



ACADEMIC & ADMINISTRATIVE AUDIT (AAA) REPORT



Academic & Administrative Audit Report



ACADEMIC & ADMINISTRATIVE AUDIT REPORT

Issued for: Kalindi College, University of Delhi

Assessment Year: 2020-21

Dated: 6th December, 2021

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I. Foreword

I.1 About the Higher Education Institute (HEI)

Kalindi College is spread across a beautiful campus of 8.25 Acres in East Patel Nagar. The College provides exceptional academic excellence through a plethora of courses offered under Non-Collegiate and School of Open Learning Centre, along with its regular courses and contemporary Add-on Courses such as Video Production Foreign Languages (French and Chinese), Tourism, etc. Precisely, Kalindi College offers 15 undergraduate programmes in three main streams i.e., Arts, Commerce and Science, and 3 postgraduate programmes (tutorial and library facilities) as per regulations of the University of Delhi and coveted professional degree courses in Computer Science and Journalism supported by contemporary short term Add-on courses. The college strives to provide an intellectual environment for the emancipation of the intellect and spirit that stimulates both critical thinking and imagination. The College is accredited 'A' grade by National Assessment and Accreditation Council (NAAC).

2. Audit Details

I.Details of Academic Programmes (Please attach the supporting documents as Annexure I)

S. No.	Programme	Start Year	Sanctioned Intake	Actual no. of Admissions
1	B.Voc. (Web Designing)	2016	63	43

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2	B.Sc. (H) Botany	2017	40	29
3	B.Sc. (P) Life Sciences	1967	62	53
4	B.Sc. (H) Chemistry	2017	40	37
5	B.Sc. (H) Computer Science	2011	58	48
6	B.Sc. (H) Mathematics	1992	39	30
7	B.Sc. (H) Physics	1990	39	34
8	B.Sc. (H) Zoology	2017	40	20
9	B.Sc. (PS)	1967	58	50
10	BA (Hons.) English	1988	78	109
11	BA (Hons.) Sanskrit	1973	78	102
12	BA (Hons.) Hindi	1971	78	56
13	BA (Hons.) Economics	1985	78	47
14	BA (Hons.) Political Science	1973	154	143
15	BA (Hons.) History	1971	78	63
16	BA (Hons.) Geography	2017	58	47
17	BA (P)	2004	267	295
18	BA (Hons.) Journalism	1995	58	51



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19	B.Com (Hons.)	1998	55	27
20	B.Com (P)	1977	115	110
21	B.Voc Web Designing	2016	63	43
22	B.Sc. (Prog) Life Science	1967	78	53

2. Teachers Availability [as per statutory body (UGC, AICTE, BCI, NCTE, COA, RCI, AYUSH, etc.)]

All teachers are appointed as per UGC norms

Student Teacher Ratio: 19:1

Quality of Teachers:

a) Total teachers with PhD : 137

b) Number of publications per teacher in a year: 0.45

c) Number of book chapter/ book/ conference paper per teacher: 0.17

3) Was the Academic Calendar prepared at the beginning of the session and strictly adhered to? (Yes/No) Yes

(Please attach a copy as Annexure II)

4) List of committees in the college (Please attach the details as Annexure III)

S. No.	Name of the Departmental Committee	Name of the Convener of the Committee	No. of meetings held	Preparation of MOM (Yes/ No)	Preparation of Action Taken Report (Yes/No)
1	Academic Committee	Dr. Anjula Bansal		Yes	Yes
2	Development	Dr. Anjula		Yes	Yes

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	Committee	Bansal		
3	Prospectus Committee	Ms. Monica Zutshi	Yes	Yes
4	Time-Table Committee	1. Dr. Anjali Gupta, Convenor for Commerce & Arts courses 2. Ms. Anju Rattan, Co-Convenor for Commerce & Arts courses 3. Dr. Aprajita Gaur, Convenor for Science Courses 4. Dr. Manisha Arora Pandit, Co-Convenor 5. Dr. Punam Tyagi, Convenor for Sections	Yes	Yes
5	Attendance Committee	Ms. Kavita Sangari	Yes	Yes
6	Monitoring Committee	(Chair) Principal	Yes	Yes
7	Fee Concession and Scholarship/ Students' Welfare Committee	Dr. Meena Charanda	Yes	Yes
8	Library	Dr. Sangita	Yes	Yes

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	Committee	Dhal			
9	Sports Committee	Ms. Neelam Bareja		Yes	Yes
10	Medical Bills Supervisory Committee	Ms. Charu Khanna		Yes	Yes
11	NSS Committee	1.Dr. Alka Chaturvedi(Pr ogramme Officer) 2.Dr. Garima Prakash(Conv enor)		Yes	Yes
12	Gandhi Study Circle	Dr. Garima Prakash		Yes	Yes
13	Canteen Committee	Ms. Kavita Sangari		Yes	Yes
14	Students' Union Advisory Committee	Dr. Meena Charanda		Yes	Yes
15	Orientation Committee	Dr. Shilpika Bali Mehta		Yes	Yes
16	Lab Development / Equipment Committee	Dr. Rachna Kumar	1	Yes	Yes
17	Alumni Club Committee	Dr. Sudha Gulati		Yes	Yes
18	Computer Lab Committee	Dr. Vandana Gupta		Yes	Yes
19	Anti-Tobacco Committee	Dr. Punam Tyagi		Yes	Yes
20	Verification	1. Ms. Punam		Yes	Yes

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	Committee	Sachdeva			
		2. Dr. Utpal Kumar			
21	Magazine Committee	Ms. Monika Zutshi		Yes	Yes
22	Women Development Centre / Counseling Committee:	Dr. Anita Tagore		Yes	Yes
23	Equal Opportunity Cell	Dr. Anjali Kumar		Yes	Yes
24	Add-on-Courses Committee	Dr. Nidhi Kapoor		Yes	Yes
25	B.A. Programme Committee	Mr. Utpal Kumar		Yes	Yes
26	College Provident Fund Committee	Dr. Anjula Bansal		Yes	Yes
27	Space Infrastructure Management Committee:-	Dr. Anjula Bansal		Yes	Yes
28	Sangam Parisar Committee	Dr. Anjula Bansal		Yes	Yes
29	Administrative Reforms Committee	Dr. Pushpa Bindal		Yes	Yes
30	Academic Society	Dr. Punita Verma		Yes	Yes
31	Cultural Committee Lehen	Ms. Nidhi Arora		Yes	Yes






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32	Seminars and Conferences Committee	Dr. Anjali Bansal		Yes	Yes
33	Garden Committee	Dr. Anjoo Sharma	2	Yes	Yes
34	Proctorial Board / Disciplinary Committee	Ms. Punam Sachdeva		Yes	Yes
35	Placement Career / Counseling Committee	Dr. Indu Choudhary		Yes	Yes
36	Extracurricular Activities Club	Dr. Meena Charanda	1	Yes	Yes
37	Workload Committee	Dr. Seema Sahdev		Yes	Yes
38	Internal Complaints Committee (ICC)	Dr. Pushpa Bindal(Presiding officer)		Yes	Yes
39	Wall Magazine	Dr. Charity Das		Yes	Yes
40	Internal Assessment Committee	Teacher In Charge of Departments		Yes	Yes
41	Admission Committee	On rotation Basis		Yes	Yes
42	Examination Committee	On Rotation Basis		Yes	Yes
43	Yearly academic Journal	Dr. Anjali Bansal		Yes	Yes
44	NCC	Ms. Aarti Singh		Yes	Yes
45	Purchase	Dr. Vandana		Yes	Yes

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	Committee	Gupta			
46	IQAC	Dr Rakhee Chauhan	30	Yes	


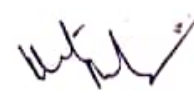
5) Plan of action chalked out by the college in the beginning of the Academic Year towards Quality Enhancement and the outcome achieved by the end of the Academic Year

Plan of action	Outcome
AQAR 2019-20 Submission	The Annual Quality Assurance Report (AQAR) 2019-20: As an accredited institution, Kalindi College is obliged to submit the AQAR. This report was placed in the IQAC meeting held on December 1, 2020 which was later submitted with the inclusion of all suggestions on December 19, 2020.
Yoga & Meditation	Yoga and Meditation Session: Counselling Cell, Kalindi College, University of Delhi under the aegis of IQAC organized a national online workshop on face yoga. The workshop was conducted on the Google Meet platform on 27th June, 2020.
Quiz	The IQAC, Kalindi College in association with World University Service (WUS), Delhi University Committee (DUC) organised WUS Quiz 2020 on "General Awareness on Health" from 9th to 13th July 2020
FDP	14 days interdisciplinary Faculty Development Program (FDP) was organized by IQAC, Kalindi College in collaboration with Teaching Learning Centre (TLC), Ramanujan College, University of Delhi on "समकालीनसन्दर्भमेसाहित्यराजनीतीमीडियाऔरबाज़ार" from 27th July-10th August 2020.
Hands on training	Hands on training for using Google classroom and Google Meet on 14 August, 2020 by Dr Nidhi Kapoor, Department of Commerce, Kalindi

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	College, of all faculty members.
Result Analysis meeting	IQAC organized meeting of all the Departments with Principal was held from Sept. 10 to Sept. 14, 2020, to discuss various matters with each department such as Student Satisfaction Survey, feedback analysis, Slow and Fast Learners, Value Added Courses, environment friendly behavior, issue of online certificates etc.
Workshop	Workshop for Non-teaching staff only specifically for Admin and Account Staff on 19th September 2020 on digitization of admin records and documentation with NAAC Perspective by Ms. Keyaa Mukherjee, Office Superintendent, Maniben Nanavati Women's College, Mumbai and on Indexing, Filing and Digitization of Account and Budget Documents with NAAC Perspective by Ms. Aarti G. Mahadik, from admin department of Maniben Nanavati Women's College, Mumbai.
Photography Competition	Online Photography Competition by Innovation Club, Novus (under the aegis of IQAC) organized Inter-college online "Photography Competition" on 24th October, 2020.
Workshop	A two-day Skill Enhancement Workshop on the topic "Skill enhancement by ICT Learning in the period of online knowledge exchange" was organized on 9-10 December 2020 for the university lab staff. The workshop was organized by the Physics Department in association with IQAC.
Webinar	Under the aegis of IQAC a webinar was organized on New Changes in Higher Education Through NEP 2020 by B.A (P) on 9 December 2020 on Zoom platform and live streamed on Facebook.
Webinar	Under the aegis of IQAC a webinar on "New Education Policy 2020: Transformational Features and Challenges" was held on 11-Dec-2020 at 3pm.

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	Speaker on the occasion was Professor V.K. Kaul.
Curriculum plan & activity calendar	IQAC suggested an update of the curriculum plan on the website and discussion of the activity calendar with their respective faculty members .
Value added and add-on course	Meeting were held with committee of value added courses and suggestions were given for financing part of these courses
Infrastructure	A meeting with the lab development/equipment committee was held on 06-07-2021 to discuss lab development and upgradation. Fund allocation and development plan was chalked out.
E-content development	Meeting was held with the e-content development committee and suggestions were given for promotion for e-content development and it was suggested that in-house resource persons be encouraged for organizing workshops/webinars. A hands-on training for e-Content development was organised for teachers to familiarise them with two softwares such as Audacity & KineMaster on 27 Sept 2021.
General assembly and PTSI	General assembly and Parent Teacher Student Interaction (PTSI) meetings were held and a comprehensive report was prepared for further action and submitted to the student grievance redressal cell (if any).
Promotion	IQAC conducted meetings with the screening committee to exercise promotion on 6-01-2021, 11-01-2021, 5-03-2021, 16-03-2021.
Waste management	Meetings were held regarding waste management of solid waste, e-waste and write off with various sub-committees on 05-07-2021 and further processes were initiated in due consultation with University of Delhi officials.
Administrative Audit	Meeting regarding external and internal administrative audit was held on 24-06-2021 and a proforma was sent to the concerned sections of the administration branch for compilation.

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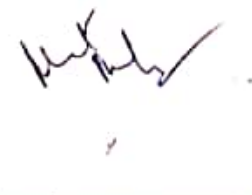


Feedback	Meeting for revision and update of the Feedback mechanism of stakeholders was held on 25-06-2021. Online feedback was taken from all stakeholders and necessary reports were prepared for further action.
Skill Development	Meeting was held with Entrepreneurship, Skill Development and Innovation Cell was held on 28-06-2021 and they were advised to look for more training and collaborations etc.
Yoga and Meditation Session	From 1-21 June 2021 a marathon Yoga workshop was organized on "Integrating Mind, Body and Soul" under the aegis of IQAC by the Department of Physical Education.
Research & Development	A meeting of the IQAC with the research committee was held to revisit the guidelines of the research committee for in-house projects on April 8, 2021. Also, a meeting with RPAC regarding research fund allocation was held on 24-06-2021 and review presentations were held on 18-08-21, 19-08-2021, 21-08-2021 and 24-08-2021. Also, a meeting with the research committee was also held on 16-07-2021 for preparing strategy and planning for upgradation of the research environment in college.
Management Information System (MIS)	Meetings were held with the MIS committee about its progression starting on 24-06-2021.
Strategic meetings with ARIIA, AISHE and NIRF	Strategic meetings with ARIIA, AISHE and NIRF were held on 28-06-2021 and 06-09-2021.
Slow learner and fast learner recognition	IQAC conducted meetings with departments to discuss result analysis to recognise slow learner and fast learner recognition
Green Initiative	IQAC suggested switching to paperless certificates and eco-friendly banners to be used in future events. Green audit was discussed with the garden

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	committee on 08-07-2021, 06-09-2021 and 15-09-2021. Plantation drive was planned on 02-09-2021.
Policy documentation updation	Gender policy was updated.
Department of Botany	
Webinar	Under the aegis of IQAC, Department of Botany organized a National webinar on "Restoring Biodiversity for Environment Sustainability & Seasonality of Gardens" by Dr. Faiyaz A. Khudsar, Scientist Incharge, Yamuna Biodiversity Park Centre for Environmental Management of Degraded Ecosystems, (CEMDE), University of Delhi, India on October 15, 2020
Webinar	Under the aegis of IQAC, Department of Botany organized a webinar on "Biodeterioration and Conservation of Heritage Surfaces" on 17th December, 2020 by Aditya Prakash Kanth, PhD, Assistant Professor, Programme Chair Centre for Heritage Management, Ahmedabad University.
Department of Chemistry	
Webinar	Online webinar entitled "Closer Look at Career Guidance & Internship" Organized by IQAC & रसायन, Chemical Society of Kalindi College held on 26/09/2020 at Kalindi College, University of Delhi
Department of Commerce	
Webinar	Under the aegis of IQAC, Department of Commerce, Kalindi College, University of Delhi organized a webinar on the topic, "Business Ethics – A Dire Need of the Hour" on 4th September 2020 by Dr. Surjeet Gandhi from B.S.M (P.G.) College, Roorkee.

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Department of Environmental Studies

Seminar	"Natural air conditioning of earth (Speaker: Prof. Jayant K. Tripathi, SES, JNU) on 26-06-2021
Group Discussion	Reconciling Environmental Conservation with Economical Development on 27-06-2021
Seminar	Water, Society, Sustainability (Speaker: Dr. Chander K. Singh, TERI SAS) on 28-06-2021
Seminar/Events	Socio-economic dimensions of Ecological Restoration (Speaker: Prof. K.S. Rao, Department of Botany, Delhi University); Powerpoint presentation competition on "Disaster, Preparedness and Recovery" was also held on 29-06-2021.
Seminar	"Ecological Entrepreneurship for Shaping the Earth for peace, progress and prosperity" (Prof. Radheyshyam Sharma (Department of Botany, Delhi University) on 30-06-2021.

Department of History


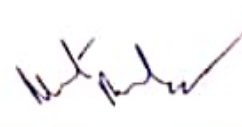
Webinar	Under the aegis of IQAC, the History department society, Dharohar, organized a webinar on 'Bengal at the crux of the eighteenth century: The evolution of Nizamat and the administrative reorganization.'
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Department of Journalism

Webinar	On 3rd July 2020 IQAC and Department of Journalism , Kalindi College in collaboration with Kailash Satyarthi Children Foundation organized a national webinar on the topic: 'Lockdown, Children and the Role of media'.
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Department of Music

Community outreach program Bhajan and	Under the aegis of IQAC, Department of Music organized "Bhajans & Compositions" Webinar Series for the mental peace during the pandemic for
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composition	all the stakeholders Governing Body members, faculty members, non-academic staff of the College, alumni, retired faculty members and parents during May-June 2021.
Department of Physics	
Workshop	Three days online National workshop on the topic "Challenges of Teaching Physics Laboratory Courses in Online Mode" from 23rd – 25th January, 2021 for the faculty of Physics all over India. The workshop was organized by the Department of Physics under the aegis of IQAC, Kalindi College in association with the Department of Physics and Astrophysics, University of Delhi.
Department of Political Science	
Webinar	Under the aegis of IQAC, Department of Political Science organized International Webinar Series which comprised a series of 8 webinars, between 16 February 2020 to 20 April 2021, themed around contemporary global and political issues related to South Asia, international relations, India's Foreign policy, China's Belt and Road Initiative, Iran's Nuclear Policy, religion and politics in the Middle East, etc.
Department of Zoology	
Inter-College Slogan Writing and Poster Making Competition	World Mental Health Day was observed on 10th October 2020. To celebrate this day, an online Inter-College Slogan Writing and Poster Making Competition was organised by the Department of Zoology and IQAC, Kalindi College. Nationwide responses for both slogan writing and poster making competition were received. A total of 154 responses were received for both competitions.
Department of Economics	
Webinar	Business Ethics – A Dire need of the Hour" on 4th September 2020

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6) Students' Profiling after Admission

a) Was the profiling done into Advance & Slow Learners (Yes/ No) (If Yes, attach annexure IV)

Yes

b) List the Initiatives taken for Advance & Slow Learners

S. No.	Initiatives for advanced Learners	Initiatives for Slow Learners
1	Coaching Class	Remedial Classes
2	Scholarship	Mentoring
3	Awards & Prizes	Extra Assignments, Tests
4	Representation in Inter-College competitions	Extra attention during tutorials
5	Research Projects	Extra reading material, PPTs, Quizzes, videos

7) Contribution of Alumni to the development of the college

Although no financial contribution has been received from alumni, the alumni have been extremely forthcoming in their contributions as resource persons for webinars, workshops, career counselling sessions etc. Moreover, apart from other representatives like non-teaching and retired teachers, alumni representatives form a core part of IQAC.

8) Overall pass percentage of students program wise

Exemplary Performance Assessment

S. No.	Programme	No. of students with >90 marks	Gold Medals
1	Botany	68	-



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2	Chemistry	133	-
3	Commerce	218	-
4	Computer science	133	-
5	Economics	31	-
6	Geography	106	-
7	Hindi	2	-
8	Journalism	20	1
9	Maths	324	-
10	Physics	200	-
11	Political Science	2	-
12	Sanskrit	47	-
13	Zoology	52	-
14	BA (P)	105	-

9)Collection of rare books, manuscripts, special reports or any other knowledge resource for library enrichment

At present no separate section for such a collection is being earmarked.

10)Placement Activities and Higher Education

a)No. of companies visited the campus: 14

b)No. of placements offered: 2

c)Average salary offered: Rs. 2.5-3 lacs

d)No. of students pursuing higher education: 1118

11)Assessment of Feedback from stakeholders

Stakeholder	Feedback (Yes/ No)	Observations / suggestions (only 5)	Action Taken (only 5)
Students	Yes	1.Usage of digital board or jam board will be better while	1.College has conducted FDP and workshops on

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		<p>teaching. Otherwise, it is good overall.</p> <p>2. More material should be provided in the form of ppts and pdfs for better understanding.</p> <p>3. Should make online classes as early in the morning as possible so students will be free after noon.</p> <p>Weekend should be free for the students so that they can work on other things also.</p> <p>4. Need for more department specific Internships and Placements.</p> <p>5. If possible start the library process so that we can avail books.</p>	<p>effective online teaching and e-content development.</p> <p>2. Departments are required to provide more guidance to the students regarding Internships and Placement opportunities in various fields.</p> <p>3. Teachers are required to have more one to one interactions with the students.</p> <p>4. Mentor-Mentee interactive sessions should be conducted in a more effective manner.</p> <p>5. Students have been allowed to visit the Library for consultation with consent of the parents.</p>
Alumni	Yes	<p>1. There should be a Hostel Facility as students living as paying guests face a lot of difficulty.</p> <p>2. Internet availability should be majorly improved.</p> <p>3. Procedure for fees submission should be improved so that students need not stand in queue just before the exam days.</p>	<p>1. Hostel construction is under process</p> <p>2. Installation of the 5G network is under process.</p> <p>3. The facility for online submission of fees is provided.</p> <p>4. Admissions were done online during 2020-21.</p> <p>5. Extension of reading space in the library has been done.</p>

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		<p>4. Admission process should be improved so that students & parents do not have to run from one point to another.</p> <p>5. Proper sitting area for reading should be there.</p>	
Parents	Yes	<p>1. Parents are concerned about the health of the students because of the continuous classes.</p> <p>2. Parents are concerned about the non-availability of the books.</p> <p>3. PTM should be held 2-3 times in a year.</p> <p>4. Please give suggestion to student for future prospects time to time.</p> <p>4. Guidance for the various career options available and higher education.</p> <p>5. Only a request for limited classes in a day because it affects the eyes of students it creates eye aching and headache and otherwise all okay.</p>	<p>1. Due to the pandemic online classes have become essential for the teaching-learning process.</p> <p>2. Teachers have been providing online/e-resources to students. In addition students have been allowed to visit the library for consultation with the consent of parents. Moreover students can order their reading materials from the college xerox shop.</p> <p>3. PTSI is held at least once every semester.</p> <p>4. Mentor-mentee program is in place for guiding students regarding available career options and higher studies.</p> <p>5. In addition many</p>

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			webinars are organised at the department and college levels for providing career guidance to students.
Employers	Yes	<p>1. More access points should be installed in the college premises for wifi signals.</p> <p>2. Organize the workshop for non-teaching staff time to time.</p> <p>3. Drinking water facilities should be improved.</p> <p>4. Saturday off, timing 10am to 4pm.</p> <p>5. Coordination between staff should be improved. Stress should be given on online mode of working.</p>	<p>1. One more router has been installed.</p> <p>2. Workshops on softwares are organised frequently.</p> <p>3. Admin and account office have their own water dispenser.</p> <p>4. Second and fourth Saturdays of the month are now off.</p> <p>5. Online dealing with students and faculties has been practised.</p>

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3. Findings& Observations

After a thorough analysis of the facts provided by the college authorities, it is observed that the College is proactively making efforts to ensure the academic and administrative activities are conducted as per the Academic Calendar prepared at the beginning of the year. A score (1 being the lowest and 5 being the highest) has been assigned after assessment of the performance of the Institute on the following important criteria in line with NAAC guidelines; which is as follows:

Criterion	Details	Score
Criterion – I	Curricular Aspects	5
Criterion II	Teaching-Learning and Evaluation	5
Criterion III	Research, Innovations and Extension	4
Criterion IV	Infrastructure & Learning Resources	4
Criterion V	Student Support and Progression	5
Criterion VI	Governance, Leadership & Management	4
Criterion VII	Institutional Values and Best Practices	5

4. SWOC Analysis

Strengths

- Healthy teacher student interaction enhances learning. The faculty encourages students to go beyond curriculum and write research papers, present in national and international conferences and publish them.



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- The student council organizes various academic, co-curricular and extracurricular activities with the help of faculty advisors. They also take initiative and spearhead social projects. This greatly enhances their initiative taking, organizational capabilities, etc. and they are much better prepared to face the world in every way.
- Frequent interaction with academicians and industry experts take place. As a result, students are acquainted with the nuances of the industry.
- Maximum utilization of online resources & ICT tools for effective teaching-learning.
- Continuous mentoring and counselling to help students in their overall well-being and personality development.

Weaknesses

- Laboratories of various departments need up-gradation and need to acquire new equipment like external lighting kit, teleprompter etc.
- Fewer Industry – Institute collaboration.
- Shortage of permanent staff. This leads to a lot of instability in the department in various ways.

Opportunities

- Scope for offering career-oriented value-added courses & skill enhancement workshops.
- Visits/ Talks by industry professionals
- Increasing students' interest in research together with scope of enhanced research work in all fields.
- To upgrade the quality of delivery with help of amalgamation of experience and technology.



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Challenges

- To increase the campus placements in the corporate sector and attract better companies for placement.
- To make up for the loss of hands-on practical training of the students due to online teaching.
- Reaching out to students belonging to different intellectual and academic levels in the same class.
- Internet connectivity problem amidst online classes.

5. Recommendations

Kalindi College offers one of the most valued education that trains its students to develop a holistic personality. The faculty encourages students to go beyond curriculum and hone their analytical skills. Students are motivated to write research papers and present their research work in national and international conferences. The faculty members actively help the students in getting their research work publish in reputed journals and books / conference proceedings. The most common factors impacting gaps in academic achievement are social, gender, racial and structural inequalities. The college ensures that students coming from marginalized sections of the society receive opportunities to build various life skills, specifically interpersonal skills. Along with scholarships and fee waivers, the college issues laptops to students from economically weaker sections of the society. The College takes up measures to enhance future employability of the students like short term workshops, add-on courses, skill enhancement projects etc. This aspect of pedagogical innovation has taken care of the students especially from weaker sections of society and has tried to direct the skills and talents of the students in certain vocational fields of art and crafts, stitching, etc. Through undergraduate research projects, the faculty encourages students to go beyond curriculum and inculcates in them research ethics and equips them with skills required for future research. These activities provide a platform for the students to exhibit their creativity, talent, scientific and critical acumen as well as organizational



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skills through several innovative models, projects and presentations. The College has also emphasized on the aspects of learning beyond classrooms through organizing rallies, workshops, etc. on various social, political and gender issues in order to create awareness among students for their rights and also their social responsibility in building up a progressive and vibrant society. Besides, the college has also been working on skill up-gradation of its non-teaching and teaching staff by conducting ICT workshops, webinars on research ethics, FDP on Research Methodology etc. to name a few. However, despite the Institute's vision and significant efforts to strengthen industry linkages, the pace of getting collaborations has not been up to the mark. It is suggested that the College must make consistent efforts to tie-up with industry and institutes of repute for student and faculty exchange. The College must augment teaching and research initiatives and upgrade laboratories in-sync with new and emerging areas. Administrative reforms may be introduced for better governance. It is further suggested to recruit permanent staff to avoid instability in the working of various departments.

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