



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

Accreditation - (Cycle - 2)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
IMMANUEL COLLEGE**

**Dimapur
Nagaland
797112**

**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:	IMMANUEL COLLEGE Dimapur Nagaland 797112	
2.Year of Establishment	1994	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	2	
Departments/Centres:	9	
Programmes/Course offered:	17	
Permanent Faculty Members:	4	
Permanent Support Staff:	0	
Students:	522	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. A grant-in-aid co-education college in urban area affiliated to Nagaland University 2. Majority of students belongs to ST 3. The college adopted a village in Karbianglong district of Assam	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 10-02-2022 To : 11-02-2022	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. RADHAKRISHNAN P K	FormerVice Chancellor,UNIVERSITY OF KERALA
Member Co-ordinator:	DR. JANGKHONGAM DOUNGEL	Professor,Mizoram University
Member:	DR. TEHMINA YOUSUF	Principal,Government degree College Thindim Kreeri
NAAC Co - ordinator:	Dr. Neelesh Pandey	

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)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The Institution ensures effective curriculum delivery through a well planned and documented process
1.1.2 QIM	The institution adheres to the academic calendar including for the conduct of CIE
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

Being affiliated to Nagaland University, the college adopts the semester-wise curriculum framed by the University. The curricula need to be made available to its stakeholders through website and academic calendar. One faculty Member of the college is in Board of Studies and contributes in designing of the curriculum. The Vice Principal and Heads of Department conduct meeting at the beginning of each semester for syllabus implementation, work allotment and time table. The proper delivery of the curriculum as per the academic calendar is periodically monitored by the IQAC. Teaching methods include conventional methods, demonstrations, group discussion, seminars and interactive sessions. The curriculum is also delivered through skill development seminars, field trips and invited guest lectures. The technologies like audio visual aids, Google class and PPT are also used. The implementation of the curriculum is assessed through discussions involving the Principal, Vice Principal, IQAC, Heads of Department and Faculty members.

Based on the academic calendar prepared by the university, the College level academic calendar is prepared by the IQAC after discussion with the Principal, Vice Principal and Heads of the Departments for the smooth functioning of academic as well as extracurricular activities for each academic year. It is also made available on the College website and students are informed whenever updated. The college adheres to its academic calendar as far as possible for conducting the internal exams smoothly. The co-curricular and extracurricular activities of the college are conducted in accordance with the scheduled date in the academic calendar, enabling all those concerned to bring out the blueprint of total events in advance to avoid inconvenience to the regular academic activities of the College. The academic calendar needs to mention the dates of CIE in a more structured manner.

Being an affiliated college, it has limitation to integrate cross cutting issues like professional ethics, gender, human values as well as environment and sustainability into the curriculum. Environmental education is an integral part of the curriculum for students of all streams which addresses the importance of sustainable development. The college needs to introduce mandatory non-credit courses on professional ethics, gender and human values.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners
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
2.3.2 QIM	Teachers use ICT enabled tools for effective teaching-learning process.
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and mode
2.5.2 QIM	Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.
2.6.2 QIM	Attainment of programme outcomes and course outcomes are evaluated by the institution.
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The college assesses the learning level of its students based on learning capability and grasping power through individual department after admitting them to the programme concerned. The advanced learners need to be encouraged to participate in research conventions, workshops and seminars. The slow learners are individually encouraged, counselled and guided by teachers through mentors.

The main teaching-learning methods adopted by the faculty members are lectures, experimental exercises and interactive sessions. Some initiatives have been taken on group learning, seminars and educational tours. Faculty members in several departments use computer-assisted learning devices. Participatory learning practices need to be adopted. The college needs to develop more initiatives for developing problem-solving technologies for enhancing teaching-learning.

The college promotes ICT enabled teaching. The teachers use different ICT tools in the teaching-learning process like Audio Visual aids, PPT, Google Class and WhatsApp. The college needs to convert the present class rooms to smart class rooms.

The internal assessment comprises of 30% of the total marks in each paper. It involves class tests, assignment, seminar, attendance, class activities and field trip report. There exists a continuous common test on every working Saturday and another test by the teacher concerned based on topic coverage. The marks scored by the students are notified and feedback on their performance is given. The performance of the students in the internal evaluation needs to be discussed in the classroom. All the stakeholders needs to be well informed about the procedure of internal assessment.

The grievances of students related to internal examinations are redressed by the faculty and HoD concerned. The students can bring any discrepancy to the notice of the Dean of Students' Welfare for proper resolution. The Examination Grievance Cell needs to be constituted to redress examination related grievances in a transparent, time bound and efficient manner.

The programme outcomes of all programmes are displayed on the college website and published in the college manual. It is communicated to students at the time of admission and during the orientation programme. Healthy discussions among teachers and students need to be arranged periodically for more awareness of the stated programme and course outcomes of the programmes offered by the college.

The college has evaluated programme and course outcomes based on internal and external examinations. The attainment of programme outcomes and the course outcomes needs to be evaluated by the college in a more structured and productive manner.

NAAC

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Research Publications and Awards
3.3	Extension Activities
3.3.1 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	Collaboration

Qualitative analysis of Criterion 3

The social extension activities of the college are done mainly through NSS and Eco Club. The NSS unit has 100 volunteers who sensitizise various social issues near the campus. NSS volunteers participated in the North East NSS Youth Festival. They had initiated to conduct a seminar on National Unity Day(Rashtriya EKta Diwas), birth anniversary of Sardar Vallabhbhai Patel. They participated in the Regional Conference (Promoting Social Entrepreneurship & Skills Development Amongst Youth in Northeast Region). As part of the "Himalayan Cleanup Campaign" across the 12 mountain States of India, the NSS unit participated in a cleanup campaign at Dimapur Railway Station in collaboration with Act Of Kindness, Trailblazer society and Northeast Frontier Railway on the theme "Our Mountains Deserve Better". They participated in the Declamation Contest on the topic "Patriotism and Nation Building " getting district-wise third position. The NSS unit has adopted Aoyimsen Village under Karbianglong district of Assam for community services. It has conducted a special camp for the village for cleaning the panchayat multi-utility hall and drainage as well as for making bamboo dustbin and painting the iron chair. The College Eco Club carries out various activities every year. The Eco Club and Dimapur Municipal Council signed an MoU to work for the cleanliness and beautification of Dimapur City. They cleand the adopted Tajen Ao road. They had painted walls and kept dustbins along the stretch of the adopted road. They distributed plant saplings to some houses in and around the college vicinity. The Department of Zoology conducts free medical camp every year for all the students and people residing near the College. The College Red Ribbon Club initiated awareness campaign on drug abuse and illicit trafficking. The Department of Education renders community service by educating the non-starter, adults and drop-outs in order to eradicate illiteracy in the community.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.
4.1.2 QIM	The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

The college campus is of 2 acres with a built-up area of 4047 sq.m.. There are 26 classrooms including 4 AV rooms, 4 laboratories, one computer lab, 44 desktops and 3 laptops. One auditorium and 2 seminar halls are in place. There are LCD projectors, printers with scanning and Xerox facilities. All computers are connected with 30 Mbps bandwidth. The college library has 2600 books, and has access to Learning Resources like e-journals, e-books and INFLIBNET. The college needs to improve its infrastructure like library, laboratory and computer facilities in tune with the digital world.

The college has an auditorium with a capacity of 1300 for cultural activities. Students are encouraged to participate in the cultural events. It celebrates annual social and cultural meets. It has facilities for basketball and volleyball. It provides indoor sports amenities like Table tennis board, Carrom board, Chess board and Chinese checkers. There exists a gymnasium. The college needs to establish a yoga centre.

The college library is using Koha library software. The data of old and new books is entered and updated on regular basis. The books present in the library can be searched on the basis of various criteria. The library needs to be fully automated using ILMS.

All computers are connected to internet through Wi-Fi with a speed of 30 Mbps. The college needs to procure license copies of operating systems, office and other required software. It is also needed to update frequently its IT facilities including Wi-Fi.

The physical facilities including classrooms, laboratories and computers are made available for utilization by the students. The maintenance of the physical facilities is done with the efforts of the non-teaching staff. The laboratory facilities are maintained by the technical staff under the direction of the Head of the department concerned. The books are protected from termites by periodical use of anti-termites. Generator is in place.

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
5.3.2 QIM	Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)
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

The college has a Student Council consisting of elected student representatives from all classes as per norms of the University. There are two representatives from each semester. The students council participate actively in Annual Social and Cultural day, Annual Literary Day as well as Annual Sports Day. The Students Council is given responsibility for the annual cultural events of the college. It helps the students in sharing ideas, interests, and concerns with management, faculty and principal. It can act as a major instrument for communicating the college policies to the students. It also helps the administration in smooth conduct of student activities on the campus and improvement of the student amenities. The student representative needs to be nominated to IQAC as per the statutory provision of NAAC. All college committees and bodies need to have student representatives in them for its functioning in a fruitful and productive manner.

The Alumni Association of the college was formed in 2012. Bu it has not been registerd so far. Hence it is needed to take immediate steps to the register the Association. Few meetings of the Association have been held. But the contribution of the Association in the development of the college is not visible. Periodical meetings of it need to be conducted for framing master plan for improving administrative, corricular, co-curricular and extra-curricular activities of the college. The recommendations of the Alumni meetings need to be implemented in a time-bound manner. It is needed to have good revenue through alumni funding. This fund can well be utilised for infrastructural development of the college. The library, laboratoy and ICT facilities of the college can be updated with the help of the Association. It can help the college in establishing consultancy services. It can help the the students in arranging invited talk with eminent experts. It can also help the students in arranging campus selection.

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 of the institution is reflective of and in tune with the vision and mission of the institution
6.1.2 QIM	The effective leadership is visible in various institutional practices such as decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	The institutional Strategic / Perspective plan is effectively deployed
6.2.2 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures, etc.
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institutions Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
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
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Qualitative analysis of Criterion 6

The Governing Body of the college consists of representatives of management, faculty, office staff and other stakeholders. It develops action plans of various programs in tune with the vision and mission of the College. It needs to concentrate on the overall development of the college in a more structured manner.

The college promotes a culture of participative management. The important decisions are mostly taken jointly by the Principal and HoDs in consultation with faculty concerned. The Principal needs to constitute different academic and administrative committees with teaching/non-teaching members and students for the effective implementation of administrative, academic, co-curricular and extracurricular activities.

Post accreditation strategic plan was developed by the college based on the recommendations the PTR. The perspective/strategic plan and deployment documents need to be made available in the college. Effective

implementation of the strategic plan needs to be ensured by the college administration.

The college Governing Body is responsible for policy making. The Principal executes the policies in consultation with faculty and non-teaching staff. The college follows the service rules as per the guidelines of University and State Government. The recruitments and promotions follow the norms of University. The Grievance Redressal Cell needs in place resolve the grievances, if any, received from the students, staff and parents.

The statutory welfare provisions are in place for aided staff. The Immanuel Welfare Fund gives loans to faculty at a minimum rate of interest during emergency. 50% scholarship is available for siblings of staff. Free bus service is available for the staff. For unaided staff, welfare measures need to be more specified.

The faculty is required to submit filled format of self appraisal system. The IQAC needs to design a detailed academic audit document. Performance Appraisal System for non-teaching staff needs to be specified.

Internal and external audits are in place. Internal audit is done by the faculty in Economics. External audit is done by the Chartered Accountant.

The sources of funds are State/UGC grants, students' fee and management fund. The optimal utilisation of resources is in place. More fund mobilisation through research projects and consultancy needs to be encouraged.

The IQAC monitors the academic quality regularly. It interacts with the teachers and students to assess the progress. It needs to contribute in a more effective manner for institutionalizing the quality strategies and processes.

IQAC has initiated few activities in the college after accreditation by the NAAC in 2016. It has conducted workshops, seminars on quality related themes and promotion of quality circles. The college needs to review in a more structured manner its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	Measures initiated by the Institution for the promotion of gender equity during the last five years.
7.1.3 QIM	Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words) <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • Biomedical waste management • E-waste management • Waste recycling system • Hazardous chemicals and radioactive waste management
7.1.8 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).
7.1.9 QIM	Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).
7.1.11 QIM	Institution celebrates / organizes national and international commemorative days, events and festivals (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 College observes annual events such as International Women's Day. It conducts seminars, self-defence training and sports events for the women employees and students. It also acts as a platform to disseminate the Central Government's programmes for women empowerment and gender sensitization such as Sakhi-One Stop Centre and Beti Bachao Beti Padhao among students and employees.

The biodegradable solid wastes collected in separate dustbins. The paper wastes are sold out. Plastics are banned. The Liquid wastes are disposed through drainage system. The disposal of biomedical, electronic and chemical wastes needs to be specified. Waste recycling system needs to be established.

The College Annual Day cum Cultural Day provides opportunities for cultural exchange and communal diversity. There is a display of cultural attire of various cultures, tribes and communities.

The college celebrates the National Unity Day in which students and teachers read 'Pledge of Unity'. The Consumer Day is celebrated every year. The college needs to take much more efforts to sensitize its students and employees to constitutional obligations.

The college participates in the 'National Flagship Programmes' promoted by the MHRD. It celebrates national commemorative days like Republic Day, Independence Day and Swachh Bharat Abhiyan. It

organizes activities in international commemorative days like World Environmental Women's Day, Independence Day, Anti-tobacco Day and Yoga Day.

Among the best practices, first is "Yellow Line Tobacco Free Campaign-Towards a Tobacco Free Society" which is aimed to declare the college as a Tobacco Free Zone by putting up a signboard outside the college gate stating that no tobacco related products would be sold within 100 yards of the perimeter of the college. Second practice is "Preserving Our Environment through Energy Saving Measures" which aims at prevention of transmission loss of energy.

The motto of the college is "Learn and Shine". But the college needs to portray the performance of the college in one area distinctive its priority and thrust.

NAAC

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

Strength:

The college is accredited by NAAC with 'B+' Grade in 2016. It has 9 departments. It offers 17 UG courses in arts and science. The college is catering to the education needs of different tribes. The management is participative and decentralised.

Weaknesses:

Only 3 faculty members hold PhD. The college is missing innovative add-on courses. Campus placements and industry collaboration are negligible in the college. Limited space in the campus.

Opportunities:

There is a scope for introduction of skill enrichment courses catering to the growing service economy of the country. Integration of ICT in all processes of the college will help in better management of academic and administrative processes. There is scope for consultancy and interaction with institutions outside the region. No physical training instructor.

Challenges:

Lower student enrolment against the sanctioned intake in the programmes. Mobilisation of funds through research projects. Increase in employability of students by introducing suitable courses. Cent per cent result in examination. Preparing the students for national and global competitions.

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)

- Framing formal mechanism by IQAC to monitor all academic and administrative activities of the college
- Delinking of plus two classes and starting of new multidisciplinary programmes
- Appointment of permanent teaching and non-teaching staff
- Improvement of library, laboratory and sports facilities
- Motivation of faculty to undertake research projects and consultancy
- Integration of Industry Interface in teaching-learning, research and placement
- Strengthening ICT infrastructure and making effective use of ICT tools in academic and administrative processes.
- Registration of alumni association and strengthening its activities to promote academic excellence
- Establishment of lifts in multi storey buildings and installation of solar panels

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. RADHAKRISHNAN P K	Chairperson	
2	DR. JANGKHONGAM DOUNGEL	Member Co-ordinator	
3	DR. TEHMINA YOUSUF	Member	
4	Dr. Neelesh Pandey	NAAC Co - ordinator	

Place

Date

NAAC