

**Report of the Peer Team on the
Institutional Accreditation of
G. S. Science, Arts and Commerce College,
Khamgaon - 444 303, District Buldana, Maharashtra**

Section 1: Preamble

G. S. Science, Arts & Commerce College, Khamgaon, was originally established as an Agricultural College in June 1946 by Vidarbha Shikshan Prasarak Mandal, Khamgaon. The very next year the state Government gave its approval for converting the college from an Agricultural College to a Science College. Before the establishment of Amravati University, the college was affiliated to Nagpur University. The arts and commerce streams were introduced in the college during the years 1954 and 1958 respectively. The college is presently affiliated to Amravati University, Amravati, and is admitted to grant-in-aid from the Government of Maharashtra.

The college was admitted under Section 2(f) and Section 12 B of the UGC Act in May 1971. It is located in a semi-urban area with its campus extending into the adjoining rural panchayat area. The college is situated in an extensive 93 acres 16 gunthas area and has a two-floor college building with a plinth area of 81,339 sq.ft. Nine staff quarters, one guest house, two buildings for the library, two Men's hostels (one of them is given to Adivasi Department of the State Government), a post office, a canteen, a co-operative stores, vehicle parking shed, extensive playgrounds and facilities for indoor games like shuttle badminton and table tennis are the other amenities available. It is also a salient feature of the college that out of its agricultural land it draws an annual income of Rs.75,000/-.

The college has a botanical garden which is being developed, a Herbarium and a Zoology Museum. It offers 3 UG, 5 PG programmes (three of them under the self-financing category) and one vocational course in Computer Applications. It offers 6 different combinations in B.Sc., 11 for B.A. and 4 for B.Com. B.A. and B.Com are offered in all the three media: Marathi, English, and Hindi. B.Sc. Courses are in English medium only.

The postgraduate courses offered are in the subjects, Marathi, Hindi, English, Economics and Commerce. The college has 9 Departments in the Faculty of Science and 11 Departments in the Faculty of Arts and 4 Departments in the Faculty of Commerce. It has a total of 40 permanent

teachers of whom 7 have the Ph.D. degree and 16 the M.Phil. degree. There are in addition 13 temporary teachers and some part-time teachers engaged on the basis of need. The student strength in the UG Courses is 1659 and in the PG Courses it is 127. There are a total of 574 students in self-financing courses. Some of the students have obtained good and encouraging university ranks. The annual budget of the college is Rs.1,41,50,450/-.

The college volunteered to be assessed and accredited by the National Assessment and Accreditation Council (NAAC) and submitted its Self-Study Report. NAAC constituted a Peer Team to visit the college and to validate its Self-Study Report. The team consisted of Dr. R. K. Chauhan, Vice-Chancellor, Guru Jambheshwar University, Hisar, Haryana, as its Chairman, Prof. C. R. Visweswara Rao, Dean, Faculty of Languages, Sri. Krishnadevaraya University, Anantapur, Andhra Pradesh and Dr. B. Nagalingam Pillai, Principal, S. T. Hindu College, Nagercoil, Tamil Nadu, as its members, and Sri. B. S. Ponmudiraj, Assistant Advisor, NAAC, as its Co-ordinator.

Section 2: Criterion-wise Analysis

Criterion I: Curricular Aspects

The programme options - 6 combinations in Sciences, including the vocational course, 11 options in Arts, and 4 PG courses in Arts, and 1 in Commerce - more or less follow the conventional pattern but they do provide students with opportunities to face the challenges of a competitive society, especially in an economically and educationally backward tribal-dominated region like the one where the college is situated.

The college offers Marathi, Sanskrit, Hindi, Urdu and Persian under Languages as well as Group Subjects. The departments of Hindi and Marathi offer M.A. course. The other three departments which offer Postgraduate courses are Commerce, Economics and English.

The goals and objectives of the college are sought to be fulfilled and translated into action by an approach which is positive. The course structure provides for fair flexibility of course options but no flexibility with regard to the time frame, since the pattern of the conventional mode is set by the University. The mission of the college is reflected in its curricular activities.

In spite of the dearth of staff, the curriculum is imparted with a sense of commitment.

There are various committees to advise students and to build up a rapport between the parents and the institution. The Alumni Association takes keen interest in the development of the college and come forward with suggestions and financial support for the new academic ventures of the college. The college has been offering a Computer Applications (Vocational) Course since 1997 with the approval of the UGC. Some of the teachers are associated with the University Boards of Studies and are thus in a position to bring about innovative changes in the syllabus.

The students are encouraged to join job-oriented training programmes and visit industrial establishments as part of their curricular activity. Feedback from the academic peers is occasionally sought, though not by a systematized process. But a review of the on-going programmes on this basis needs to be made.

Criterion II: Teaching-Learning and Evaluation

Admission is by a transparent process made on the basis of marks in the qualifying examination. There is an Admission Committee to oversee admissions. There are tutorial periods during which the weaker students are paid special attention to and thus a graded teaching-learning approach is set in motion. The college arranges special coaching for identified meritorious students and for those with a weaker academic background and permits Subject Associations to promote the personality development of the students. The Department conduct seminars and quiz programmes to develop student skills.

The students of the Computer Science Department presented a software "File Splitter" at the State level software exhibition, Softex-2001. The Electronics Department, it is laudable, conducted a University level student seminar and Project Exhibition in 2002. The Economics Department organized a teachers' seminar in 1997.

Teachers maintain an Academic Diary which mentions the teaching plan. However, it is felt that rather than being chart of the day-to-day progress, the teaching plan could indicate the pedagogical approach and teachers' acquaintance with the latest subject trends at least at the P.G. level. The syllabus is covered systematically and unit tests are conducted regularly.

Thus the teaching process goes on unhindered and student progress monitored in the tests and seminars. Heads of Departments regularly monitor adherence to teaching schedules. There is thus a participatory approach in evaluating the teaching-learning process. Conventional lectures are occasionally supplemented by the use of audio-visual aids which, however, have to become more extensive and intensive, both.

The college has 181 teaching days out of 289 working days. The ratio of full-time teachers to part-time teachers is 1:1.1 but 70% of the classes are handled by full-time faculty thereby ensuring that in syllabus coverage experience and continuity are not forsaken. Notices are sent about tests but evaluation method/mechanism as such is not communicated.

Teachers are recruited through duly constituted Selection Committees as per University norms and State Government directives. Teaching posts are duly advertised in newspapers. The faculty strength is not ideal but the college is guided by the criteria evolved by the State Government. The teachers on Clock Hour Basis (CHB) are appointed as per Government norms and their salary is paid by the State Government. There were 57 CHB teachers on the campus till 28th February 2003. Temporary teachers numbering 14 don't possess NET / SET qualification, but they get full salary as per UGC / State Government norms.

It is encouraging that teachers have participated in the last two years in 34 national seminars and 22 Refresher and 14 Orientation Courses. Seven of the 53 teachers have the Ph.D. Degree and this needs to improve further.

Similarly only three teachers have been awarded minor projects (two of them have completed) by the UGC. The faculty should be encouraged to take up project on a much wider scale. The college is keen on faculty improvement and permits the teachers to utilize the FIP.

The college requires teachers to fill up the self-appraisal proforma relating to teacher evaluation and this data is analyzed by a team appointed by the University at the time of considering teachers for promotion. It is heartening to note that some Departments follow teacher appraisal by students. Students' answers books, after evaluation, are passed on to them for being countersigned by their parents. Retired teachers are re-employed and their expertise re-deployed for the benefit of the institution.

Criterion III: Research, Consultancy and Extension

With a fair number of teachers pursuing research (7 have been awarded the Ph.D. Degree and there are 16 M.Phils.), a research culture and competitive spirit have been initiated in the college. Two teachers of the college has been recognized as Research Guides by the University. Nine staff members are working for their Ph.D.

Two of the teachers have successfully completed Minor Research Projects. Those with the Ph.D. Degree in the Departments of Botany, Zoology and Statistics have also published one research paper each in international journals in the last 5 years. But this trend needs to catch on further and extend the scope and range of research pursued by the staff.

The institution promotes consultancy by the faculty and the staff have a fair recognition for this in the district.

One of the teachers has co-authored Degree level text books.

The college encourages responsiveness to societal needs and encourages student participation in Extension activities including community development, Environmental Awareness, Adult Education, Social Forestry, Blood Donation camps, AIDS awareness.

The NCC has been active and one of the students represented at the Republic Day parade in 2003.

The NSS has 150 volunteers on rolls and has engaged itself in several social reconstruction activities. In addition, students have also won fair distinction in Inter-University tournaments. At the state level debating competition also, the college won a prize and one of the salient features of the functioning of this college is that debating, poster display, are frequently conducted. There are 55,000 books in the library which is a rich resource and which requires computerization. With five PG Courses and with some of the members of the faculty pursuing Ph.D. level research and minor projects, the journal section needs to be strengthened to promote the research activity of the teachers.

Criterion IV: Infrastructure and Learning Resources

This institution has developed good infrastructural facilities. Being a 56-year old college, it has developed all these facilities through the years. The

college prepares the academic plan every year and it is being followed in letter and in spirit.

There are adequate number of classrooms. The academic plan is prepared in such a way that the college and the Junior College utilize the infrastructure without affecting the schedule of each other. The library works from 7.30 am to 5.45 pm to cater to the needs of the staff and students.

The library is being computerized. The library has got 55,000 books approximately and 13 journals. Book bank facility is also available in the library. The Reading Room is divided into two sections for the use of boys and girls. The working hours of the college library could be stretched up to 19.00 hrs so that students can use the library after their class hours. Computerization of the library can follow the INFLIBNET pattern with future adaptability in mind.

Well-equipped laboratories serve the cause of higher education in this institution in the Science Faculties. The Department of Botany has a Herbarium and a Botanical Garden. The Department of Zoology has a Museum containing rare specimens.

The college has facilities to promote sports activities. It gives importance to indoor and out-door games. Facilities to promote gymnastics will be created shortly. Participation in sports events by the students of the institution deserves mention. Separate courts for Kho-Kho and Kabbadi have been set up. A 400 meter track is available. Indoor courts for Badminton and Table-Tennis are available. Students are encouraged to take part in local, university and state level sports events. Two students have participated at the state level events and one student has participated at the University level in the recent period. Three Bronze Medals have been won by the students at the district level events. Five students have represented the college in University Level Sports events during this academic year. Five of the students have been selected for the Ashwamedh Race conducted by the Government of Maharashtra.

There is a canteen on the campus. The facilities for full-fledged medical care are not available, though First-Aid is rendered and annual medical check-ups are conducted.

Criterion V: Student Support and Progression

The average success rate of the college is high in Commerce and Science faculties at the UG level and at the PG level the success rate is comparatively high in the Commerce faculty.

The institution has sufficient and well-organized support services to ensure the physical and intellectual health of all its constituents. It has adopted the system of obtaining feedback from students to ensure the promotion of interaction and accommodation of choice. The feedback system could be done more methodically in future and its results utilized.

The college updates its Prospectus every year to give clear guidance to the students and the public about admission procedures and about the courses offered.

The college has established an employment cell to promote self-employment. The cell helps the students to get information on employment opportunities. About 50% of the alumni of this institution are self-employed.

Five students of the college have passed UGC-CSIR(NET) examination. Apart from government scholarships, the college has also established 29 endowment prizes and awards. It is worth noting that 1034 students have received scholarships under various categories.

A few teachers have been recognized as Research Guides by the university.

The College has an Alumni Association with an enrollment of 3000. Many alumni are placed in high positions in the field of education, politics, judiciary, business, industry, medicine etc.

The college provides opportunities to the students to enhance their skills in sports and other literary events. The Nature Club of the college has organized awareness programmes.

The college has one NCC division for boys and has applied for one division for girls. NCC cadets are encouraged to participate in training camps and to take certificate examinations.

Marathi Study Circle, Hindi Study Circle, Vivekananda Study Circle are established by the college to promote reading habit among the students.

These circles also help the students to improve their knowledge in the fields of language, literature and spirituality. Vivekananda Study Circle serves as an instrument for promoting value-based education and to develop the personality of the students.

The conduct of unit tests, seminars and home assignments helps the students to perform well in the university examination. This system instills confidence in the students. However, the dropout rate is very high and this area needs a thorough analysis.

Three students from the Science faculty of the college have obtained university ranks. They stood in II, IV, and VII ranks. A student of Commerce faculty has secured VII rank in the university examination.

A postgraduate student in English stood third and two students of M.A. Hindi secured fourth and fifth in ranks in the university examination.

The Department of English has produced one rank holder at the UG level in 1999-2000. The Department of Urdu has secured 23 university ranks during the last five years. The Department of Commerce has secured 2 university ranks in the academic year 1998-1999.

The rate of progression to higher education fluctuates between 10 % and 90%. Language faculties and Humanities groups, Philosophy and Political Science and Physics departments have recorded nil rate of progression to higher studies. The college has organized many programmes to develop the overall personality of the students. Seminar, debates, quiz and competitions are being held to enable the students to develop their skills and ability.

Criterion VI: Organisation and Management

The Vidarbha Shikshan Prasarak Mandal is responsible for running the college. The Mandal is a registered body under Joint Stock Company's Act. This Mandal has two committees viz., Governing Body and the College Committee.

The College Committee comprises the elite of the town from various walks of life. The College Committee or the Local Management Committee is interested in the growth of the institution and has offered to lend its support to starting new courses of study.

The college has formed various committees with teachers to delegate the responsibilities among the staff. This paves the way for participatory management.

The college has adopted the self-appraisal process by members of the teaching faculty. Confidential Report System for the non-teaching staff is also followed. This will help the college administration to implement effective management system.

The representation given to the non-teaching staff in the LMC will ensure the involvement of non-teaching staff in the college administration. It will promote a sense of belonging among the staff.

The college takes effective steps to implement the welfare schemes to benefit staff and students.

Providing 9 quarters for the staff could be deemed as a worth mentioning welfare measure the management has undertaken.

Programmes like adult education, blood donation camp, eye donation camp, polio eradication camp, tree plantation are evidence of the concern shown by the college towards the community.

The college has risen on many occasions to the expectations of the local community in rendering timely help to the needy and to the victims of natural calamities.

The post office run in the college campus caters to the needs of the staff, students and locals of the area in which the college is situated.

Group Insurance Scheme introduced by the college is worth mentioning.

Co-operative stores run in the college campus serves as a useful resource. It lends money to staff in need and ensures a sense of belonging among them.

It is worth mentioning that the college has organized a training programme for the non-teaching staff. It has conducted a workshop on office automation and computerization. This will improve the work efficiency of the staff. The college records have been computerized and the programming has been satisfactorily done.

Criterion VII: Healthy Practices

The college has a good standing of 56 years. Its service to the society is to be very much appreciated.

It is an appreciable fact that the college has developed a website to disseminate information about its activities.

A salient feature of the functioning of the college is that there is a proper understanding between the teaching staff and the non-teaching staff. There is further an internal quality check mechanism to improve the general standards of the institution.

Self-appraisal method is followed to promote the self-evaluation process among the staff members. This will help the institution to find out the strengths and weaknesses of the teaching faculty to make them improve their functioning.

The college follows the confidential report system to evaluate the performance of the Non-teaching staff. This method is helpful to the administration to regulate the system of work.

It is worthy to note that the college is following the latest technique of management-strategic planning. HOD's meetings are conducted to find out ways and means to make the day-to-day administration more effective.

Thirteen teachers took part in various conferences, seminars and workshops during the academic year 2002-2003.

The UGC has sanctioned Rs 42,000 for a minor project in addition to the 2 minor projects that have been carried out.

Job training is also offered by the Department of Computer Applications. The college runs a vocational course in Computer Applications with the help of UGC funds.

Apart from regular courses the college offers self-supporting courses.

Co-curricular and extra curricular activities are carried out in a regular and systematic manner.

The National Service Scheme (NSS) of the college helps the students in many ways to develop their personality. This scheme has conducted a number of awareness programmes and many service projects. The NSS unit of this college has been adjudged as the best NSS unit of the University.

National Cadets Corps (NCC) is another youth wing of the college, which conducts many activities apart from the regular parade and drill. NCC Cadets of this college have participated in the National Integration Camps, Annual Training Camps, and trekking programmes. Rank holders of this NCC division have attended many camps. One cadet took part in the Republic Day parade at Delhi on 26 January 2003.

Blood donation is another laudable project undertaken by the college. This scheme helps the students as well as the local community. 25 students have donated blood during this academic year.

The college organizes many programmes to train the students to develop their general and transferable skills. Programmes to enhance the capacity of the students to learn and to develop their communication skills are also organized by the college. Organization of programmes to ensure the promotion of knowledge about IT is another thrust area of the institution.

Programmes to disseminate information on rain water harvesting have been organized by the college.

The college has organized seminars and symposia on academic reforms. Many students have won university level awards and prizes in the competitions. The workshop organized by the college on 'Ceasing of Revaluation System' deserves appreciation. It shows the college's concern over the promotion of quality in higher education.

The college has introduced dress regulations for the students and the non-teaching staff.

The work done in the field of e-administration is worth mentioning. The recognition given by Joint Director of Collegiate Education, Amaravati Zone, is evidence of the importance and the utility value of the project.

Consultancy service rendered by the Department of Computer Science is laudable.

The steps taken by the college to promote Sanskrit, Hindi, Persian languages and literature are to be specially mentioned.

Teachers' participation in religious and philosophical conferences deserves a special mention.

The college has donated land to the Government of Maharashtra to establish a Polytechnic and an Industrial Training Institute. The college has also donated land to the 13th Battalion of NCC to have its own building to run its office. These aspects show the magnanimity of the Mandal, which is running the college.

The college has rented its building to run the Government hostel for ST boys. It helps the college to enlist the involvement of the local people in the development of the college.

Section 3: Overall Analysis

The college has taken special pains to impart systematic and comprehensive instruction and training to the students in addition to developing their personality. The curriculum is covered unit-wise and testing and evaluation take place according to a pre-planned schedule. An action plan for the teachers evaluated by the Head of the Department is available for implementation. Discipline is maintained in the campus without any obtrusive effort. The teaching and the non-teaching staff function together and their collective strength is a positive asset to the college. The extension and co-curricular activities of the college have helped the students win a number of prizes in various fields and build a good rapport with the society around.

The college has been contributing over a period of five decades to the educational development of a backward region of Vidarbha in Maharashtra.

The course options offered are not all job-oriented. Nor were they designed / identified keeping regional priorities and needs in mind. The college ought to focus its attention on a perspective plan prioritizing relevance, regional needs and employability of the product. It has been paying adequate attention, however, to translate its goals by imparting instruction in the curriculum designed by the university with enough seriousness.

A systematic feedback study will help the institution acquire a greater focus. This is because the staff have the potential to launch on a vigorous appraisal. But it must be said that though some of the staff have evinced interest in research and obtained their Ph.D. degrees, unless others pursue these objectives with determination, self-improvement and quest for quality can not be initiated.

The systematic work the college has so far put in has been appreciated by the Alumni and the students as could be known from the feedback session with them. This needs to be strengthened further by a consolidation of the gains and by an approach in tune with the latest thinking. In the age of information revolution, the college has no doubt launched on office automation and promoted computer education, but the pedagogical approach has to accommodate much more of the New Educational Technology.


The physical infrastructure of the college is sufficient for the present but the outlook for the future should be borne in mind and well-planned growth modelled on a well-conceived blue print could be thought of.


Further, the following suggestions are made with a view to helping the college reach better levels of excellence and commitment to the welfare of the society:

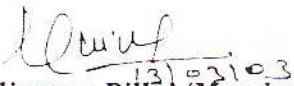
- Special efforts need to be made for securing funding for the college from external sources.
- The teachers of the college, being on the Boards of Studies of some departments in the University, need to take special initiative for reviewing the curricula and for giving them job-orientation.
- Feedback from the students about the curriculum and curricular options need to be obtained and analyzed and course structures reviewed.
- A Career Guidance and Counseling Bureau may be set up to advise students in this backward region.
- Remedial coaching for the weaker section of the students with UGC assistance may be launched.
- A competitive examinations coaching programmes in summer could be offered to get the institution greater visibility around.
- A women entrepreneurship development and empowerment cell could be instituted to act as a liaison between the women students and the community around.

- A girls' hostel may be established on the campus by drawing assistance from the UGC/MHRD/MSJ/State Government.
- A plea may be made with the University for introducing a project work component in all PG Courses.
- A consumer forum to address the grievances of the consumers could be started by the Department of Commerce.
- The NSS could enlarge its activities by maintaining a local blood donor profile and by taking up rain water harvesting measures on the college campus.
- Consumer Literacy courses may be offered by the Department of Computer Science for the benefit of the teachers and students
- UGC assistance for identified vocational courses may be obtained by making appropriate proposals.
- A serious attempt may be made to analyze reasons for the high drop-out rate and arrest the trend.


Names and Signatures of the Peer Team

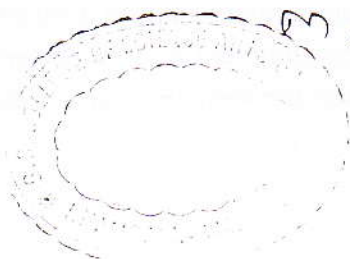

1. **Dr. R. K. Chauhan (Chairman)**


2. **Prof. C. R. Visweswara Rao (Member)**


3. **Dr. B. Nagalingam Pillai (Member)**

I agree with the observations and recommendation made by the Peer Team in this report.


Name and Signature of the Head of the Institution 13.3.2013




G. S. S. College
College No. 11430