

**PEER TEAM REPORT**  
**ON**  
**INSTITUTIONAL RE-ACCREDITATION**  
**OF**  
**ST. ANTHONY'S COLLEGE,**  
**SHILLONG**

Date of visit : 30 – 31 October and  
1<sup>st</sup> November, 2008

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**Section I: GENERAL INFORMATION**

- 1.1. Name & Address of the Institution **ST. ANTHONY'S COLLEGE  
Bomfyle Road, SHILLONG - 793 001**
- 1.2. Year of Establishment 13.06.1934
- 1.3. Current Academic Activities of the Institution (Numbers)
- Faculties/Schools Arts, Science, Commerce & Management
  - Departments/Centres 23
  - Programmes/Courses offered PG 02 UG 29 P.G. Diploma : 01  
Ph.D. : 01 Any other : 11
  - Permanent Faculty Members 115
  - Permanent Support Staff Non-Teaching : 21 , Technical : 18
  - Students 2257 (including 88 PG students)
- 1.4. Three major features in the institutional context (as perceived by the Peer Team)
- Multi faculty College with conducive academic ambience.
  - The institution located in a tribal area caters mainly to the needs of tribal students.
  - It is a college with potential for excellence.
- 1.5. Dates of visit of the Peer Team 30 – 31 October and 1<sup>st</sup> November, 2008  
(A detailed visit schedule is included) (Attached)
- 1.6. Composition of the Peer Team which undertook the on-site visit
- Chairperson Prof. K L Kamal  
Former Vice Chancellor  
Rajasthan University  
Jaipur, Rajasthan
- Member Coordinator Prof. J K Mohapatra  
Department of Political Science  
Berhampur University  
Berhampur 760007, Orissa
- Member Prof. N Sundararajan  
Principal  
Sri Bhagavan Mahavir College  
Bangalore 560027

NAAC Coordinating Officer Dr. Jagannath Patil  
Deputy Adviser  
NAAC Bangalore, 560072

## Section II: CRITERION-WISE ANALYSIS

### 2.1. Curricular Aspects

#### 2.1.1. Curricular Design & Development:

- Academic programs and courses are in consonance with the vision, mission and the objectives of the college.
- The curriculum is geared to facilitate entry to further higher education as well as employment and self-employment.
- Curriculum adopted by the Institution has relevance to the regional and national developmental needs.
- Few courses like MCA and add on courses, not offered by the university was designed by the faculty and the university put its seal of approval.

#### 2.1.2. Academic Flexibility

- Programs with semester system (for PG), value added and ICT enabled courses are offered.
- Suitable programmes/course combinations are available to meet the academic needs of the students. Short term programmes for personality development and skill development are offered to the students.
- Certificate and add-on courses are offered along with regular courses.

#### 2.1.3. Feedback on Curriculum:

- Student feedback is collected at the time of exit and through suggestions while pursuing their studies.
- Feedback from employers is collected from time to time. However, the system needs to be streamlined.
- Feedback from alumni and parents are collected informally and analysed and communicated to the University for the redesigning of the courses.

#### 2.1.4. Curriculum update:

- The curriculum is updated by the University in regular intervals.
- Some Teachers are members of the U G Boards of Studies of the NEHU and have contributed to the review and redesigning of the syllabus.
- The institution is opening inter disciplinary courses in subjects like Biotechnology (UG and PG), Biochemistry, etc.

#### 2.1.5. Best Practices in Curricular aspects (if any)

- Many of the courses have ICT component.
- Certificate and add-on courses offered.

## 2.2. Teaching-Learning & Evaluation

- 2.2.1. Admission Process and Student Profile
- Wide publicity is given for inviting applications for admission to various courses through the College website and advertisement in regional and national newspapers. The institution follows merit as the criteria for admission for some courses while for professional programmes, entrance tests is the mode of admission of students.
  - The institution has attracted students from other states and countries.
  - Admission process is transparent and based on pre determined criteria. The College ensures equity and access by admitting backward / economically weaker and differently abled students.
- 2.2.2. Catering to the diverse needs
- The advanced learners are encouraged to take part in group discussions, seminars organized on various occasions. The progress of the disadvantaged learners is monitored through extra attention.
  - The College is sensitive to the needs of differently-abled students.
  - The college is yet to introduce a formal mechanism of student mentoring or proctorial system.
- 2.2.3. Teaching-Learning Process
- Detailed academic calendar is prepared with a view to integrate the teaching, learning and evaluation process.
  - Teaching aids include OHP and LCD. For some courses, computer-aided teaching and project work is compulsory.
  - Project work, industrial visits, field work, exhibitions, quiz etc are conducted to inculcate experimental learning and problem-solving aptitude, though they may not be stipulated in the University syllabus in certain programmes.
- 2.2.4. Teacher Quality
- 39 Teachers are Ph.D holders, 5 possess M. Phil Degree and 37 Teachers have cleared the SLET/NET.
  - Teachers are appointed as per the Guidelines of the UGC, University and State Government. The recruitment process is well defined and transparent. Out of 100 sanctioned posts, 96 are filled in, (including 4 teachers on lien).
  - 64 teachers have participated in Refresher / Orientation courses / workshops and conferences and a few have received awards in different fields of their expertise.
- 2.2.5. Evaluation Process and Reforms
- System of continuous assessment of the students through assignments, class tests, term tests, paper presentations, quiz competition, debates is in

vogue.

- The examination system is transparent and effective.
- Students are shown the answer scripts of various internal tests conducted by the institution and marks are displayed on the notice board.
- Experimental learning is encouraged and practices.
- Continuous assessment of students.

2.2.6. Best Practices in Teaching-learning and Evaluation (if any)

**2.3. Research, Consultancy & Extension**

2.3.1. Promotion of Research

- Faculty members are provided academic support and leave to pursue research activities.
- Teachers are encouraged/supported to attend Seminars and Conferences hosted by other institutes / agencies.
- To institutionalise research culture, the college may think of constituting a research committee and collaborative research work may be formalised through M.O.U.

2.3.2. Research and Publications Output

- Teachers of the College have published in international and national journals; popular articles in dailies/magazines; and authored books. The college organized 1 National Seminar and has brought out the proceedings of the seminar. More number of seminars/conferences need to be hosted by different departments of the college. A large number of teachers have worked as resource persons.
- 2 teachers are recognised research guides and have successfully supervised research scholars.
- Faculty members of the College have completed some major projects funded by DST, NBFGR, DBT, Ministry of Environment & Forest, World Bank and UGC. 5 projects are in progress. The research facilities of the college have been strengthened through the research projects and has also helped the institution to start the MSc Biotechnology Course.

2.3.3. Consultancy

- Consultancy services are limited.
- On an average the institution has generated Rs.21 lakhs from consultancy during the last two years.
- There is a need to constitute a cell to organize and coordinate the consultancy activities of the institution.

2.3.4. Extension Activities

- The institution supports and promotes extension activities. The extension and outreach programmes are conducted by NSS volunteers and NCC cadets.
- The extension activities of the College include community development, health awareness programmes, blood donation camps and youth

re

training programmes. The college conducts life-skill development programmes for the neighbourhood people at its extension centre at Siloam.

- The department of computer science through the Cyber club and the Pisciculture department are actively involved in extension activities.

#### 2.3.5. Collaborations

- The NSS units and NCC wings organised various extension activities in collaboration with GOs and NGOs.
- The College has established informal collaboration with Industries / Establishments, which has resulted in increased employability of students.

#### 2.3.6. Best Practices in Research Consultancy and Extension (if any)

- Popularising computer education through the Cyber Club.

### 2.4. Infrastructure & Learning Resources

#### 2.4.1. Physical Facilities for Learning

- Located in a well-protected main campus area of 9.6 Acres with a built-up area of 17788 sq. m with class rooms, laboratories and adequate space for co- and extra curricular activities. A satellite campus with 14.7 acres at Siloam with a built up area of 3906 sq.m. caters to the needs of students and the neighbourhood by offering life skills development programmes.
- There are facilities for indoor and outdoor sports and games. Two conference halls, one Audio-Visual Hall, EduSAT Centre, staff quarters and an auditorium with 1000 seating capacity are available to cater the various activities of the college.
- The institution makes use of its infrastructure optimally by conducting various academic programmes and co- and extra-curricular activities and renting out to outside agencies which helps to generate the resources to run other programmes for the interest of the students.

#### 2.4.2. Maintenance of Infrastructure

- Even though, budgetary allocation is not earmarked under different heads for maintenance facilities of the College, the estate is well maintained.
- The institution has a in-built mechanism to maintain its infrastructure and physical facilities.
- The faculty and staff of the computer science department maintain and upgrade the computer facilities of the institution.

#### 2.4.3. Library as a Learning Resource

- The College library is housed in a building of 5808 Sq.ft. Area and has 26740 books titles and subscribes to 31 National Journals, 12 International Journals, 20 Peer Reviewed journals and 61 Magazines. It has 3798 back volumes of journals, 208 CD's and 539 Audio-Visual

Resources.

- There is a book-bank with 315 books. There are departmental libraries which need augmentation. The library needs strengthening with more books of latest editions.
- The resource of the Library has been augmented continuously during the last five years. The library has open access system, reading room facility for teachers, scholars and students. The reprographic facility is available.
- Computerised library with 30 computers and Internet facility with good use of library management software functions under the supervision of Library Advisory Committee.
- Reading room facility for teachers, scholars and students are available.

2.4.4. ICT as Learning Resources

- There are 290 computer terminals in the College. 30 computers are installed in the computer centre which is used by students of non-computer streams. Computers is available in each department with internet facility. The campus and hostel has wi-fi connectivity.
- The College updates its Website regularly.
- The self financing professional courses have ICT enabled devices.

2.4.5. Other Facilities

- There are staff rooms and rest rooms for the girl students. The hostel of the college accommodates 170 boys of the College. The hostel has recreational facilities and is well maintained. A Women's Hostel for 120 boarders is nearing completion.
- There is facility for parking, public phone booth, intercom, a well equipped language lab and water purifiers. The canteen is well maintained and provides clean and hygienic eatables. One bus is there to facilitate field trips and study tours. Power backup system is in place.
- Medical facilities are availed from a nearby hospital. Further, a sick room with first-aid facility is available for immediate rest of the physically uncomfortable students.

2.4.6. Best Practices in the Development of Infrastructure & Learning Resources (If any)

- Optimum utilisation of physical facilities
- In-house maintenance and upgradation of computers.

**2.5. Student Support and Progression**

2.5.1. Student Progression

- The College monitors the students' progression to higher studies. 80 per cent of UG students pursue their higher studies and rest of the students seek for employment.
- The pass percentage of the College is impressive

and many students have secured University Ranks in the last five years.

- The drop out rate is 7 per cent at UG level which is due to socio-economic reasons. The institution is making efforts to reduce the drop out rate.

## 2.5.2. Student Support

- College publishes its updated prospectus every year which contains necessary information which is made available to all students.
- Besides the government sponsored scholarships, freships / scholarships instituted by the Management provide financial assistance to the needy and meritorious students.

- The College has a Student Development Services Centre under the charge of a Part time Coordinator. The placement cell under the care of a full time placement officer has taken steps for on-campus and off-campus placements. Placement Cell needs strengthening and widen its activities.

## 2.5.3. Student Activities

- The College has indoor and outdoor games and sports facilities. The institution conducts regular sports and games events and extends training facilities to the students. Students of the College have participated in the Inter-Collegiate and Inter-University sports meet.

- The institution publishes its Annual Magazine, Bulletins through some departments and wall magazines to enable the students to hone their writing skills.

- The College organises cultural programmes on various occasions, which provides opportunity to the students to exhibit and develop their talents.

## 2.5.4. Best Practices in Student Support and Progression (If any)

- The institution has instituted prizes and awards to felicitate students excelling in different fields.

- Personality / skill development programmes imparted.

## 2.6. Governance and Leadership

### 2.6.1. Institutional Vision and Leadership

- The vision and mission of the Institution is in consonance with the stated objectives of Higher Education.

- The Principal and the Management provide leadership and guidance for achieving the Goals and Objectives of the Institution.

- During the last five years the Management has started four new programmes under self-financing scheme and 6 Add-On Courses.



#### 2.6.2. Organizational Arrangements

- The organizational structure of the College is as per rules. Various committees have been constituted to assist the Principal in administrative and academic matters.
- The management encourages teachers to monitor and participate in various activities of the institution.
- The absence of Grievance Redressal Cell and cell for prevention of sexual harassment is noticeable.

#### 2.6.3. Strategy development & deployment

- The College plans academic programmes and implements the same accordingly.
- Feedback from students on teachers' appraisal and general issues needs to be structured for effective implementation.

#### 2.6.4. Human Resource Management

- The MIS need to be strengthened.
- The management is sensitive to human resource requirement to implement the various academic activities of the College. Out of the 100 sanctioned teaching posts, 96 are filled up. For self-financing courses the management has appointed adequate staff.
- Performances of the teachers are monitored through SAR. Students' Feedback on teachers' performance needs to be introduced. The performance of the non-teaching staff is monitored by the Principal.
- The management takes steps to improve the efficiency of the manpower of the institution.

#### 2.6.5. Financial Management & Resource Mobilisation

- The College utilises the funds provided by the State Government, University and UGC as per the norms laid down. The Management also grants funds for academic and developmental activities.
- Accounts of the College are computerised and audited by Internal and External Auditors. There are no major audit objections.
- The College ensures proper and optimum utilisation of funds received from various sources.

#### 2.6.6. Best Practices in Governance & Leadership (If any)

- Staff development programmes are organized.
- Participatory management is encouraged.

### 2.7. Innovative Practices

#### 2.7.1. Internal Quality Assurance System

- The IQAC of the College provides a forum for quality assurance and sustenance. Its composition, responsibilities and action plan need to be streamlined.
- The Students' feedback, alumni response and observations of the parents are taken into

2.7.2. Inclusive practices

- consideration for improving quality.
- Orientation programmes, annual functions and cultural festival, computer quiz events and placement brochures are unique efforts which develop the skill and knowledge of the students.
- The institution is sensitive to the needs of differently-abled, girls and economically weak students.

2.7.3. Stakeholder Relationship

- The students and the faculty undertake extension activities in the neighbouring villages and have adopted villages, thus making the institution relevant to the neighbourhood.
- Students love their college, alumni are proud of their alma mater and parents have confidence in the institution.
- The NSS volunteers of the college have constructed a school in a nearby village.

**Section-III: OVERALL ANALYSIS**

3.1. Institutional Strengths

- Healthy academic ambience
- Offering inter-disciplinary/ professional courses along with traditional.
- Computerisation of most of the activities of the College is an asset.
- Performance of the students in the University examinations is very impressive.
- Positive support of the Management for academic activities.

3.2. Institutional Weaknesses

- In some departments teaching learning process is conventional.
- Average research endeavour.
- Co and extra curricular activities need further strengthening.
- Infrastructure in areas like hostel is limited.
- Collaboration with industry is negligible.

3.3. Institutional Challenges

- Introduction of CBCS.
- Acquiring autonomous status.
- Achievements of the students in games and sports need further improvement.
- The institution can develop credible expertise to offer consultancy.
- The institution should develop strategies to offer more courses in emerging thrust areas.

3.4. Institutional Opportunities

- To establish collaboration with higher educational institutions of repute.

- Scope for introducing several short-term Diploma / Certificate courses, on a flexible 'community College' model, as an appendage of the regular College; and provide opportunities for enriching the career potential of the campus students and members of the community as well.
- Further strengthening of short-term training programmes in communicative / spoken English and functional knowledge in Foreign Languages.
- Offering some online training / coaching on specific career areas by networking with the professional agencies in this field (coaching for Tally, Banking / Insurance among others)
- Complete ICT based teaching and learning.


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

- Efforts may be pursued to start short term programmes in the cutting edge areas which may be of particular benefit in career relevance; networking with external agencies for offering the above programmes be explored.
- Exploring the research potentials of the faculty, provision of consultancy services be encouraged by establishing formal linkages with industries / institutions, appropriate incentive for the concerned faculty in revenue sharing be formulated.
- The Management may take immediate steps to institute a Centre for Women Empowerment and Prevention of Sexual Harassment.
- The ICT thrust in teaching / learning may be strengthened / expanded further.
- Adequate thrust may be given in faculty development activities, particularly in latest pedagogy and e-content preparation.
- Alternative environment friendly energy resources can be utilised on campus.
- The College may develop a perspective plan for future development for the next 10 years.
- The infrastructure may be made more friendly for differently abled students.

- There is a need to have departmental budgets.
- The institution should expedite the implementation of INFLIBNET.
- The management may consider to insure all students and go for group medi-claim policy for the teaching and non-teaching staff.

*I agree with the observations of the Peer Team as given in this Report.*

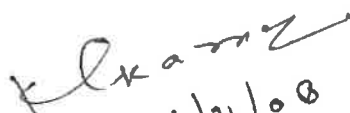


  
Fr. Ioannis Warpakma (SDB)  
Principal  
St. Anthony's College  
Shillong - 793001  
Meghalaya-India

**Signature of the Peer Team Members:**


Chairman:

Prof. K L Kamal

  
1/11/08

Member Coordinator:

Prof. J K Mohapatra

  
1.11.08

Member:

Prof. N Sundararajan

  
1/11/08

NAAC Coordinating Officer:

Dr. Jagannath Patil

Place: Shillong

Date : 1-November 2008

