

Part E

Post-Accreditation Initiatives

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Immediately after the 1st Accreditation process was over the college became rejuvenated with inputs of invaluable suggestions and words of appreciations in course of the entire period of NAAC Peer Team's visit to this college.

We have carefully analysed all the suggestions of the NAAC Peer Team and started taking initiatives for implementing the schemes within the limitations the college has. Before categorically mentioning the initiatives/responses of the college to individual suggestions, we prefer to mention the major developments that took place after the college was accredited by NAAC for the first time.

The major developments during the post-NAAC period

- Construction of an Open Air Shed on the Southern part of the college premises
- Construction of permanent concrete stage with stone flooring and marble fascia under the Open Air Shed
- Renovation, repair, reinforcement and strengthening of the existing infrastructure
- Total renovation of the Electrical System of the college
- Establishment of LPG-based burners (about 100) in the Chemistry and Physics Laboratories replacing the oil-based system
- Introduction of Geography Advance Course from the Academic Session 2013-14
- Renovation and extension of the college library
- Institutional membership of the college with the globally known library of 'British Council'
- Establishment of two Silent Power Generators (63 KVA and 30 KVA)
- Development of Computer Centre with all modern facilities like high-speed internet facilities with Wi-Fi connectivity, electronic display and heavy duty printer
- Development of Teachers' Reading Room and Conference Room
- Conversion of seven inadmissible posts in different subjects to admissible vacancies in other subjects
- Appointment of 14 non-teaching staff by way of direct recruitment
- Appointment of 13 Assistant Professors in different subjects
- Four UGC-sponsored National Seminars were held in different subjects during the post NAAC period
- Establishment of a roof-top PV Solar Power Plant in net-metering mode with financial assistance from Government of West Bengal and Government of India
- Establishment of online admission of students to both undergraduate and postgraduate courses
- Acclimatization of the college office with the newly introduced e-governance schemes of Government of West Bengal without recruiting an IT professional
- Finalization of plan for construction of new building, gymnasium, and state of the art Seminar Hall

Responses of the College to the Suggestions Made by the NAAC Peer Team in 2007

Suggestion 1

A large number of teachers are non-Ph.Ds. They may be encouraged to do Ph.D.

During the post-accreditation period, 6 teachers obtained their Ph.D. degree while in service and 3 teachers (including the Principal) joined the college with Ph.D. degree. Unfortunately, however, 10 teachers were Ph.D. degree holders out of 14 teachers who had retired from their service during the post-NAAC period. Moreover, one teacher who tendered his resignation to join elsewhere was also a Ph.D. degree holder.

Suggestion 2

The college may explore the possibility of introducing more course options at the UG level. Some Computer/IT related, Management Oriented, Biotechnology / Bio-informatics, Journalism & Mass Communication course may be introduced

During the 1st NAAC accreditation period, there were 18 courses including 14 Honours Courses, 1 Major Course and 3 General Courses, at the undergraduate level were on offer. We could introduce B.Sc. Honours Course in Geography in the Academic Session 2013-14 during the post-NAAC period. The reasons for not introducing more courses are:

- Sustenance of the quality of Academic Service with respect to the existing courses is given top priority
- Dearth of qualified teacher in areas such as Biotechnology/Bio-Informatics has been refractory to our endeavour of introducing such courses in the absence of any sanctioned teaching posts in such areas
- The college had no technical know-how in matters relating to the courses such as Journalism and Mass Communication
- The non-availability of disposable classrooms for holding classes of any additional course.

We introduced B.Sc. Honours Course in Geography in the Academic Session 2013-14 only after Dinabandhu Andrews Institute of Technology & Management left the college premises in 2013-14 and vacated 4 class rooms for the use of this institution.

Suggestion 3

Some short term self-financing Vocational and Job-oriented courses may be started even as part-time evening course.

The college may also start short term courses and vocational programmes especially suited for girl students.

Courses in clinical nutrition, Home Science, Food processing and preservation, Textile Designing, Fashion Designing, Jewellery designing etc. may also be started.

Inspired by the suggestion of the NAAC Peer team, we started Vocational Training Programme/Vocational Courses under the Skill Development Initiative Scheme sponsored by the Ministry of Labour & Employment (D.G.F. & T), Regional Directorate of Apprenticeship Training (Eastern Region) from 19th May, 2008. This college was assigned registration (Registration No. 419180003) as a Vocational Training Provider (VTP) for offering Vocational Courses under Skill Development Initiative Scheme (SDIS) based on Modular Employable Skill (MES).

To begin with, we started one MES course on 'Computer Fundamentals, MS Office and Internet' w.e.f. 19th May, 2008. Unfortunately, however, only 27 candidates joined the course in two years: 11 candidates in 2008 and 16 candidates in 2009. No candidate was available from 2010 onwards.

Under the circumstances, the Governing Body of the college decided to discontinue the project after two batches of students cleared their curriculum successfully.

Suggestion 4 **The college may take steps to introduce more options like Ecology in M.Sc. (Zoology), Strengthen laboratories for M.Sc. (Electronics) and start some more PG courses like M.A. in Economics, Political Science, Psychology and M.Sc. In Physics and Chemistry**

In congruence with the suggestion of NAAC Peer Team during the 1st Accreditation, we have introduced 'Environmental Science & Toxicology' from the academic Session 2013-14. In addition, we renovated and enriched the laboratory of the Electronics Department to the best extent possible.

Suggestion 5 **The Computer Centre may be further strengthened with sufficient number of computers with internet facility so as to make all teachers and students computer literate**

A new air-conditioned and fully equipped Computer Centre with sufficient number of branded computers fitted in Local Area Network (LAN), heavy duty printers and electronic screen was commissioned. The Computer Centre is fed with dedicated Internet Connectivity (fibre optics) from Bharat Sanchar Nigam Limited (BSNL) of sufficient capacity.

Suggestion 6 **Better opportunities and facilities may be provided for sports and co-curricular activities to encourage students' participation in University/State/National level competitions.**

In order to provide opportunities and facilities for sport and co-curricular activities and to encourage students' participation in University/State/National level competitions, a designated and elected committee has been formed under the banner of Students' Union. The Committee under reference is headed by one of the faculty members of the college.

Record says that the students' participation in different sports has increased considerably in recent times.

The Education Directorate of the Department of Higher Education of Government of West Bengal entrusted this college for organizing the 'West Bengal Inter-College Sports Championship', 2015, perhaps as a token of recognition of the endeavour of the college in areas of sports in general.

We look forward to seeing out students to occupy the apex positions in sports activities in parallel with their success in academia.

Suggestion 7 **The college may take steps to provide career counseling and personal counseling to encourage students for going in for higher studies and competitive examinations.**

Some programmes on Career Counselling have already been organized by the college in the past, and many new programmes will be organized in the future.

Both teachers and students find each others' convenience to discuss several academic and career-oriented issues. In course of such conversations, the teachers habitually advise/counsel the students regarding their future course of action including positive inputs for the students to go for competitive examinations for higher studies as well as for better job opportunities.

However, we are yet to start personal counselling of students till date.

Suggestion 8 **The college may take steps to establish a formal Grievance Redressal mechanism and Campus placement cell for the students.**

We established 'Grievance Redressal Cell' duly approved by the Governing Body of the college on 15th June, 2011 for addressing the grievances from various sections. The Campus Placement cell, however, is yet to be established.

Suggestion 9 **The Library needs to add more recent texts and reference books. The computerization of the library by installing latest library software may be completed on priority basis. The library may be housed in a bigger area.**

In strict observance with the suggestion of the NAAC Peer team during the 1st Accreditation of the college in 2007, the college has taken appropriate steps for

- Enhancement of library space,
- Uninterrupted Internet Connectivity
- Installing latest Library Software such as INFLIBNET and SOUL (Software for University Libraries)
- Enhancing the capacity of the existing reading room
- Total renovation of the library's overall layout
- Addition of a large number of new titles
- Establishment of a photocopied machine in the Library
- Establishing official connection with some Library of Global Importance: the college has obtained an institutional membership of British Council Library in Kolkata
- Establishment of a separate website for Library, and
- Establishment of relationship with a good Braille Library: the students with visual impairment can now use the Braille Library of Blind Boys' Academy, Narendrapur Ramakrishna Mission Ashram, Narendrapur, Kolkata

Suggestion 10 **Teachers may be encouraged to get more research grants from various bodies like UGC, CSIR, DBT, DST etc. and some matching grant may be provided by the college.**

While teachers are continuously encouraged to apply for research grants, the Governing Body of the college has recently adopted a resolution to provide research grant to the teachers and the students.

Suggestion 11 **Resource generation through self-financing courses and donations may be increased so as to better maintain the existing building and infrastructure**

As a Government-aided College (Erstwhile Government-sponsored College) we have very little or no scope of activities under reference in Suggestion No. 11. We are happy to mention at this juncture that the Higher Education Department of Government of West Bengal has been supportive to the different kinds of need of the Government aided colleges including erstwhile Government-sponsored colleges:

- The Higher Education Department of Government of West Bengal issues notifications for Infrastructure Development Grant every year (vide WB Government Order No. 409-Edn(CS),

dated 31.05.2011, 780-Edn(CS), dated 25.09.2013, 466-Edn(CS), dated 12.06.2014, 320-Edn(CS), dated 01.04.2015)

- The Higher Education Department of Government of West Bengal issues notifications on Performance-Cum-Need-Based Incentive Scheme (vide WB Government Order No. ED-056/2014, dated 28.11.2014)
- The Higher Education Department of Government of West Bengal issues notifications for grant for successful implementation of COSA (Computerization of Salary Accounts) and online admission in the year 2014 (vide WB Government Order No.691-Edn(CS), dated 25.08.2014)
- The Higher Education Department of Government of West Bengal allowed the Government-aided colleges deposit only 50% of tuition fees collected and allowed them to retain the remaining 50% of tuition fees for its own expenses on, *inter alia*, remuneration of Part Time Teachers, Whole Time Contractual Teachers, and Guest Teachers etc.

This is why we did not try resource generation through self-financing courses and donations for better maintenance of existing building and infrastructure.

Suggestion 12 The teachers may be encouraged to participate in Seminars, Workshops, Conferences etc. and publish papers at National and International levels

The college administration always encourages its faculty members to join Seminars, Workshops, and Conferences etc. It also wants that the faculty members publish research papers more frequently.

Many teachers have joined Seminars, Workshops, and Conferences etc. during the post NAAC period. They have also published a good number of research papers, books, chapter(s) in books, review articles, and so on.

Suggestion 13 Formation of Parent-Teacher Association and better use of Alumni Association using their services for the development of infrastructure in the college and placement of students may be considered.

No remarkable progress could be made in this area. Positive steps must be taken in this direction in the near future.

Suggestion 14 The faculty may be encouraged to undertake consultancy services and research projects in collaboration with business and industry.

The college is capable of and willing to start remunerative ‘Consultancy Service’ as advised by the NAAC Peer team during the 1st Accreditation of the college in 2007 followed by the UGC recommendations in the UGC Final regulation, 2010 (UGC 2006 Pay Revision).

Government of West Bengal, however, is yet to issue any specific order in this regard. We shall start ‘Consultancy Service’ immediately after the issuance of the appropriate order by the Higher Education Department of Government of West Bengal.

Suggestion 15 The Departments may be encouraged to form departmental societies and organize more student activities related to the subject like debates, paper reading contests and declamation contest, and organize inter-college competitions.

Although Parent-Teacher meetings are regularly held in some of the departments, we are yet to form departmental societies for various reasons. We sincerely hope that we will be able to do the same in the near future.

Suggestion 16 **The college may organize inter-college competitions and more departments should be encouraged to organize National Seminars/ Workshops.**

Four National Seminars were organized by different departments in different subjects using UGC fund during the post-NAAC period. This amply proves the sincere effort of the college to adhere to the advice of the NAAC Peer Team.

Suggestion 17 **College may provide hostel facilities to attract students from distant places, especially the girl students.**

This college does not have any land suitable for construction of a Girls' Hostel

Suggestion 18 **Better health care facilities may be provided in the campus and Gymnasium may also be made roomier for its better use.**

Maintaining certain minimum parameters such as (1) Appointing a qualified Physician even on Part Time basis, (2) engagement of a qualified Nurse, (3) Maintaining minimum medical parameters relating to hygiene and aseptic conditions etc. is not possible for the Government-aided college like this without direct patronage of the State Government.

However, we have finalized a plan for developing two Gymnasias one each for boys and girls. The work is likely to start soon.

Suggestion 19 **College may construct an auditorium**

We have constructed an 'Open Air Shed' with a permanent stage underneath where a number of cultural programmes such as (1) Teachers' Day celebration by the students, (2) Fresher Welcome Ceremony, (3) Principal's Induction Meeting with the newly admitted students, (4) Rabidrajayanti etc. are regularly held.

Moreover, after being inspired by the inspiring advice of NAAC Peer Team during the 1st Accreditation period, we have planned (design & drawing by Public Works Department, Government of West Bengal) to construct a state of the art auditorium on the 4th Floor of the proposed building (new) of the college. The work will start soon.