



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

Accreditation - (Cycle - 2)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
JUBILEE COLLEGE
C-44422**

**RAMGARH
Jharkhand
829135**

**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:	JUBILEE COLLEGE RAMGARH Jharkhand 829135	
2.Year of Establishment	1981	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	25	
Programmes/Course offered:	3	
Permanent Faculty Members:	27	
Permanent Support Staff:	17	
Students:	2692	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. College located in rural tribal areas 2. Strong NSS activities 3. Green Campus facilities	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 25-08-2023 To : 26-08-2023	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. RAMESH CHANDRA MISHRA	Vice Chancellor,Mahakaushal University
Member Co-ordinator:	DR. BHASKAR SHEJWAL	FormerProfessor,S P Pune University
Member:	DR. GANESH CHENGALATH	FormerVice Chancellor(in-charge),UNIVERSITY OF KERALA
NAAC Co - ordinator:	Dr. Sujata Shanbhag	

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)

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics (QIM) in Criterion 1)	
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	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 is an affiliated institution with the Vinoba Bhave University, Hazaribagh. Therefore, it follows the curricular prepared by the university. The college prepares the academic calendar related to curricular implementation, extracurricular and other activities in the beginning of an academic year. Department wise time tables are prepared and implemented. Induction programmes are conducted by the faculty members where students are given orientation about the courses, curriculum and examination etc. The internal tests are conducted regularly and the review of teaching curriculum is taken. Academic activities like departmental seminars, special lecture series, guest lectures are conducted.

Assignments, projects and seminars are conducted by respective teachers. ICT is used for effective teaching by the teachers of various departments. The different departments organize study excursions, field project assignments, village survey and industrial visits to provide exposure about the practical knowledge and field experiences to students. Special and remedial classes are arranged by the college for slow learners. Students-Teacher (Mentor-Mentee) system is implemented for identifying problems of the students regarding academic, social and financial issues.

Academic flexibility: The college has offered five value added programmes in the last five years and 105 students have been enrolled for these courses, that is in the last two years of the assessment period.

Curriculum enrichment:

The curriculum and syllabi are formulated by the university. So, in a limited way, institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability while implementing the curriculum. For gender awareness and gender sensitivity some programmes are organized for women and female students through NSS and Anti Sexual Harassment committee. In college premises and in the adopted villages programmes like 'save girl child' along with essay and poster competition, wall paper presentation etc. are organized.

The NSS unit actively organizes programmes related to environmental issues and awareness among college students and nearby villagers. Programs like tree plantation, village cleanliness, cleaning of roads and campus of the college, digging of soak pits, plastic free drive, Poster Competition, Debate Competition, etc. are

organized. Different activities like quiz and poster competitions, invited talks are performed to create awareness about nature, biodiversity, environment and sustainability. Cleanliness campaigns for public spaces like temple and bus stand etc. along with celebration of the World Environment Day, N.S.S. Day, etc. are organized. The college participates in the initiatives like 'Swachh Bharat Abhiyan' and Tree plantation programs which are introduced by the Indian Government.

National festivals like Independence Day and Republic Day are used to foster the patriotic and human values among students. Campaigns like road safety, voters' awareness and blood donation are conducted by the college.

Students are acquainted with the gender justice, human rights and child equality issues.

Students' feedback is obtained on teaching methodology, teaching planning, student-teacher interactions and classroom interactions.

Criterion 2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics (QIM) in Criterion 2)	
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 using ICT tools
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	Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The enrolment percentage is 32.33, which is less than 50%, which is on lower side. The percentage of filled seats against the reserved categories is around only.

Students teacher ratio is 44.48, which is poor.

Teaching learning process:

The college uses student centric methods where participative and problem solving approaches are adopted. Role plays, debates, seminars and quizzes are used by teachers as tools of teaching and learning. Students are given project work, village surveys, case studies and field visits so that the students learn through participative opportunities.

Teaching-learning and Evaluation :

The institution follows the reservation policy of the government in the admission and appointment as well.

Students to teacher's ratio in the college is poor. Hence, college invites visiting and guest faculties to manage their academic programmes. The college is partially self-financed and partially aided; hence guest faculties are invited to undertake the extra teaching load.

Students' learning levels and academic performance is periodically evaluated through oral and MCQ type internal written examination. The numbers of which are added with the final exam organized by the university. The students are given a feedback about their performance in different evaluation activities and are made aware about their learning outcomes. The slow and advanced learners are categorized in order to get their individual needs fulfilled by offering some special lectures cum tutorial classes. All these students are provided with the advanced care in order to enhance their learning outcome. Teacher, by using ICT technologies, make the teaching learning process students friendly and effective. Some of the classes are conducted by using PPT, virtual demonstration and use of smart classrooms.

Internal assessment is transparent and efficient. The question papers of the test component of the internal exam are prepared on the same pattern as the external exam and these are uploaded on the college website before commencement of the exam. Thus, it is available for judging the quality of the questions set. There is a grievance cell in the college. Evaluation process is quick and answer books are continuously checked and feedback is shared with the students. There are no grievances so far by the students. However, there is a grievance cell in the college. The university also has its system, Grievance Cell, to address the grievances of the students at the university level.

Necessary feedback is collected from the students and grievance cell as well related to evaluation or examination.

Workshops have been conducted at the college level to develop the programme outcomes and also the learning outcomes of the various courses and these have been uploaded on the website. Besides, hard copy of the syllabi, together with the programme and course outcome, are available in the respective departments for the ready reference of the students and the faculty. About 40% of the teachers are Ph.D. and attended seminars, workshop, conferences from time to time to increase their learning resource.

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 and has initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	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.
3.4.2 QIM	Awards and recognitions received for extension activities from government / government recognised bodies
3.5	Collaboration

Qualitative analysis of Criterion 3
 The institution is under graduate with normal traditional course, hence, a little opportunities and chance to go for research activities. The institution doesn't get any grant from government or non-government sources for

research activities. It has received a grant of Rs. Fifty thousand only in the last five years. The faculty members undertake research activity by publishing articles in different journals/books/chapter in books etc. As a part of the faculty development program of UGC/IGNOU, the faculty members participate in orientation/refresher course, workshops and conferences. Recently PDP program by IGNOU has been conducted where faculties participated and secured A or A+ credits.

In innovation and creation of ecosystem the college has taken some efforts to improve the human resources orientation among students by giving them some lectures at the entry level. Annual performance evaluation is undertaken to give feedback to the faculty members so that they improve their teaching, research and extension activities like administrative skills and social services to the needy ones. Faculty members and staff are encouraged and supported to participate in seminars and conferences and to undertake the programmes for their professional growth. The HEI has organized and conducted national webinars/lecture series and departmental webinars, and workshops for their students and staff. The college has started the guidance and counselling cell to address the students problems and difficulties along with the science club and a very active NSS unit. The institution also celebrates national events like Gandhi Jayanti, Swami Vivekanand Jayanti, Dr. Ambedkar Jayanti, and APJ Adul Kalam Jayanti. Innovative ideas are implemented through project works, Rangoli exhibitions, Whatsapp group activities etc. The departments like Geography and Sociology give projects to students where field work and surveys are conducted. Seventeen workshops/ seminars/ conferences are conducted in the different departments on diverse topics like entrepreneurship, human rights and IPR etc of academic interests and of social concerns.

There are three book chapters published and 6 research papers published by the faculty of the college. The college has two units of NSS and they conduct different academic and extension activities like, adopting a village and creating awareness about the education, environment, health and cleanliness issues. Essay and quiz programmes are organized to bring awareness among the students and different sections of the society. Topics like 'Beti bachav', 'Aids awareness', 'Tree plantation, and 'women empowerment' etc are covered. The NSS units of the college were active even during the Covid situation and adopted one village each for the overall development. The NSS programme officer along with one faculty were assigned survey activity of five villages from the nearby areas under 'Unnat Bharat Abhiyan' and helping and guiding the villages on different issues; which is a remarkable extension activity. The college has been recognized by the govt and NGO for its social outreach programmes. One faculty from the Botany department has received awards like, Shikshak Ratna Sanman, Vishwa Shanti Manav Seva Sanman, Excellence in Research Award and Outstanding achievement. One student has participated in PRD camp in New Delhi, and another student has participated in 'National Integration Camp', Patna. The college has conducted in all 76 activities and programmes in the last five years.

The college has done five MoUs with different organizations and industries

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection
4.4	Maintenance of Campus Infrastructure

Qualitative analysis of Criterion 4

The college has required infrastructural facilities like building, laboratories, classrooms and ICT facilities. The institution has total 9 acres land and two building with 20 classrooms, seven laboratories, and an administrative block. The institute has installed solar panel, generator back-up, and has one smart classroom in each building, and has a library hall, girls and boys common room, drinking water facility. The institute has spent Rs. 88 lakh on creation of infrastructure in the last five years.

The library has a collection of 7000 books along with journals and also has a membership of INFLIBNET, through which E-journals and E-books are made available to students. The library has adequate facility for reading hall.

The library provides access to the internet E- resources through its membership of N-list consortia. There is Wi-Fi connectivity in the reading hall and library.

The college is equipped with 30 computers and 2 laptops and 6 colour and black and white printers along with three Xerox machines. The college campus is Wi-Fi enabled. Two Classrooms are provided with smart boards and LCD projector. The entire campus is monitored by CCTV network. Most of the offices have Wi-Fi connectivity, computer and printing facility. The number of computers available for students' use is 20 and the computers to students ratio is around 1:35, which needs to be improved.

There is a system of regular maintenance of computers, internet and IT infrastructure.

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

There is a good number of scholarships from the government for the students from the reserved categories and free-ship is provided to the best performing or needy students. In the last academic year 556 students have got

the benefit of scholarship. The college has taken initiative to enhance the students' soft skills, language and communication skills, life skills and ICT/ computing skills.

The college attempts to provide value based education to students coming from different background with the help of regular classroom teaching based on the university syllabus and other extra curricular activities and programmes like prevention of sexual harassment and ragging are conducted in the college. The HEI also conducts programmes for the overall personality development of the students. The volunteers from NSS unit and some rank holders from different classes give orientation to students to develop leadership qualities among them. The college also conducts various cultural and sports activities that help the students in developing their growth and values. The college has organised Kho-Kho and rifleshooting intercollegiate level sports events. The college team has been six times winner of Boys and six times runners up in the girls event along with the championship in rifle shooting.

There is no centre for competitive examination activities in the college. Thirty seven students have been placed or have gone for further education in the last five years and students have cleared state/national level examination.

The college has registered an Alumni Association. The Alumni Association has an account and Rs.30000/- (Rs. Thirty Thousand only) has been contributed by its members till date. Alumni Association meetings are regularly organised. They provide the professional guidance to the students.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance
6.2	Strategy Development and Deployment
6.2.1 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff
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

The college has a clear declaration of its Vision and Mission statement and is displayed and practiced properly. The institution has a practice of participative management and decentralization of authority. The

college is established and run by a private management. The Principal and Secretary are the two authority figures who run the administration of college and matters are reported to the Chairman of the organization. The regular functioning of the college is managed through several (18) committees which are existing and active. For example admission committee, IQAC, finance committee, purchase committee, students grievances and redressal committee, anti-ragging, anti-sexual harassment committee, sports committee, steering committee etc. The Principal and the staff closely monitor the developmental activities of the students. Teachers-parents, teacher-pupil meetings are held periodically and feedback is taken in an online and offline modes. The IQAC plays a proactive role in planning and implementation of teaching-learning and administration of the college. Teaching and non-teaching staff are involved in implementation of the decisions.

The College has done the internal and external audit regularly. The Governing Body (GB) is the controlling and managing authority of the College. The College is grant-in-aid by the State Government, therefore, EPF Scheme is made applicable to the staff. Teachers are provided with sabbatical and duty leave as and when required. In addition to this, the college management also provides medical facility and advance against the requirement to the employees.

Criterion 7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics (QIM) in Criterion 7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years
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 diversity 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 institution celebrates all National day in the college and in the respective departments of the college. Every year, the college celebrates Swami Viveka Nand Jayanti, National Youth Day, The World Aids Day, Teachers Day, Gandhi Jayanti International Women's Day. The institute also organizes the events to commemorate the birth and death anniversaries of famous personalities like Mahatma Gandhi, Shaheed Bhagat Singh, Dr. Sarvepalli Radhakrishnan. Through these activities the college tries to present the National Heroes and their character personality as the role models to college students. Independence Day and Republic Day are celebrated actively and the NSS students and other students and staff participate enthusiastically in these celebrations. The institution sensitizes the students about the issues like poverty, corruption, terrorism, communalism and castism. This is collaborated with National Service Scheme's "Cleanliness Drive" for a week under the Swachh Bharat Abhiyan. The female students are in majority in college, however, they are given orientation towards gender equality fairness.

The institute takes initiative to conserve the environment and energy through practices like energy audit, green audit, clean and green campus initiatives.

The teachers, students and staff celebrate and participate in the cultural and religious programmes to develop the tolerance, harmony and acceptance to the people from different religious and cultural background, minority and marginalized groups. Functions of tribal's are organized in the college and all the staff and students participate in the same.

The Institution has two NSS units which are very actively involved in social service and in bringing awareness about the public health issues and environmental issues. Both the units contribute in maintaining the Campus and celebrating the important days and National Events. Thus, the NSS units contribute in development of student's personality and the national character in them.

The college takes a keen interest in developing the sport of Kho-Kho in both boys and girls. These Kho-Kho team of boys and girls have been winners and runners up on several occasions in Inter collegiate and University level competition. Every year college encourages young boys and girls to participate in the sports events.

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

Overall Analysis

Strength:

1. The college is set up in the remote tribal rural areas and providing facilities for Higher education to tribal students
2. Wi-Fi enabled Campus
3. Several Teachers with Research Degrees
4. Rich collection of Books in the Library and easy access to e-books and e-journals.
5. More girl students on the rolls.
6. Well equipped Laboratories.
7. Solar Power Backup.
8. Rain water harvesting facility available.
9. Transport facilities for the students coming from remote areas.

Weaknesses:

1. No Post Graduate courses
2. Not recognised as a Research Centre, hence difficult to attract project funds.

3. Lack of Auditorium and Gymnasium
4. Less number of Teaching Staff.
5. No playground for field games like Football, Hockey and Cricket.
6. No NCC unit in the college.
7. Only two SMART Classrooms for the entire college.

Opportunities:

1. Creating an in-house facility for training students for competitive exams and job related tests and Interviews.
2. Preparing student's for their progression and Higher education
3. Scope for starting job related / vocational courses.

Challenges:

1. Improving the Infrastructure
2. Improving the Research output of Teachers.
3. Enhancing Digitalization of Library.
4. Strengthening and expanding the activities of the Alumni Association
5. Located in a backward tribal area, hence students come from remote villages many of whom are first generation learners.
6. Limited role in curriculum designing as the college is affiliated with the University.

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)

- Action should be initiated to start Post graduate courses and later Research Centres
- Setup an in-house center training students for job related tests, interviews and other competitive examinations
- Vacant teaching course should be filled up on a war footing
- Investment in SMART classrooms to be expanded
- Physical infrastructure should be augmented and maintenance work to be carried out immediately
- Current Pay scales for teaching staff should be implemented
- Respective Pay scale for non-teaching staff should be implemented.
- Digitalization of the Library to speeded up
- . An NCC unit should be started.
- Sports facilities on the Campus to be augmented.

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. RAMESH CHANDRA MISHRA	Chairperson	
2	DR. BHASKAR SHEJWAL	Member Co-ordinator	
3	DR. GANESH CHENGALATH	Member	
4	Dr. Sujata Shanbhag	NAAC Co - ordinator	

Place

Date