program specific outcome and course outcomes are analysed by the concerned faculty/ department or at meeting headed by the principal.

Slow and advanced learners are identified through Internal assessments, Mentor- Mentee group interactions. To assist the slow learners counselling and extra coaching is provided and the advanced learners are motivated to undertake projects to work on. They are motivated to start preparations for the competitive exams.

Student-Teacher ratio is 16.36. Average passing percentage is 68%. The college has a Grievance and Redressal Committee. It adopts a transparent and time-bound mechanism for resolving grievances or problems of the students. The committee conducts its meeting to discuss and deal with various grievances registered by the students.

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	Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.
3.4.2 QIM	Awards and recognitions received for extension activities from government / government recognised bodies
3.5	Collaboration

Qualitative analysis of Criterion 3

The institution has not received any financial grant from any Government or non-Government agency for research and research projects. However, two Faculty members are registered as Ph.D. supervisors. Faculty members attend conferences and Seminars to enhance and upgrade their academic and research knowledge. The faculty has published 41 Research papers and 42 chapters in different books.

To nurture and preserve the cultural ethos, awareness is generated amongst students by study of the contribution of Bengali icons in the Bengali (Regional) Renaissance. The medium of instruction is English and Bengali. Students have the option to study Sanskrit as Language. The Department of History publishes a wall magazine to promote rich heritage of Indian culture.

Due to financial crunch, the institution cannot extend financial support to the faculty for their research and faculty enrichment programmes but encourages them for research and publication by providing flexibility as and when required. Faculty members have attended a number of seminars, workshops and published research papers.

The faculty members take initiatives to generate awareness regarding importance of education, girl child

education and gender equality among the marginalized society of the area. The various departments of the college undertake outreach programs.

The college do not have any NSS unit, but the institution organizes extension activity to disseminate information on health, social and environmental issues. Teachers and students jointly launched a campaign on ‘Save the Girl Child, educate the girl child’, a Tree plantation campaign, a Dengue awareness program and program on road safety rules.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)

4.1	Physical Facilities
4.1.1 QIM	<p>The Institution has adequate infrastructure and other facilities for,</p> <ul style="list-style-type: none"> • teaching – learning, viz., classrooms, laboratories, computing equipment etc • ICT – enabled facilities such as smart class, LMS etc. <p>Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)</p>
4.2	Library as a Learning Resource
4.2.1 QIM	<i>Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students</i>
4.3	IT Infrastructure
4.3.1 QIM	<p>Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection</p> <p><i>Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words</i></p>
4.4	Maintenance of Campus Infrastructure

Qualitative analysis of Criterion 4

The building of the college is still under construction at Akui Kamalabala Women’s College. There is a partially constructed boundary wall with a main entrance. As it is a newly established institution there are four classrooms, Principal’s room, Staff room, and office spaces. One Classroom is ICT-enabled with projectors and smart board. Classrooms are also used for tutorials after regular classes for weaker students. Internet connectivity is available in all the classrooms, Principal’s chamber and office.

The college library is set up in a small room with just 215 books it has one desktop with internet for the use of students as well as teachers. It is looked after by 2 staff members as there is no permanent Qualified librarian The teachers of all departments take initiative to download the PDF forms of books, study material from various universities along with e-journal, YouTube links based on lectures by eminent Professors etc. are collected and stored in the desktop used by students. These books and other study materials are shared with the students when needed.

All kinds of office work of the college including accounts, auditing, students’ admission, sending their data to the university for registration-cum-enrolment, on-line classes, examination, evaluation of answer scripts and sending of marks to the university are conducted digitally using desktop. Salary billing of the staff is done

through HRMS (Govt. of West Bengal) portal etc. At present the college has wi-fi connection of 50 Mbps which can be used by teachers as well as students. There is one internet line (BSNL) with total 512 kbps bandwidth speed and a private city cable connection. There are two routers.

The college has installed a water cooler at the college premise for supply of pure and cold drinking water and a solar project for reducing the electricity consumption

With a campus area of approximately 5 acres, it has ample space to arrange sports and other activities. However, no proper ground is developed. Some sports equipments are available like Football, skipping ropes, chessboard, ludo board, discus ring, shot put ball etc.

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
5.4	Alumni Engagement
5.4.1 QIM	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

Akui Kamalabala Women's College recognizes the need for Alumni engagement in the overall development of the college. The institution as a whole and the Departments in particular try to keep in touch with its alumni. A separate WhatsApp group has been opened to maintain regular contact with the former students of the institution. Data, regarding the ex-students' progress to higher education, job employment, or any other achievement, are diligently collected. However, there is no registered alumni in the institution. That said, the institution gives immense priority to its Alumni and an Alumni Feedback system has been introduced from Session-2022-2023. All efforts are being made to register the Alumni Association. The Governing Body of the college is taking initiative to register the existing Alumni at its earliest. The alumni share their valuable experiences regarding the academic and allied matters with the existing students on various occasions of the college. A good number of alumni and parents were present during the interaction with the peer team.

The college has collected and documented the feedback of the Alumni, analyzed it and action has been taken.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	<i>The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.</i>
6.2	Strategy Development and Deployment
6.2.1 QIM	<i>The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc</i>
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Qualitative analysis of Criterion 6

College is administered by the Governing Body (GB) and has three teacher representatives. The administration is the responsibility of the Principal. He is assisted by Departmental Heads, the IQAC Coordinator, the Teachers' Council Secretary and others. Various committees are headed by the principal that regulate the functioning of the college.

Service rules and procedures are guided by the Bankura University Statutes, the Constitution of the college and the rules of the State Government. The broad policies of the College are based on the policies of affiliating University. However, the institution has its own policies in place, wherever required.

The academic policies are resolved on consultation with the Teachers' council with due approval of the Governing Body of the college. Students feedback is used in execution of the strategic plans. The different committees meet often and take decisions and actions for smooth functioning of the college.

The College follows the Roster sanctioned by the Government of West Bengal. The recruitment process is guided by the rules of College Service Commission, WB. The promotion of the teachers takes place as per CAS scheme. Academic leave is provided to teachers for attending workshops/ conferences/seminars. However, the Appraisal system for the teaching and non-teaching staff members need to be formalised.

Due to the challenging circumstances created by Covid-induced lockdown, the institution strategically shifted all the academic and administrative activities to online mode.

Some staff welfare measures are adopted by the institution like Provident fund, Earned Leave, Child Care

Leave, Maternity Leave, Leave for OP/RC etc as per the Government guidelines.

Institution conducts internal audit regularly. It is done every year by a Chartered Accountant appointed by the management/ Government. The external audit is conducted by the Finance Department, Govt. of West Bengal. The accounts of the College are audited regularly as per the Government rules.

The college gets funding from the Higher Education Department (W.B). Attempts have been made to augment funds from other funding agencies for its development. Utilization of resources is monitored by the Governing Body to which proposals are submitted for approval. The received grants are mobilized by abiding with the Government norms and are utilized after approval by the concerning committees and the Governing Body of the college.

The institution has proactive IQAC. All quality control measures of IQAC are initiated and implemented by the teacher members. It conducts meetings regularly; frames plan of action and suggests measures for enhancing quality in education. IQAC reviews the teaching learning process regularly.

Recently college has introduced the Mentor-Mentee system for the students and feedback system. Feedback from all stakeholders' viz. students, teachers, parents and alumni have been collected and analysed.

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	Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. <i>Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words</i>
7.1.4 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)
7.2	Best Practices
7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7

The college has an internal complaints committee in accordance with the Vishakha guidelines. Students and teachers are sensitized on gender issues. College has conducted gender audit for the last five years. The students are provided with identity cards teachers and staff of the college. The college ensures a free, healthy and equitable environment on the campus.

The college has constituted various committees. It has anti ragging Committee, Grievance Redressal Cell and Grievance Redressal Box where the students and teachers can register their complaints. The college provides sufficient washrooms for its staff and students.

Internal Complaints Committee is formed in accordance with Vishakaha Guidelines. Various initiatives have taken by the college to sensitize the students and teachers on gender issues. The college has conducted the gender Audit of last 5 years to promote gender equity.

The college offers an inclusive and cohesive environment. It is an eco- friendly campus with solar panels for low consumption of electricity. The institution has a Ramp and a Wheel Chair to support the physically challenged students.

The college has rudimentary arrangement for Rain water harvesting. The rainwater collected in the terrace, is stored in a pond through the pipeline.

Best Practices:

1. Atmavishwas (Confidence building of students): The institution puts efforts to instill self confidence in the students through various programmes and activities.

2)Distribution of sanitary napkins to students on nominal Price. The institution claims another best practice i.e. distribution of sanitary napkins to students on nominal price. Since the college is women’s college in the Rural set up, is financially backward, this facility is utilised by students.

The students jointly celebrate Saraswati Pooja, Dhol Utsav, Independence Day, Republic Day, Birthday of National Heroes. The institution also provides financial support to local people for celebrating local festival such as *Durga Pooja, Gajan, Sahela* and others and has thus established a good relationship with the local community.

Institutional distinctiveness: The college has been focusing on empowering of women through education. The teachers are highly motivated and involve themselves in the latest pedagogical methods including online teaching and use of online resources in teaching. They impose discipline with the time line and general rules of conduct are reinforced. Opportunities are created for participation in social outreach programmes in the neighbourhood. The Mentor- Mentee system has enabled students to develop themselves to the fullest extent possible and has thus enabling the students for all round development.

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

Overall Analysis

Strength:

- Motivated and devoted faculty, some are research oriented having research publications.
- Promoting women education in rural area including the First-generation learners.
- Sufficient land available for expansion of infrastructure including sports ground.
- Emphasis on extension activities generating awareness on gender equality, girl child education and environmental issues in the area of village Akui.
- Institutional efforts towards career counselling, introduction of Certified spoken English course and establishment of various cells to ensure student’s security.
- Providing exposure to the girl students through excursions and site visits.

Weaknesses:

- Insufficient number of classrooms and faculty members.
- Library facilities are insufficient particularly due to less number of books and lack of the librarian.
- There is no healthcare unit in college
- No adequate funds are available for the institutional development.
- No registered Alumni association and Parent Teachers Association. is yet to be registered.
- No proper playground owing to absence of fund

Opportunities:

- Raising sufficient funds from external agencies the development of infrastructure.
- The institution has potential for introducing commerce-based disciplines, and courses on skill-management.
- To introduce more career-oriented courses for empowering female students.
- Augmenting financial support from local authority for its development.

Challenges:

- College is located in underdeveloped area.
- Increasing the intake capacity due to the rural scenario and traditional mentality of parents and dealing with traditional gender norms and overcoming stereotypes.
- Since many students are first generation learners, sometimes it is difficult to get the students to complete their graduation courses and pursue higher education.
- Motivating the students to be self-employed in order to reach the goal of women empowerment.
- Head Quarters is located far away, almost 100 kms. Distance between Bankura University and the college makes proper connection hazardous.

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)

- 1. Focus on increasing intake capacity
- 2. Complete the delayed construction of building at the earliest.
- 3. More computer systems to be installed for the use of students and staff.
- 4. Broadband connectivity to be enhanced up to at least 100 Mbps
- 5. Library to be established properly and a qualified full-time librarian to be appointed.
- 6. Start courses in Management, streams and start more value- added courses. Need to maintain cleanliness in washrooms and other facilities
- 7. Establish the registered Alumni association and a Parent- Teacher's Association.
- 8. Start more value-added certificate courses such as journalistic writing
- 9. Appointment of required faculty for each subject and non- teaching staff for the maintenance of infrastructure.
- Start courses in Management, Commerce

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. KISHORI NAYAK K	Chairperson	
2	DR. POONAM BAWA	Member Co-ordinator	
3	DR. ANURADHA KISHOR RANADE	Member	
4	Dr. Ruchi Tripathi	NAAC Co - ordinator	

Place

Date