

**Draft Report**  
**Of The Peer Team On**  
**Institutional Accreditation Of**

**ST. ANTHONY'S COLLEGE**

Shillong – 793001  
Meghalaya

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**NAAC**

National Assessment and Accreditation Council  
Bangalore

# Draft Report Of The Peer Team On Institutional Accreditation Of St. Anthony's College, Shillong

## Section I: Introduction

St. Anthony's College, Shillong, was established by the Salesians of Don Bosco in 1934 in the pre-independence days when higher education was confined to the upper strata of the Society. The aim of the missionaries was to bring quality education at the college level within reach of the common man. The college had a modest beginning in terms of today's aspirations. Nevertheless, it was one of the few colleges in eastern India under British rule that taught science. After independence, the college responded to the needs and demands of society and expanded into new spheres of academic activity to its present size and status. The authorities of the college have ventured into new faculties and introduced new subjects.

The College started as an affiliated college under Calcutta University. It was subsequently affiliated first to Guwahati and subsequently to the North Eastern Hill University with headquarters in Shillong. The college was recognised by UGC in July 1958 under the UGC Acts 2f and 12B and has since been receiving UGC grants. The College is managed by a Governing Body with the Provincial of the Salesian Province of Guwahati as the President and the Principal as the Secretary. The College enjoys grant-in-aid from the Meghalaya Government and is recognised as an institution established by a Religious Minority. At the door of the new century, St. Anthony's College is one of the leading colleges not only of Meghalaya, but also in the north-east states, which is borne out by the fact that nearly 20% of its students are from other states.

The College desired to get its performance assessed by an appropriate external agency and applied to the National Assessment and Accreditation Council in June 2000. The Council formed a peer team to visit and assess the College with Dr. P. K. Chaudhuri, Member Secretary, West Bengal State Council of Higher Education as its Chairman, Dr. J. K. Mohapatra, former Director, College Development Council, Berhampore University and Sr. Tina Farias, Principal, Loreto College, Calcutta, as its members. The team was assisted by Dr Latha Pillai, Deputy Adviser and Dr M.S.Shyamasundar, Assistant Adviser, NAAC in the process of assessment the peer team visited the College from 7<sup>th</sup>. to 9<sup>th</sup>. September, 2000. During these days, the team went round the entire campus of the College, visited the administrative and academic buildings, the library, laboratories and various facilities within the campus. The peer team interacted with the members of the Governing Body, the Principal, academic and administrative staff and a group of students. The team also had the opportunity of meeting groups of parents of the students and alumni, who rendered valuable assistance to the peer team by offering their comments on the functioning of the institution and suggestions for its improvement.

The College offers a wide choice of undergraduate courses. It is not autonomous but has plans to seek autonomy in near future. In addition to 24 undergraduate programs under the affiliation of NEHU, it runs 12 certificate and diploma courses including a post-graduate diploma course. It has ten departments in the Science Faculty, eleven in the Arts and one each in the Faculties of Commerce and Business Administration. There are 102 teachers, for a little over 1800 students resulting in a healthy 18:1 teacher-student ratio. A fourth of the teachers and about one-thirds of the students are women. There are 37 members of technical and 12 members of administrative staff to run the library, the laboratories and the college office.

Shillong is known for its beauty and is a tourist attraction. The College has a beautiful, neat and well-maintained campus in the heart of the town. The large campus is maintained with meticulous care. It has four large academic and administrative buildings, staff quarters, field laboratories, a students' hostel and various facilities.

Teachers of the College are encouraged to do research and attend seminars and symposia. Nearly half of the teachers are engaged in research. Students and teachers of the College undertake extension activities in many areas and the College encourages them to do so through award of certificates.

The College has linkages with many Government and non-Governmental organisations, academic bodies, hospitals. Some of these organizations collaborate with the college in extension activities. Many of them have funded research activities at the College.

## **Section II: Criterion-wise Report**

### **Criterion I: Curricular Aspects**

The College offers a large variety of programmes. The subjects in conventional degree courses are offered at two levels, Pass and Honours. In BA, there are two languages, English and the state language Khasi offered at honours level. Five other subjects including Mass Communication and Video Production are offered at this level. In B.Sc., there are eleven subjects taught at honours level. Among these, Pisciculture, Computer Science, Biotechnology and Biochemistry are recent introductions. There are similarly three honours options in B.Com. including Computer Science. There is an Honours level Bachelor's degree Program in Business Administration. In addition, there are short term and self-financing diploma and certificate courses on Computer Applications. Many of the courses are vocational in nature and have been formulated with job opportunities and avenues of self-employment in view. Faculty members of the College framed syllabuses of the newly introduced subjects and the University put its seal of approval. They are unitised and modular in structure. Among the non-core optional subjects, there are nine subjects including Hindi, Bengali, Nepali and Mizo among languages, Desktop Publishing and Multimedia and Man & Environment. Task compatibility of the programmes with the goals and objectives of the College centred on the empowerment of the students through academic and professional development is amply evident.

The College has been a pioneer in introducing an interdisciplinary and multidisciplinary approach to teaching. There are several options for interdisciplinary programmes. The introduction of new courses reflects the goal of the College to initiate innovation and unique programmes which meet local needs as well as those further afield. Such short term skill – based courses are medical transcription, diagnostic technology, public speaking, performing arts, creative writing and photography. The syllabi for the courses are modular and unitized.

They have initiated revision of syllabi and indeed created syllabi for new applied courses – and to a large extent St Anthony's is the only College in the North East offering such professional disciplines. Apart from the University Courses – the College offers special classes to prepare students for competitive examinations and Joint Entrance Examinations in the country.

### **Criterion II: Teaching-learning and Evaluation**

The College does not feel it is mandatory to judge a students' knowledge and aptitude before admissions for the more conventional programmes. It has entrance tests for the newly introduced career-oriented courses like Pisciculture, Biotechnology, Mass media and Geology. All applicants for graduate courses have personal interviews with the Principal. Monthly tests are conducted and there is a system of continuous assessment which counts towards the result of the College examinations. Details of evaluations are communicated to the students.

The number of enrichment courses offered in the Departments of Computer Science, Mass Media and English are commendable as are the incentives for advanced learners to work ahead of the rest. A Cyber Club held by Computer Science students for other students to impart Computer literacy is a praiseworthy venture. There are courses in photography, theatre, music, journalism.

The teaching staff have an organised unitized schedule to complete the syllabi. These are regularly reviewed and restructured. The lecture methods of teaching is supplemented by the use of audio visual aids, projects, seminars, field trips and other

practical supplementary aids. A Mass Media Department produces necessary teaching aids.

Teaching plans including time-schedules are prepared by academic departments before the beginning of each session. Some departments display the weekly teaching plans on their notice boards for the benefit of students. The Principal meets Heads of Departments to ensure that syllabi are adequately covered.

The College conducts assessment of the students at regular intervals, through class tests, seminars and assignments. However, no student is rejected on the basis of results of these tests. The monthly tests carry 40% of the total marks while the term end examinations carry the other 60% of marks. Details of the evaluation methods and schedules are communicated to the students through prospectus and notices.

The Principal meets all newcomers on the Orientation Day and explains the academic programmes. The College has a website where information on these programmes is available.

Several enrichment courses are offered to the students. Computer Science students run computer application courses for other regular students for a small fee. The Computer Science Department offers Certificate and Diploma courses on software applications where regular students as well as outsiders can enroll. There are occasional courses on photography, theatre and music, journalism etc. and there is a regular theatre group in which both students and staff members participate.

Teachers are recruited according to UGC norms of qualification and State Government rules. The College is liberal in recruiting teachers from outside in the sense that only one-sixth of the teachers recruited in the last two years are from the same institution and half of them are from other States. No new post has been created in the College for the last eleven years due to a moratorium by the State Government. The College has identified excess posts in existing departments and converted them into posts in other subjects in order to be able to recruit staff for new departments. Some teachers have been recruited on ad-hoc basis for running the computer courses

and the other newly introduced courses on Biochemistry, Biotechnology, Mass Media and Business Administration. The College pays their salaries out of students' fees and funds received from Govt. departments and other agencies.

The workload of the teachers is 15-18 hours per week for classroom teaching, which is within the UGC norm. Other than four teachers in the departments of Mass Communication, Business Administration etc., all are whole-timers. There is no self-appraisal by the teachers at present. The College has discarded the UGC format of self-appraisal and is yet to frame its own. There is a system of annual appraisal of the performance of teachers by the respective Heads of Departments. The College encourages participation of teachers in orientation programmes and refresher courses to increase their professional competence. It organizes its own Staff Development Programme from time to time, consisting of seminars and almost all teachers participate in them.

### **Criterion III: Research, Consultancy and Extension**

The College has developed a research culture among its teachers. About a third of the teachers are holders of Ph.D. degrees. Nearly half of the teachers are actively engaged in research and there are as many as 77 ongoing research projects. The total outlay of these projects is more than Rs. 30 lakh. Many teachers have part-time research scholars working under them. The College provides financial assistance to teachers for research. Some teachers of science departments have gone abroad on study leave. Some B.Sc. students have been involved in research supported by the State Council of Science, Technology and Environment. For some others, research projects form part of the curriculum. The ambience of research in St Anthony's College is evident both in the publication of books and of papers by the staff and the research projects undertaken by the students.

The College has received research grants from different departments of the Government of Meghalaya and the Government of India, UGC, All India Association for Christian Higher Education (AIACHE) and United Board of Christian Higher Education in Asia (UBCHEA) to the tune of almost one crore.

Extension programmes undertaken by the College cover a wide range of activities. The College has worked in programmes related to health and hygiene, spread of literacy and environmental awareness. It has collaborated with the Department of Forests, Govt. of Meghalaya, and a number of Non-Govt. Organisations like the Bosco Reach Out, Nazareth Hospital of Shillong, ICAR and the International Fund for Agricultural Research (IFAD). The students participate in Pulse Polio Immunization Programme, Blood Donation Camps, AIDS awareness programmes and Health Camps in villages. The college has adopted a village in the neighbourhood under its NSS activity.

Some academic departments of the College have their own extension programmes. The Pisciculture Department trains farmers in fishery development and distributes fish fingerlings. The Computer Science department has developed valuable software for hospital management, which is being used by the Nazareth Hospital and a sister hospital of the latter. Extension programmes as a whole come to the service of the entire community around the College, apart from enriching the learning experience of the students and building up confidence among them about their own ability.

Research, extension and consultancy efforts in the college have certainly contributed positively to the citizens and environment even while considerably and realistically enriching the learning experience of the students.

#### **Criterion IV: Infrastructure and Learning Resources**

The College has built up excellent infrastructure and learning resources over the last sixty-six years of its existence. Its campus of 8.43 acres in the central area of the capital town of Meghalaya has a large main building that accommodates the administrative office and the academic departments. It has fifty lecture halls, more than twenty-five laboratories and the central library.

There are three other academic buildings within the campus, viz. The Jubilee Annexe, the Media Centre and the Computer Centre. The campus accommodates staff quarters, a students' hostel and some field laboratories, like a hatchery and an orchid





house. A large part of the campus is a sprawling garden of more than five acres with trees, ornamental plants and flowers. The grounds and gardens are beautifully and aesthetically kept. The maintenance is entrusted to staff who are conscientious and committed and a maintenance co-ordinator supervises their performance. The lecture rooms are spacious and well ventilated. The laboratories are well equipped and carefully maintained. There is adequate facility for the students to perform all prescribed experiments and do project work.

The College raises funds for maintenance of its infrastructure and at the same time makes optimum use of its lecture rooms, computer facility, Mass Communication and Video Production Studio, auditorium and conference hall by renting them to outside agencies and using them outside college hours for its own purpose. Short-term courses are run in the evenings in the college building, which suits employed people. Lecture rooms are used on holidays by various agencies to hold competitive examinations. Various organisations like the International Centre for Integrated Mountain Development, Indian Council for Agricultural Research, Dept. of Atomic Energy and Dept. of Human Resource Development, GOI, North Eastern Council and the State Govt. of Meghalaya have used the facilities at St. Anthony's College in the recent past.

The Central Library of the College, located within the main building is spacious and well organised. It is managed by an advisory committee. It has about 18,000 books and offers a book bank facility for the benefit of students. Cataloguing and lending of books is computerised. It has facilities for reprography, educational material in the form of compact discs and computers with CD drives which can be used for accessing the CDs. It also provides Internet facility to the staff and students. There are smaller departmental libraries but they are not linked with the central library. The Computer Science and Mass Communication and Video Production departments have libraries of audio-visual cassettes and CDs.

The Computer Science department of the College has one hundred and twenty computers which are made use of by both students and staff. All the computers are

maintained by the staff of the Computer Science department, which is indeed commendable.

The College has excellent facilities for sports and physical education. It has badminton, basketball, volleyball and tennis courts within the campus. The auditorium can be used for indoor badminton. Although there is no large ground for football or cricket in the campus, the students can use the football ground at the Don Bosco Mini Stadium, which is not far from the College. The College encourages participation of students in sports and athletic competitions. Students have participated in State, Regional, National and even International meets in Taekwondo, Judo, Karate, Boxing, Weightlifting and other sports. They have displayed high level of performance and have won awards at all levels. The College sponsors sports training for outstanding sportspersons and gives awards. They enjoy special consideration in admission and internal examination schedules. The games courts are used continuously not only by the students of the College but are opened to the youth of the neighborhood

The College has a large canteen used by both staff and students. The canteen is clean and spacious. There is an extension counter of Central Bank of India within the campus.

The College has a boys' hostel on the campus named Stephen Hall. It accommodates 173 students. It is run efficiently and the sense of care and warmth is pervasive. However, although nearly 30% of the students of the college are girls, there is no girls' hostel.

There are 21 quarters for teachers and 12 quarters for the non-teaching staff. Some of these are bachelors' quarters. The College has a few rooms for guest lecturers as well.

The College owns a 14 acre plot of land at Barapani at a distance of 14 kms from the College. It is also working on the commercial production of orchids and ornamental plants through Tissue Culture and through the development of Fisheries.

College Welfare schemes are available for staff through the Staff Cooperative Society and Unit Welfare fund. Loans are made available to staff. Housing is provided for them and there is a sense of staff care. The construction of new buildings, the development of infrastructure, acquisition of equipment and use of existing facilities to keep pace with new courses signify a continuous improvement of academic and professional life in the College. The whole campus exudes a sense of comfort, adequacy, modernity and learning.

### **Criterion V: Student Support and Progression**

The College admits students to the undergraduate courses BA, BSc and BCom on the basis of merit as determined by marks obtained at the plus two level examination. There are statutory reservation quotas and seats reserved for candidates from Church-related institutions. Overseas students are treated at par with others. However, they are assisted in getting police clearance and with one-window admission procedure.

The College publishes its prospectus annually. The prospectus gives details of academic programmes, eligibility criteria, the fee structure, general rules etc. It also describes the facilities offered.

The dropout rate is low and the overall pass rate is good. Many eminent academicians, politicians and ecclesiastical dignitaries, professionals and businessmen who are policy makers and persons of influence are past pupils of St Anthony's College though there is no formal record of student progression. Time and again the Team was struck with support the college receives from its past pupils who are "in place".

The College has an active NCC unit. Several of its cadets have won awards and have received advanced training. Various co-curricular activity enrich the campus life of the students.

The College collects written comments from students of PGDCA and from those of the coaching centre for MBA admission test. Suggestions obtained from these

students are used by the College in making the time schedules of the courses more suited to the learners. The College has recently collected similar feedback from the undergraduate students. The students are generally appreciative of the facilities available at the College, of the need-based courses introduced and of the congenial atmosphere.

Nearly 85% of the students of the College are tribals. They are eligible to get Post Matric Scholarships awarded by all North Eastern States for tribal students belonging to respective States. The State of Meghalaya offers free-studentships and other monetary awards. The North East Council also awards some scholarships and book grants and these are available to students going for professional courses. The College awards some free-studentships to needy students at Principal's discretion. In all, about 85% of the students have received some kind of financial aid.

The Students Development Services (SDS) Cell consisting of two trained teachers with additional charge is a unique feature of the College that is appreciated by the students. The SDS Cell trains students in entrepreneurship. It conducts Communication Skill Development Programme and Youth Camps for the benefit of students. It also provides career and personal guidance to students of St Anthony's College as well as other Colleges, publishes career information and maintains a databank for career options. Some organizations conduct annual campus interviews at the College campus.

#### **Criterion VI: Organization and Management**

St. Anthony's College is owned and managed by the St. Anthony's College Society formed by the Salesians of Don Bosco. The Society has the Provincial of Don Bosco, Guwahati as its President, the Vice-Provincial as its Vice-President and the Principal of the College as its Secretary. A Governing Body set up by the Society manages the affairs of the College. The Governing Body has the Provincial Superior of the Salesians of Don Bosco, Guwahati, as its Ex-Officio President. The Principal of the College is its Ex-Officio Secretary. The Vice-Principal, Warden and two other

elected teachers of the College and a nominee of the North East Hill University are among its members.

The Governing Body takes all policy decisions. Appointment of teachers and non-teaching staff is made through selection committees formed according to State Government and university rules. The affiliating university is the academic authority in respect of curricula and final examinations for all degree courses. The Principal and Heads of Departments plan and monitor the academic programmes of the College. Day to day activities of individual departments are monitored through regular departmental meetings. The academic calendar is prepared by a committee set up for the purpose.

Management of the College is participatory to a large extent. Decisions are often taken together by the management in consultation with teachers. Due to cooperation between the different individuals and groups, it is possible for the College to translate decisions into action with ease and promptness. The College Association comprising Management staff and students is particularly commendable and has been responsible for the maintenance of a healthy discipline despite student unrest in the region.

There is no formal method of appraisal of the performance and efficiency of teachers and non-teaching staff. The teachers are not required to submit self-appraisal. However, the departmental heads write confidential reports on their performance and submit them to the Principal. These reports are analysed by the administration. The performance of non-teaching staff is monitored by the immediate superior of each member. The Principal looks after the working of the office. Heads of departments oversee the performance of laboratory attendants while the Maintenance Coordinator monitors the work of the maintenance staff.

Teachers of the College are encouraged to attend refresher courses and orientation programmes. In addition, the College organizes annual Staff Development Programmes for them. The College provides computer training to office staff so that they can handle computers and use them for office work.

The College has a sound financial management. The fee structure is realistic and apart from those for the self-financing Business Administration and DOEACC courses, are within easy reach of the common middle-class. The College has been able to revise the fees in keeping with rising expenditures. The percentages of expenditure on academic and student welfare services are 70.4 and 8.6 respectively. The figures indicate that the College has been able to keep expenditure on administration within limits. The unit cost of education at the College is about Rs. 13400.

Teachers and non-teaching staff of the College have formed a Cooperative Society. Loans for various purposes like house-building, purchase of vehicle, meeting wedding expenses etc. are available to members of the Society under usual conditions. The College has a system of internal audit as well as by external auditors. It has a computerised accounting system which is efficient and kept upto date.

The swift advancement in the nature of new courses, co-operation of staff, support of the university and the Government is indicative of a healthy and vibrant leadership and management.

#### **Criterion VII: Healthy Practices**

Every venture and practice in this college embodies the goal and vision i.e. "bringing college education within the reach of the common man and woman" and therefore is witness to an awareness to the emerging needs and challenges of the times. St. Anthony's College has been a pioneer in the North Eastern Region in introducing need-based, career-oriented vocational education. Their aim is to produce graduates who are not only employable but are empowered to create jobs for others. In spite of the shackles of an affiliating system, the College has been able to start courses on Pisciculture, Biotechnology, Biochemistry, Computer Science, Mass Communication and Business Management. It has overcome the problem caused by the ban on creation of new posts by reorganising existing posts and charging enhanced fees for these courses so that they can be run as self-financing. It is a bold step taken by the College and part of the credit goes to students and guardians who have cooperated in this effort.

Teachers of the college make themselves available for teaching relevant sections of the courses in interdisciplinary subjects. They have broken the barriers between departments and have made it possible for the college to introduce new courses inspite of severe limitations in obtaining additional staff.

The new departments of Pisciculture, Biotechnology, Computer Science etc. not only teach the respective subjects but apply their expertise in research and developmental activities that directly address the needs of the College as well as the society. Breeding warm water carp at an altitude of 1500 metres and developing software for the college library and a hospital are glowing examples.

The College has been particularly conscious about the need for computer education of its students. It has initiated a number of short-term computer application courses. The creation of a 'Cyber Club' is a clever innovation. It offers an opportunity for students who are otherwise not required to handle computers, to be acquainted with computer applications at a nominal fee. It serves the additional purpose of giving some teaching experience to the students of Computer Science.

The College seems to have earned the trust of various organizations and funding agencies through sincere and methodical work. It cooperates with NGOs and Government departments in various extension programs. It has developed software for a hospital, trained farmers in developing fisheries, organized an exhibition and a symposium on behalf of the North Eastern Council and participated in Polio Immunization program. As a permanent demonstration of the viability of a solar energy plant, the College has set up a Solar Energy Utilization Scheme. Solar energy is used for lighting and heating water.

Involvement of staff in the maintenance of infrastructure is a characteristic feature of the College. Non-teaching staff of the College use the winter vacations to paint the college buildings themselves, which shows their love for their own institution. It keeps the buildings in proper shape and saves money for the College. Staff of the Computer Science Department maintain the large number of computers in the department, saving a large amount of money that would have been required for a



maintenance contract. Maintenance of computers and painting of the college building as voluntary work on the part of the staff are seldom to be found as normal practice in a college. Students cooperate in maintaining the cleanliness and beautification of the campus.

The College encourages cultural activities which are loved by the students. Cultural programs enrich the campus life of the students, particularly the hostel boarders. The College has a large and equipped auditorium, which can accommodate all the students. The College holds cultural programs, film shows and competitions in music and dancing. Students are encouraged to write in the college journal and wall magazines. The 'College Week' celebration gives an opportunity to students to participate in various sports and cultural activities. The College has a Theatre group, which is a training ground for budding actors.

### **Section III: Over all Analysis**

St. Anthony's College has emerged as one of the best known colleges not only of Meghalaya but also of the North Eastern States. It is also one of the leading institutions affiliated to North East Hill University and a deserving candidate for the autonomous status. The most outstanding feature of the College is the diversity of its teaching programs; which is a mix of traditional and vocational courses. The college has proved its responsiveness to the needs of the region, by taking into account the tribals it serves in the choice of courses offered.

The factors that have brought the college to the forefront in Higher Education in the region are:

- The commitment, dedication and service of the Management.
- The inspiration, efficiency and leadership of the Principal.
- The commitment and flexibility of a teaching staff that have made possible the venture into new inter-disciplinary courses.
- Eminent persons among the alumni who have influenced the development of the College and indeed of the North East.

The teaching learning process is marked by regularity. A media centre assists the teacher in preparing teaching aids. Laboratories are well equipped and there are field labs where needed. Classroom and laboratory teaching is supplemented by field trips. Learning is a rich experience for the students of the college.

There is a research culture among the teachers of the College and many are actively involved in research. They have established linkages with a number of academic institutions, Government and Non-Government organizations, which have supported their research. The expertise of the College has benefited other organizations, though the College has not charged for the consultancy.

The College is able to offer a rich variety of facilities to its students. Enrichment courses, co-curricular activities, extension work in various areas, sports and cultural programs make college life in St. Anthony's a pleasant and memorable experience for its graduates. This is specially true for the boys who get the opportunity of staying in the hostel. The Students Development Service offering Career guidance and personal counselling is a particularly supportive aspect of the college. A placement service would complement the career counseling that already exists.

Through the years, it has developed and ensured optimal use of an excellent infrastructure. Various organizations have come forward to contribute funds with confidence about their proper utilization. Maintenance of infrastructure gets as much attention as addition and is regarded as everyone's job. The campus strikes the casual visitor with its neatness and beauty.

#### **Recommendations:**

- The College would benefit from seeking autonomous status.
- There should be an effort on the part of the College to review syllabuses in the traditional subjects periodically. The work can be done by the College on its own or preferably, in workshops involving outstanding and experienced teachers of other colleges affiliated to NEHU. The updated syllabuses can be sent to the

affiliating university for approval. Subsidies for such workshops are available from UGC. Introduction of application-oriented components in the syllabuses of traditional subjects would increase the intrinsic value of the courses.

- Research among faculty and students of the conventional programmes could be further encouraged.
- Departments without computers can be strengthened with PCs and computer based teaching aids. These departments would be able to prepare teaching packages and question banks, set question papers and record students' performance with the help of departmental computers. The Commerce Department can equip their students with some knowledge of commerce-oriented softwares.
- The College authorities may try to find the reasons behind the failures in some subjects at pass level and take steps to prevent this wastage of capacity and teaching-learning effort. Remedial coaching of weak students can be introduced and UGC grants procured for this purpose.
- All students may be encouraged to participate either in NCC or in NSS or in some kind of physical activity in time slots suitable for each group of students.
- A system of self-appraisal by teachers would meet UGC requirements and would enhance their teaching performance. The system of student evaluation of different aspects of the college should be continued.
- The valuable consultancy services available at the College could be publicised and made available to others. Any funds thus collected can be used profitably for college development.

- About thirty percent of the students of the College are girls. The College may consider constructing a girls' hostel so that meritorious girls from other North Eastern States can more easily study at this college.
- An Alumni Association of St Anthony's College specifically would be a strong support to the College.

Lastly, the team wishes to record its appreciation of the Management, the Principal, Staff and students of the College for the kindness, courtesy and cooperation extended by them during the visit. This Peer Team will be happy to see the institution tread the path of further progress following its motto- "Ever More, Better Ever".

*P. K. Chaudhuri*  
9.9.2000

Dr. P. K. Chaudhuri  
(Chairperson)

*J. K. Mohapatra*  
9.9.2000

Dr. J. K. Mohapatra  
(Member)

*Tina Farias*  
9.9.2000

Sr. Tina Farias  
(Member)

*I have read the report and accept it with grateful thanks.*

*[Signature]*  
Head of the Institution

Fr. STEPHEN MAVELY SDB  
Principal  
St. Anthony's College  
Shillong - 793 001

