



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

Accreditation - (Cycle - 1)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
WILLIAMNAGAR GOVERNMENT COLLEGE
C-16316**

**Williamnagar
Meghalaya
794111**

**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:	WILLIAMNAGAR GOVERNMENT COLLEGE Williamnagar Meghalaya 794111	
2.Year of Establishment	2000	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	1	
Departments/Centres:	6	
Programmes/Course offered:	6	
Permanent Faculty Members:	28	
Permanent Support Staff:	4	
Students:	1392	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. A Government Co-education College affiliated to UGC with 2f and with temporary affiliation with NEHU. 2. Institution offering education to socio-economically weaker sections of the society in rural area having female students in majority 3. Involved in community services and extension activities.	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 28-08-2023 To : 29-08-2023	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. SUMITRA KUKRETI	Pro-Vice Chancellor,Indira Gandhi National Open University New Delhi
Member Co-ordinator:	DR. PARVEEN AKHTER PANDIT	FormerProfessor,Central University of Kashmir
Member:	DR. KUNDLIK SHINDE	Principal,Karmaveer Bhaurao Patil Mahavidyalaya Pandharpur
NAAC Co - ordinator:	Dr. N R Mohan	

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics (QIM) in Criterion 1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

Williamnagar Government College, established in 2000 with temporary affiliation to the North-Eastern Hill University (NEHU) Shillong, Meghalaya since 2001 and follows the curriculum and syllabi of the courses offered and designed by the affiliating university. The institution offers UG program of Bachelor of Arts and from 2017 has started Honours in the disciplines of Economics, Education, English, Garo, History and Political Science. The college has been following the semester system since 2015 and adheres to the Academic calendar of the University. The Institution has a vision and mission. There are 30 sanctioned posts and 28 are filled with permanent faculty with 12 officials as support staff. The 02 faculty members are each in the Board of Studies of the Affiliating and other University of the State. The institution has prepared for the implementation of NEP-2020 from the current year as per the design evolved by the Affiliating University. The institution integrates crosscutting issues gender, environment and sustainability into the curriculum supported by the extension activities. The college has the Ong'telaigipa Environmental Club which conducts community outreach program. The college also has one unit each of NSS and NCC for both boys and girls. The field trips, workshops and seminars are organised for the students on vital themes. Feedback is taken from students, and teachers manually and the data collected is compiled, analysed and reported to the concerned department.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Student Teacher Ratio
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The College has a total enrolment of 1392 students. The Admission policy, eligibility criteria and profile of students is as per the norms of the State Government and the affiliating University. The reservation policy is strictly followed and the students come mostly from the ST category and disadvantaged students coming from low socio-economic background and first generation educational backgrounds. The student- teacher ratio is good but the use of ICT tools for teaching –learning process is meagre. The strength of full-time teachers against the sanctioned posts during the last five years has been good. There are 11 NET qualified teachers, 1 M. Phil teacher and 5 Ph. D teachers out of 28 only. Only 15 teachers are qualified as per the UGC norms and 13 are appointed as per the State Government norms. The College follows the scheme of 75: 25 as external and internal marks given by NEHU for the conduct of examinations and Continuous Internal Assessment respectively. The Institution has constituted the Examination Committee consisting of faculty members from various departments to facilitate the examinations and CIAs. The pass percentage and performance of the students is encouraging. In order to improve the teaching skills of the teachers, they are encouraged to undergo faculty development programmes. The teachers engage students in group- discussions, questions and answers mechanism to some extent. The program outcomes and course specific outcomes need to be reflected on the website of the college and communicated to the students through various modes.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.
3.4.2 QIM	Awards and recognitions received for extension activities from government / government recognised bodies
3.5	Collaboration

Qualitative analysis of Criterion 3

The institution has created Entrepreneur and Vocational cell in 2022 to organise the Skill Development Programs for the students and explore the possibilities of start-ups for them. The institution has organized some workshop on vital issues, health Programme and Entrepreneurship Programme in the last five years. During the assessment period the faculty has published five Research articles in the some UGC CARE listed journals. Three faculty members of the institution from the Department of Economics, English and Political Science have published 01 book and edited chapters in journal with ISBN during the last five years. The NCC and NSS wing of the college carries various extension activities which include Tree Plantation Drive, Water Conservation Awareness, Cleaning Drive, World Environment Day, Blood Donation, Puneet Sagar Abhiyan and Poshan Maah. The institution has adopted the 'Adopt-a-Lake' Community Outreach Programme, whereby the institution has adopted a lake called Memo Lake, maintained by the community of Bolkinggre village of East Garo Hills, Meghalaya. The outreach program is an initiative that encourages the preservation, maintenance and appreciation for natural resources of the district. The institution has got the recognition of the extension activities by winning the District Green Champion Award by the Mahatma Gandhi National Council of Rural Education (Swachh Campus) for the year 2021. The institution collaborated with the Nokma (village-head) of Bolkinggre, East Garo Hills, Meghalaya on the 14th September 2022 stating that the lake has been adopted under Community Outreach Program of the College for a period of five years. The institution entered into an agreement with the Avenues, Shillong- a private venture- in the year 2017 and as per agreement the later has conducted 20 hours career readiness and soft skill training program in the College for the benefit of the students and paid an amount of Rs. 5,34,894/= from RUSA funds to the agency.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)

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

Qualitative analysis of Criterion 4

The institution has an area of 12.046 acres of land with a built up area of 7023.12 sq. mtrs. in an urban setting. At present, the institution has three old one storey buildings class rooms with 02 OHPs, Seminar hall, office, 5 staff quarters Library room, 01 CommonTeacher's Room, Examination cell, IQAC cell and some small office rooms and space for IGNOU study centre. All the rooms need renovation, however, a multi-storied building has been constructed with State Government funding and near completion but yet formally to be handed over to the institution. The Government of Meghalaya has sanctioned rupees twelve crores (12 crores), in the year 2020 for constructing the building including Boys' and Girls' Hostel. The drinking water, college bus and power backup facilities are available. The college library computer is installed with Koha using Integrated Library Management System (ILMS) and books computerised and automation is under process. It has a collection of 10916 books, reference books and some periodical journals, and magazines. Some e-resources are found but only one computer is available as a server. At present there is no reading room facility in the

library and automation of the library is yet to be done. The institution needs to equip the library with computers and the reading room facilities for the students. The two ICT enabled classrooms having LCD projectors are available for conducting multiple activities of the institution. The institution has 13 desktops in office, library, administration, examination cell, Students Union Office and a few laptops. The CCTV cameras are installed for surveillance in the campus. The college needs to develop sports facilities, canteen, health care centre and proper development of the playground. The construction of boundary wall must be taken on top priority to ensure safety of the students.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)

5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.4	Alumni Engagement
5.4.1 QIM	There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Qualitative analysis of Criterion 5

The Students of the institution have benefited from government scholarships under the Post Matric Scholarship Scheme having predominantly ST students but the institution has to evolve a mechanism of awareness and guiding the deserved students to get benefitted by the scheme as a very less number of students have availed this facility. The college offered a some soft skills program to 200 students in 2017 as add on courses and some classes were arranged for competitive examinations and attended by some students. The career preparedness soft skill was conducted by Avenues, Shillong, with the financial aid from RUSA, Meghalaya, arranged for the B.A. Semester I and paid by the college. To address student grievances, the college has established a grievance redressal cell, Internal Compliance Cell, and Anti-Ragging Committee but all such committees need to be more active in their functioning. Some students graduating from the college pursue higher education and a few work in public and private sector. The students participate in extension services through NSS and NCC and also participate in cultural activities. The institution has a registered Alumni Association since 2021 but needs to contribute towards the development of the institution.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance
6.2	Strategy Development and Deployment
6.2.1 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Qualitative analysis of Criterion 6

The College works in accordance with the vision and mission. The leadership and governance is decentralised and managed through various committees. The teachers are involved in decision making processes both in teaching and administrative activities and some teachers are provided financial support for attending conferences and workshops. The college has an Advisory Committee comprising of the important stakeholders from public and private society. The institution follows all the policies, service rules, procedures, promotion policies and regulations, welfare measures for both teaching and non-teaching staff are in accordance with the Meghalaya Service Rule 2019 and APRs. Being a government college all the funds flow from State Government. The financial auditing is done and utilizations are prepared regularly. The IQAC established in 2018 is participating in the academic issues of the college through regular meetings and workshops, reviews the teaching learning strategies and processes to ensure quality improvement in teaching learning.

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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years
7.1.4 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)
7.2	Best Practices
7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7

The institution promotes gender equality for the students of the college and committees are constituted for the safety and security of the girl students. The committee against Sexual Harassment, Anti Ragging and women cell are in place for awareness and Gender Sensitization among the students but need to be more active in their respective responsibility. The students are encouraged to respect all cultures, regions, linguistic and socio-economic diversities. The institution celebrates national and international commemorative days, events and festivals. The best practices implemented by the institution is 'Green campus and Tree plantation activities and participated under Ek Bharat Shrestha Bharat (EBSB) in online mode to celebrate the World Environment Day. The Ong'telaigipa Club was constituted to encourage the students, faculties and non-teaching staff of the institution to become aware of the environmental issues and preserving the environment. The use of ICT was done during pandemic to impart knowledge and education and to make students competent and confident users who can use the knowledge and skills acquired to assist them in their daily life. A distinctive practice adopted by the college is through the "Adopt-a-Lake" Community Outreach Programme, whereby the Institution has adopted Memo Lake, maintained by the community of Bolkinggre, East Garo Hills District, Meghalaya. The Outreach programme is an initiative that encourages the preservation, maintenance and appreciation for natural resources of the district.

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

Overall Analysis

Strength:

- Dedicated and experienced permanent faculty
- Providing education mostly to tribal students
- Good upcoming infrastructure
- Vibrant community engagement and connectivity
- Harmonious relationship with all stakeholders

Weaknesses:

- Lack of awareness among students to avail the government scholarship schemes
- Lack of Permanent affiliation with university
- Less emphasis on skill based courses
- Lack of research, publications and funding
- Lack of free ships for poor students & dropout rate of students.
- Lack of hostel facility for boys and girls at present.
- No UG programs in other streams

Opportunities:

- To attract the weaker section of the society through counselling about various schemes of the government
- To start more job-oriented and value based courses
- To launch skill based courses for the students
- To engage with the nearby community by offering communicative and ICT based courses
- To launch programmes in B.Com and B.Sc

Challenges:

- Use of more ICT tools in the teaching –learning process
- Launching of more job oriented and value- added courses
- Offering skill based courses to students
- Launching of other UG programmes
- Offering communicative courses to the students without language lab
- Creating ambiance for publications, magazines and organising research training programmes for faculty
- Organising more seminars and workshops for students and teachers
- To motivate students to attend classes regularly and to reduce dropout rate.

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)

- The feedback mechanism be formalised and system of analyses and implementation be made operational
- Academic Audit of the college be undertaken on a regular basis.
- The college needs to complete the automation of the library, provide reading room facilities to the students
- College should provide canteen, health care, computer centre, language lab and sports facilities to the student
- College should promote research culture and get involved in publications
- Focus needs to be given on introduction of Skill Development through Short Term Certificate in communicative English and computers and other Add-On Courses as per the local needs.
- The institution should start other UG programs in Commerce and Science streams.
- The institution needs to make judicious use of RUSA Funds
- To encourage students through counselling and guidance about various opportunities and schemes of scholarships
- Perspective plan and quality enhancement vision document for future development of the college be prepared on regular basis.

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. SUMITRA KUKRETI	Chairperson	
2	DR. PARVEEN AKHTER PANDIT	Member Co-ordinator	
3	DR. KUNDLIK SHINDE	Member	
4	Dr. N R Mohan	NAAC Co - ordinator	

Place

Date