



# **SELF STUDY REPORT**

**FOR**

**3<sup>rd</sup> CYCLE OF ACCREDITATION**

**NISTARINI COLLEGE, PURULIA**

**DESHBANDHU ROAD, PURULIA -- 723101**

**723101**

**[www.nistarinicollege.ac.in](http://www.nistarinicollege.ac.in)**

**Submitted To**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**(Draft)**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Nistarini (Women's) College was first conceptualized in the summer house of Deshbandhu Chittaranjan Das. In this house, Deshbandhu's family, who were dedicated social workers, planned to open a girl's school called "Nistarini Vidyalaya" for the literary and cultural education of the illiterate, predominantly tribal girls of the district. Amala Devi, the sister of Chittaranjan Das, also ran an orphanage and a widows' home. Later, Chief Minister Bidhan Chandra Roy visited these institutions and was impressed by the work this family had been doing in Purulia. As a result of his initiative, and at the request of the eminent leaders of the district, this institution, Nistarini Women's College, was set up for the higher education of the girls in and around this district. It was then that this summer house of Deshbandhu was converted into Nistarini College (16th August 1957). The foundation stone of the Main Academic Building was laid by President of India, Dr. Rajendra Prasad. The values followed are those of the founders, the great freedom fighter Deshbandhu Chittaranjan Das, his mother Nistarini Devi, and all the founding fathers of our country, like Mahatma Gandhi, Padmaja Naidu, Dr. Bidhan Ray, etc, who have visited the college from time to time.

Over the years, the college now has more than 4600 students, and 20 subjects, with 38 courses. There is one PG department – Bengali. More than 35 Add-on courses supplement the curriculum, and there are about 29 Agreements and MOU-s with various entities, conducted by the various departments and the Career-counselling Cell, overseen by the IQAC. The college is well-known for its extension activities and its performance in Sports and Games, and other extra-curricular activities.

The first cycle of NAAC was held in the college in 2004, where it obtained a B++ grade. The second cycle was held in 2016, where the college obtained an A grade. Now the college is applying for accreditation for its third cycle. There is a constant endeavour towards excellence, though the two years of COVID lockdown was a big setback to the normal physical activities of the college. Online activities, however, continued

### Vision

Nistarini College, Purulia, the only women's college at Purulia, aims at offering quality higher education to the women students of Purulia district and beyond, in fulfilment of all the specifications laid down by the University Grants Commission, the statutes of the Sidho-Kanho-Birsha University, the Government of West Bengal and the National Assessment and Accreditation Council. With the vision to achieve excellence in higher education, empowerment through knowledge, inclusive growth for socio-economic change, sustainable development, and preparing the students for facing global requirements, the College attempts to nurture their competence and creativity through innovations in teaching-learning, research and extension activities, the adoption and promotion of knowledge output for human development, women's education, optimum use of human infrastructural facilities available, participation of all the stakeholders in the development of the College, creation of awareness of human rights, value system, cultural, heritage, scientific temper and environment.

The college, therefore, grew up with all the best cultural and educational aims in mind, in accordance with the high aims and hopes our honoured freedom fighters held for our country, and with a strong background of social responsibility in its approach. It is this which has taken the college from one stepping stone to the

next. Programmes have been introduced from time to time, always keeping in mind the requirements of the women, particularly of the tribals and backward women of the area, and trying to keep a balance between the needs of the modern age, and the traditions behind the college.

In short, the aims of the college encompass the following ideals –

1. Spread higher education among women, with particular emphasis on Scheduled Caste and Scheduled Tribe students, who form a large part of the society of Purulia district.
2. Bring about the empowerment of women in both cultural and social fields through an all-round education system.
3. Increase the scope of learning science subjects, and provide encouragement to women to pursue science in their educational and professional lives, primarily to combat the superstitious mind-set of the people of this backward district.
4. Enable the women of the district to reach national and global standards.

## **Mission**

The mission of the college is to express its visions through its various activities, and its various cells. First, the vision, aims and objectives of the college are communicated to the stakeholders through the following means :

1. The college prospectus..
2. An Induction Assembly, held at the beginning of each session.
3. Notices put up throughout the college.
4. The published curriculum of the University.
5. The academic calendar.
6. The college website, and Facebook account.
7. Notices circulated to individual mobile phones through SMS.
8. WhatsApp groups created by each department for every course.

The IQAC was formed on 17.06.2006, after the first assessment in 2005, wherein the College was accredited with B++ Grade (institutional score of 83%). In the 2nd cycle of NAAC assessment in 2016, the college was awarded an A grade, with a CGPA of 3.13. The IQAC of the College has developed several quality assurance mechanisms within the existing academic and administrative system. It envisions Total Quality Management for quality sustenance and improvement in academic and administrative activities of the institution. It supports the organization of workshops, awareness programmes, extension work, curricular teaching-learning and evaluation, research-oriented seminars, planning and implementation of advanced learning resources, ICT management and suggestions for empowerment of staff, and leadership and governance patterns in strategic planning. Policies or plans regarding quality assurance are framed in meetings of the Governing Body, of the IQAC, of different sub-committees, Teachers' Council, Non-teaching Staff Association, Students' Union and alumni, and to the University, State Govt. and NAAC through different reports submitted annually (such as the AQAR-s, AISHE, etc). It analyses the feedback received from all stakeholders and informs all concerned about its outcome for correction and amelioration. Representatives of all stakeholders (management, teachers, students, non-teaching staff and alumni) are present in the IQAC.

The mission of the college is therefore monitored carefully, and aimed at achieving the 3 E-s of Education -- Enlightenment, Employment, and Energy. Value-based education is our priority. Our mission is to teach the

students to be good citizens, with a scientific value system, and consciousness of the environment.

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

### Institutional Strength

- \*The primary strength of this college comes from its rich heritage.
- \* The college library is the symbol of the heritage of our glorious past.
- \* The College can take pride in a large storehouse of historical records and documents. For example, the archives contain letters sent by the then President of India for the inauguration ceremony of the college, which had been held in the presence of several educationists.
- \* A large clean and green campus
- \* Promotion of traditional knowledge and scientific temperament.
- \* The infrastructure of this college is one of the best in the entire state of West Bengal.
- \* The college is proud to have three hostels to cater to the needs of the girls outside Purulia, with all care taken for their safety and security.
- \* The college also encourages the students by distributing various prizes from time to time. There are various donors of prizes and scholarships.
- \* Nistarini College has a good record in the university final examinations and has bagged a good number of toppers' positions from the affiliating university. Over the last five years 54 students have attained a place in the University toppers' list.
- \*The college alumni have done the college proud, and our girls are now in various positions, in teaching and other professions, all over the country, and in foreign lands as well.
- \*The relationship between the teachers and the students is its strongest point.
- \* The college is a meeting point of scholars from both India and the World. Many such sessions have been mentioned in papers or websites round the world.
- \* Every department conducts Add-on courses for the benefit of the students.
- \* Various agreements have been signed by many of the departments with various academic agencies, and with industries for the benefit of the students. There are a total of 29 such MOU-s and Agreements.
- \*The extension work of the college is exemplary.
- \*The NCC unit of this college is the strongest woman contingent in this area.

## **Institutional Weakness**

The weaknesses are as follows --

\*Space constraint is one of the important issues of the college particularly because the number of students is increasing every day. Due to inadequate space, no full playground is yet to be materialized. The different Science departments also face problems in the development of different labs as per their requirement in the undergraduate syllabus.

\*The college also requires more teaching posts, which have been applied for, but are not being approved by the State Government.

\* One of the important problems of the college is uninterrupted water supply, in spite of all the efforts taken by the college. Purulia is one of the driest areas in Bengal, and water is a constant problem in the college.

\*Lack of the separate departmental space for the individual departments is also a weakness of this college.

\*The socio-economic background of the majority of students is not very encouraging. The SC and ST percentage in the district and in the college is higher than the stipulated Governmental guidelines. However, the teachers play the pivotal role in ensuring that the students who are first generation learners, or those who come from an economically backward area are kept at par with the other students in the college.

\*The college also suffers from the irregular attendance of the students because a majority of the students comes from the hills and places not well connected through road and railways.

\* Inadequate funds for research and innovation from government agencies like UGC, DST, etc.

## **Institutional Opportunity**

\*The students of Nistarini College all have the opportunity to participate in social and extension activities, including visits to slum and rural areas and leprosy affected localities. This helps them to inculcate ethics and moral values of life in order to become global citizens.

\*The college including the Principal encourages the teachers to take up minor as well as major research projects. Collaborative research works are also encouraged to promote research and extension activities. The teachers also respond positively by adopting a number of research works under the same canopy in spite of a large number of constraints, the main one being lack of UGC funds.

\* The college library preserves a good number of national and international journals to cater the needs of the teachers and the students. The e-facilities are available to all, and the students are always encouraged to make use of them.

\* Every year, the General College excursion is held to offer fresh air to the students, as well as to give them opportunity to come out of their homes. The science departments in general and Botany, Zoology,

Environmental Sciences and Geography organize educational tours for the partial fulfillment of their practical syllabus.

\* Every year, the students of the college take part in different Extracurricular activities like debate, quiz and youth festival and come out with flying colours. It is really a opportunity to them for the best manifestation of their talents.

\* The different departments celebrate different programmes like fresher's welcome, Felicitation ceremony and others that offer the students the opportunity to come close to the faculty members.

\* Most of the departments publish departmental wall magazines to allow the students to express their views.

\* Students also have their opportunity to express their own views following the rule of secrecy. They can place their grievances in the drop boxes for complaints and suggestions. They can also express their opinions by filling up the feedback forms as distributed every year through Google Meet.

### **Institutional Challenge**

\*The college aims to provide better support for those students who are economically backward and suffers from financial constraints.

\*The academic performance is generally good particularly in the Humanities and Social Sciences but lot of improvement is needed particularly in the Science stream. No corner of self satisfaction is there for the well-being of the institution, keeping in view the national standard.

\*No common facility centre has yet to be developed. The common facility centre is essentially needed for the fulfillment of the needs of all the science labs.

\* The problem of adequate water is still a headache.

\* Teaching is incomplete unless the research activities are developed. A few teachers are at present engaged in research work, but a majority of teachers are still to go into research activities, mainly because of lack of funding.

## **1.3 CRITERIA WISE SUMMARY**

### **Curricular Aspects**

The primary action plan of the college is related to implementation of the curriculum, and most of the efforts of teachers are aimed at completing and improving this aspect of the students' education.

The college offers 1 PG programme in Bengali, and UG programmes for 20 subjects, affiliated to the Sidho-Kanho-Birsha University. There is also provision for eighteen courses in the DE Mode offered by the Netaji Subhas Open University Study Centre. Over the last five years, the college has been running 35 Add-on courses

for the benefit of the students, to assist them in increasing skills, both in their subjects, and for job requirements. The College provides ample opportunities to the backward classes, offering relevant courses which can develop their skills and practical knowledge. Several students have achieved glorious results in their examinations. For self-development, the faculty members proceed on deputation, to orientation/refresher courses and workshops on curriculum development/examination reforms/quality initiatives/management issues. The Principal Dr Indrani Deb, who is also an Executive Council and Court member of the Sidho-Kanho-Birsha University, and most of the Teachers of this college are consulted on academic matters and curriculum design and development by the affiliating University by selecting them into academic bodies of UG studies. The Academic Calendar of the college has the detailed programme of the lesson plans for every subject (Honours, General & Compulsory), including distribution of the syllabi among the teachers, enabling the teachers and the taught to prepare themselves for the lectures, and for examinations. Moreover, problem-solving exercises, field studies/visits, case studies, surveys and excursions including industrial visits, hands-on experience, and project works ensure skill development in relevant subject-areas of study. The College facilitates innovative teaching-learning process through seminars/workshops (International, National, and State) based on the curriculum, audio-visual mode of teaching, study tour/excursion/field-work, project-work, survey-work, up-gradation of ICT based learning resources, use of library and modernization and upgradation of laboratories. The college has widened the scope of its Programmes by introducing the CBCS semester system from 2017, as per the SKB University guidelines, and by introducing post-graduate course in Bengali from 2018.

### **Teaching-learning and Evaluation**

With the aim of quality education and student empowerment, the website and prospectus provide all relevant information about admission and all aspects of the college, serving as guides to transparent admission of students, which is totally online, and conducted on the basis of merit in the previous qualifying examination. The College offers opportunities to SC / ST/ OBC/ differently-abled / economically weaker sections / minority communities, all abiding by the directives of the Govt. of West Bengal and the Sidho-Kanho-Birsha University. The college also provides remedial coaching classes for slow learners to better their academic performance level, and tutorial classes for advanced learners to improve their academic performance. Free-ships and other concessions are available to the economically weaker sections. The detailed layout of the teaching plan is offered in the Academic Calendar. Teachers participate in workshops / seminars / conferences organized by national /international / professional bodies, as delegates / resource persons / chairpersons. The faculty adopts innovative approaches to teaching-learning by using smart board / Internet / LCD Projector / field work / visits to industries / socio-economic health surveys, etc. Since the COVID lockdown, online teaching has become common, and is now constantly blended with offline teaching, allowing both teacher and student to make use of the best of both types.

Academic support, personal and psycho-social support, and guidance services are provided to students. The College library purchases books and subscribes to various journals/newspapers, with the funds granted. Syllabi and question papers of the College / University examinations are kept in the reference section. Almost all the departments have seminar libraries which complement the central library. The teaching learning atmosphere prevailing in this institution and the high percentage of results (90% to 100% in most of the programmes) result in almost 100% student enrolment in almost all the disciplines. In the academic sessions 2017-22, the College bagged 53 topper positions in the University Exams. Examinations are held as per the university schedules for proper evaluation and preparation of the students to face the global challenges.

### **Research, Innovations and Extension**

The institution encourages and extends all help possible to promote research activities in the institution. Adequate infrastructure and human resources are provided by the institution for smooth progress and implementation of research schemes. Though no grants have been received from the UGC over the last five years, the college has approved small grants for pursuing research work to individual teachers and departments. Over the last year, three such research projects are in progress, and two other departments have expressed their willingness to pursue research activities with college funds. The Principal is a Ph.D supervisor under SKB University.

More than a hundred Eminent academicians, poets, historians and scientists have visited as resource persons in the international, national level, and state-level seminars organized by different departments in the last five years. The members of the Faculty have published and presented a large number of research papers in various National and International journals leading to more than 150 publications in National/International journals, books, and chapters in books.

The college boasts of an excellent record of accomplishment with respect to extension activities in the different categories like Community development, Social work, Health and hygiene awareness, Health camps, Adult education and literacy, Blood donation camps, Environmental awareness, Gender sensitization etc. Four neighbouring slums – Jamunabandh, Karpurbagan, Sufalpalli, and Raghobpur -- have been adopted by the NSS Units of the College for creating health-care, hygiene, and education awareness. Among them, Jamunabandh is a village constituted of rehabilitated leprosy patients. Community orientation activities are reflected through blood donation camps, Thallasaemia, AIDS, and nutrition awareness programmes, and above all, COVID awareness programmes and community assistance during the two years of COVID lockdown. Stakeholder perception on the overall performance of the institution is solicited through students, parents, alumni.. As many as 149 extension programmes have been organized by the NSS in the last five years, often with the help of national and international partners.

There are 29 MOU-s and Collaborations with national, and international entities, which include an International collaboration with the Emory University, USA, for the World Shakespeare Project, and several other collaborations for academic and extension purposes.

## **Infrastructure and Learning Resources**

The college campus is equipped with all facilities for proper education of the girl students. The ambience itself is one of the most attractive in the whole of the country, and the infrastructure is one of the best in this part of the world. The basic infrastructure is as follows –

The facilities for curricular and co-curricular activities are as follows –

- Classrooms (small and large) : 55
- Technology-enabled learning spaces = four classrooms
- Seminar halls : 1
- E-classrooms : 4.
- Laboratories = 19
- One large departmental room for the Physical Education department, with gym.
- Botanical gardens maintained by the Botany dept.



- 12 LCD projectors, one of them fixed in the Conference Hall.
- 11 microphones for classrooms and seminar halls.
- Adequate musical instruments for the Music dept.
- Adequate sports equipment for Sports and Physical Education dept.
- Broadband Internet facilities, supplied by 2 Internet providers. Speed : 170 MBPS and 130 MBPS.
- Central library and Departmental libraries.

The College has a conference room with advanced audio-visuals multi-media facilities like LCD Projector, Laptop, and Computer with High Configuration of the Latest Generation with Internet connections to organise seminars, lectures and other academic activities and administrative meetings. There is an Internet centre for students, free of cost, and Wi-Fi facilities in various zones. There is an auditorium with an accommodation of 872 -- which is unique of its kind with a stage for academic as well as cultural activities.

The College Library is fully digitalized, and has a students' reading room and a Teachers' Reading Room. Total Library Books now stands at more than 35,000. There are adequate e-resources, and subscription to e-journals and books through the INFLIBNET and other online resources. The books are bar-coded. The college has installed LAN with a High Configuration Server. In all there are around 156 computers in the college. Thus, Computer facility is extended to all students and staff. Adequate funds have been allocated in the budgetary provision for maintenance of infrastructure every year. There is deployment of an electrician for location, upkeep and maintenance of sensitive equipment.

### **Student Support and Progression**

The official website, [www.nistarinicollege.ac.in](http://www.nistarinicollege.ac.in), and the college prospectus provide relevant information to stakeholders. Welfare schemes exist for students include financial assistance/scholarships from central/state govt./other national agencies, reservation in admission, remedial coaching, railway / bus concessions, freeships / half-freeships for tuition fees on merit-cum-means basis, and assistance to needy students (books/tuition fees/medical help) from the College fund. Opportunities / facilities for career counselling, publication in the College Magazine/wall magazines, participation in sports, NSS and cultural activities enable students to develop themselves as worthy Indians. The alumni have a good success-record in competitive examinations for administrative posts in government offices and in academic institutions. Academic, personal, career and psychological counselling is offered by teachers, apart from mentoring the allotted mentees. The College has adopted the UGC Regulations on curbing the menace of ragging in higher educational institutions and has constituted an Anti-Ragging Committee governed by the senior staff members of the College. No instances of ragging have been reported during the last five years. The institution has a registered Alumni Association. The alumni hold annual meets on their own initiative in the College premises. The College is proud to have a large number of distinguished alumni many of whom contribute to the progress of the College with advice and aid. Our results are better than those of neighbouring colleges and the average pass percentage in all courses is better than that of the University -- more than 90%.. Our students find jobs in all sectors, both government and private. A large section moves towards entrepreneurship. Special support provided to students include concessions offered to economically backward students, tutorials, remedial coaching, personal, academic, social counselling, concept clarification, problem solving exercises, bilingual explanations, simple but standard course material, revision, enhancement of communication skills, trial tests, and mock examinations. There are three hostels for the students, with a capacity of 274. The hostels have all the necessary facilities for good education and comfortable living. Students' participation is there in all the sub-committees of the GB and the Teachers'

Council.

## **Governance, Leadership and Management**

The Governing Body is the highest decision-making authority, with the Principal as its Secretary. She plays the leading role in the governance and management of the institution, ensuring transparency in the functioning of the College and maintaining core values, on being facilitated by the GB and supported by the staff. The College has an efficient co-ordination, and internal management system under the leadership of the Principal for designing and implementing its policies and plans effectively, through committees, constituted by the GB, of teaching and non-teaching staff and students. The participative and democratic principle of management propels all plans and policies and their implementation and effect, towards consultation with the GB, IQAC and other committees. Thus, empowerment through total decentralization of the administrative system promotes co-operation, sharing of knowledge and innovations. The development, supervised by the management, comprises extension of buildings, providing additional facilities, introduction of new courses, inclusion of new faculty, employing visiting teachers, etc. The democratic set-up is extensive with each unit having fullest freedom to innovate and plan its perspectives of development, maintaining the line of hierarchy to ensure harmony. The College arranges confidential evaluation of the teachers and the overall institutional performance by the students, which is perused by the Principal, who takes necessary actions and initiatives for further improvement. All the permanent staff comes under the GPF and Group Insurance schemes. Gratuity is paid on the date of retirement. Loans from PF are easily available as per the extant rules. There is an Employees' Co-operative Society, which gives loans with low interest to the employees who require it. Those who are employed on contractual basis are offered worthwhile pay-scales and job assurance. Funds are allocated and grants are applied for building and other development projects of the institution mainly from the college fund through the Building Committee, the Purchase Committee, and the Finance Committees. Income and expenditure are closely monitored by the Bursar and Accountant and overseen by the Principal. Judicious expenditure of funds with regular audit (internal and external) indicates transparency in financial affairs.

## **Institutional Values and Best Practices**

The college basically works on the principles on which it was first founded – the high principles of the Indian Freedom Movement, of Deshbandhu Chittaranjan Das, and of Nistarini Devi, his mother. Apart from the healthy, environment-conscious, and green atmosphere maintained by the college, with several good practices, two of the best practices are mentioned as follows –

### **1. Saraswati Puja conducted by Girl priests.**

Saraswati Puja has been celebrated in the college from its inception. Till the year 2010, this Puja had been conducted the traditional way, with a hired male priest. From 2010 onwards the college has decided to conduct the Puja with the students as priests. This has been envisaged as a part of the purpose to empower girls, and encourage them to make inroads into male-dominated professions. Every year there is a training session in the college itself, for a fortnight, and about thirty students are trained by an expert. The training is aimed at giving the message that even for conducting a Puja there must be seriousness of approach and perfection of technique. Ever since 2010, our Puja is conducted by girls. On the day of the Puja these girls' performance on the microphone is exemplary. This practice has gained sufficient media coverage, both in print and electronic media.

### 1. Earn While You Learn Scheme in the Library.

This scheme was devised to take care of two main issues – shortage of staff in the library, and a method to tackle the financial needs of poor students. It was decided through the GB that 3rd Year Programme course students can be engaged against remuneration, to do service in the library. This will enable them to earn some money for their studies, and will also create support staff for the library. Poor students will be given preference. Programme course students are chosen, because they have less class pressure than Honours course students. At present 10 students are working in the library against a remuneration of Rs.50/- per hour.

The details of these programmes are given in the report.

## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	NISTARINI COLLEGE, PURULIA
Address	Deshbandhu Road, Purulia -- 723101
City	Purulia
State	West Bengal
Pin	723101
Website	<a href="http://www.nistarinicollege.ac.in">www.nistarinicollege.ac.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Indrani Deb	03252-222064	9434009555	-	collegenistarini@gmail.com
IQAC / CIQA coordinator	Nandadulal Sannigrahi	03252-222004	9434130403	-	sannigrahinanda@yahoo.in

Status of the Institution	
Institution Status	Grant-in-aid

Type of Institution	
By Gender	For Women
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details

State	University name	Document
West Bengal	Sidho-Kanho-Birsha University	<a href="#">View Document</a>

**Details of UGC recognition**

Under Section	Date	View Document
2f of UGC	16-09-1967	<a href="#">View Document</a>
12B of UGC	10-06-1971	<a href="#">View Document</a>

**Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)**

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

**Recognitions**

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

**Location and Area of Campus**

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Deshbandhu Road, Purulia -- 723101	Urban	9.6	8383.44

**2.2 ACADEMIC INFORMATION**

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BA,Bengali Honours	36	Higher Secondary	Bengali	92	89
UG	BA,English Honours	36	Higher Secondary	English	102	95
UG	BA,Sanskrit Honours	36	Higher Secondary	Sanskrit	76	71
UG	BA,Philosophy Honours	36	Higher Secondary	English + Bengali	76	76
UG	BA,Political Science Honours	36	Higher Secondary	English + Bengali	92	92
UG	BA,History Honours	36	Higher Secondary	English + Bengali	92	89
UG	BA,Geography Honours	36	Higher Secondary	English + Bengali	61	56
UG	BA,Music Honours	36	Higher Secondary	English + Bengali	50	17
UG	BA,Education Honours	36	Higher Secondary	English + Bengali	44	44
UG	BA,Economics Honours	36	Higher Secondary	English + Bengali	33	33
UG	BSc,Mathematics Honours	36	Higher Secondary	English,English + Bengali	50	35
UG	BSc,Physics Honours	36	Higher Secondary	English + Bengali	33	3
UG	BSc,Chemistry Honours	36	Higher Secondary	English + Bengali	33	12
UG	BSc,Botany Honours	36	Higher Secondary	English + Bengali	33	18
UG	BSc,Zoology Honours	36	Higher Secondary	English + Bengali	28	27

UG	BSc,Environmental Science Honours	36	Higher Secondary	English + Bengali	28	1
UG	BSc,Computer Science Honours	36	Higher Secondary	English	28	13
UG	BSc,Nutrition Honours	36	Higher Secondary	English + Bengali	30	9
UG	BA,Ba Programme Course	36	Higher Secondary	Bengali	1279	1187
UG	BSc,B Sc Programme Course	36	Higher Secondary	English + Bengali	75	3
PG	MA,Bengali Post Graduate	24	Grafuate	Bengali	40	40

**Position Details of Faculty & Staff in the College**

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				20				69			
Recruited	0	0	0	0	9	11	0	20	40	24	0	64
Yet to Recruit	0				0				5			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				30
Recruited	18	5	0	23
Yet to Recruit				7
Sanctioned by the Management/Society or Other Authorized Bodies				17
Recruited	13	4	0	17
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

### Qualification Details of the Teaching Staff



Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	6	4	0	8	3	0	21
M.Phil.	0	0	0	0	1	0	2	0	0	3
PG	0	0	0	3	6	0	31	19	0	59
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male		Female	
	0		0	
		Others		Total
		0		0

**Provide the Following Details of Students Enrolled in the College During the Current Academic Year**

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	0	0	0	0	0
	Female	4658	16	0	0	4674
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	74	0	0	0	74
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	0	0	0	0
	Female	356	319	302	347
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	130	122	127	145
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	846	791	833	893
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	461	442	491	571
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		1793	1674	1753	1956

### Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	<p>The CBCS Semester system has been introduced from 2017. In purpose and implementation, the programmes offered are interdisciplinary. For example, Environment Consciousness and Women's Studies have been integrated into most of the curricula. Apart from this, the departments collaborate with the other departments in holding seminars and conferences with integrated subjects. For example, the History and Sanskrit departments have collaborated in holding seminars, and even the Political Science and Botany departments have collaborated in a workshop. Teachers from other departments are requested to take classes in other departments with specialized components -- such as</p>
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	the teachers of the Botany department are requested to take classes of Microbiology in the Nutrition department.
2. Academic bank of credits (ABC):	Students have enrolled in the Academic Bank of Credits from the current academic session. As such, it has become compulsory to procure an ABC ID in order to enrol for the examinations.
3. Skill development:	Great importance is given to skill development for both expertise in syllabus learning, and in acquiring skills for jobs. For this, more than 40 Add-on courses have been introduced by the various departments and the Career-counselling cell for these purposes. Some of these courses have been taught online, particularly in the lockdown period. The programme components also include SEC (Skill Enhancement Course) papers, which carry 50 marks each. Every Honours student has to complete two such papers, and every Programme course student has to complete 4 such papers each.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	<p>1. The college has taken appropriate steps for integration of the Indian Knowledge system (teaching in Indian Language, culture etc.) into the curriculum. Sanskrit and Bengali are taught in the college, and have both Honours and Programme courses. The number of students in the Bengali department in a single semester exceeds 2000. The number of students in the Sanskrit department in a single semester exceeds 400. 2. Most of the subjects in both the Arts and Science streams are taught in the bi-lingual mode in the class -- that is, both Bengali and English, and examination question papers are set in both languages. Students submit answer papers and project papers in both languages. All seminars and webinars, except those in particular language subjects like English, Bengali, Hindi, or Sanskrit, are conducted in the bi-lingual mode. 3. The subjects taught in bi-lingual mode are -- History, Political Science, Philosophy, Economics, Education, Physical Education, Mathematics, Botany, Zoology, Environmental Science, Nutrition, Computer Science, etc. 4. In an effort to preserve and promote Sanskrit in the institution, the Sanskrit department also conducts a Spoken Sanskrit course for all the students of the department, in collaboration with the Rashtriya Sanskrit Sangsthan. In 2020-21 the course was held online from 24th September 2020 to 15th May 2021.</p>

	<p>5. Indian Arts are given utmost importance in this college, and the college has a full-fledged Music department, which teaches both Classical Vocal Music Honours, and Rabindra Sangeet Honours, along with Programme course in Music. The NAAC report of the second cycle of NAAC also commented on the high standard of Indian Culture taught in this institution. 6. Indian culture is promoted in all the cultural programmes and functions of the college, and a Certificate course in Dance has also been conducted successfully in the pre-COVID period. It will be resumed as soon as the lockdown is lifted. 7. Yoga is taught regularly by the Dept. of Physical Education in our college, and training sessions are also conducted in the college 8. ITK in the different domains as a part of the wisdom of ancient culture is being promoted in general and health practices in particular. In this context, two herbal gardens and botanical repository have been developed for the cultivation of traditional knowledge practices, by using the different ingredients from the Indian Knowledge System (IKS).</p>
5. Focus on Outcome based education (OBE):	<p>1. The PO-s and CO-s have been compiled by every department, and have been uploaded on the college website. All the departments keep these in mind while preparing the modules, and annual reports are prepared by the departments as to how far these outcomes have been achieved. 1. The CO, PO, and PSO-s of all the courses and programmes of the college have been uploaded on the college website, and are communicated to the students at the beginning of the First Semester. 2. The prospects of each course are communicated to the students by the respective departments, and also by the Career Counselling Cell in its various programmes throughout the year. 3. The courses follow the CBCS pattern, and have skill-oriented components, which help to make the students more employable. Each Honours course student has to complete two Skill Enhancement Course (SEC) papers, and each Programme Course student has to complete four SEC papers in order to pass.</p>
6. Distance education/online education:	<p>First, it must be mentioned that lecture videos of the different faculty members and the different webinars, seminars, workshops, etc, are uploaded in the college website and YouTube channels. During the COVID lockdown the entire educational system had been</p>

	<p>carried on online. Since then, classes and add-on courses are taken in the dual mode. ICT is used by almost all the teachers. Apart from this, there is a very large centre of the Netaji Subhas Open University in the college, which has at present more than 5000 students, and more than 27 programmes. There are also vocational course run by the NSOU, which are made use of by the college students. There are professional courses in Library Science (both BLIS and MLIS), Master of Social Work (MSW), a masters' course in Journalism, and a one-year professional course in Advertising and Public Relations A link to the Nistarini College Study Centre of the Netaji Subhas Open University is provided in the Nistarini College website for detailed reference..</p>
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### Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	<p>Though such a formal club has not been set up, there is a continuous process of electoral literacy initiatives in the college, headed by the Political Science department. It must be mentioned that the students of this college has won the District level Youth Parliament Competition 10 times in 11 years, and have won the Divisional Level Youth Parliament Competition four times in the last 8 years. This college has won the competition on the State level twice. The students have won the first and third prize in the District level Quiz on the Indian Constitution in 2022, and all the relevant photographs have been uploaded on the college website.</p>
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	<p>The Governing Body has a committee to oversee the conducting of students' elections in the college, and there is a co-ordinator for this committee. this committee is put up on the college website. The link is as follows: <a href="https://www.nistarinicollege.ac.in/wp-content/uploads/2022/08/Important-Cells_G-B-Committees-2022.pdf">https://www.nistarinicollege.ac.in/wp-content/uploads/2022/08/Important-Cells_G-B-Committees-2022.pdf</a></p>
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from,	<p>Voter awareness programmes are conducted by the Political Science departments every year. Training is carried on by teachers of various departments for the Youth Parliament Competition every year. Students are trained in electoral processes through these</p>

assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	programmes.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	Such projects are being planned for the current year.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	Almost all the students above 18 years of age are voters, and at various points of time, resource persons from the Election Office of the District Administration are requested to speak to the students for sensitization. These programmes are always very successful.

## Extended Profile

### 1 Students

#### 1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
4348	4345	4546	4484	3766
File Description		Document		
Institutional data in the prescribed format		<a href="#">View Document</a>		

### 2 Teachers

#### 2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 87

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
85	87	84	79	69

### 3 Institution

#### 3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
147.14716	115.70143	174.24610	162.67413	141.43720



## 4. Quality Indicator Framework(QIF)

### Criterion 1 - Curricular Aspects

#### 1.1 Curricular Planning and Implementation

**1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment**

**Response:**

The curriculum for the UG and PG courses are framed by the University as per the CBCS semester system. Whatever opportunity there is of modification of the syllabus, is done by the Board of Studies, and many of our teachers are members in the Boards of Studies of various subjects. The UGC permits 10% local modification of the UGC syllabus, and this 10% has been effected in this university, keeping in mind local considerations. The

departments insist on a teaching plan from the teachers, who teach their part of the syllabus according to this plan. One class per week per teacher is earmarked for meeting their mentees. Remedial measures are taken for slow learners, and tutorial classes for advanced learners. Strict measures are taken so that the teachers complete their syllabus as per the stipulated number of classes earmarked in the University-sanctioned syllabus.

A general routine is framed at the beginning of each session for BA and B.Sc streams. Each department then inserts the names of its teachers in the routine, and a printed form of the routine is distributed to the students. This routine is strictly followed by each departments. The link for the routine that is followed for effective curriculum delivery is given below.

An Academic Calendar is published at the beginning of every session, and is uploaded on the website.

Apart from this, subject teachers are invited by the University from time to time to review the syllabus. If any teacher has any doubts about the syllabus, he/she is welcome to move the university to discuss the matter in the various Boards of Studies.

During COVID lockdown, only online classes mentoring, webinars, and other activities were held. At present, there is the dual online-offline mode followed by the college. Often, when the syllabus has not been completed, teachers take classes online to complete the syllabus.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

#### 1.2 Academic Flexibility

**1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years**

**Response: 59**

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

**Response: 50.41**

#### 1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
5182	3281	2035	334	0

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.3 Curriculum Enrichment

### 1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

**Response:**

As per the CBCS curriculum, Human values, Gender Issues, and Environment consciousness are integrated into the curricula of all the programmes and courses taught in the college. Gender issues are of predominant importance in this college, because it is a women's college, and special care is taken to impart knowledge about women's rights and problems. Environmental Studies is a compulsory subject for all students, both in Humanities and Science streams. Professional ethics are imparted to the students through the Career Counselling Cell.

**Gender :**

As this is a women's college, gender issues take a front seat in any discussions on academic and non-academic programmes. Gender issues have been inculcated into the curriculum of almost all Language and Humanities subjects. The link is given below.

**Human Values :**

Women's Rights are Human Rights. This UNO slogan is one of the main ideals instilled in the students from Day One of their sojourn in this college. Apart from the humanism that has been introduced into the CBCS curriculum, human values are instilled into the students by the extension and social programmes undertaken by the college.

**Environment :**

The college has an Eco-Club with more than 200 Green volunteers from all the courses in the college, with the purpose of developing the green ambience in the college premises, and to disseminate the message of eco-friendly, plastic-free, carbon neutral in the campus. Renewable energy resources harnessing, promotion of the use of bio-degradable products, e-waste management practices, are some of the other activities being encouraged by this Club. Green Audit and Energy Audits are conducted regularly.

Climate change and global warming are important subjects for NSS programmes and camps. The Geography department assists the NSS in these programmes. Apart from this, Environmental Studies is a Compulsory subject for all students in the college. There is also a full-fledged Environmental Science department in the college.

Links to the curriculum have been given below for perusal.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)**

**Response:** 38.89

**1.3.2.1 Number of students undertaking project work/field work / internships**

**Response:** 1691

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**1.4 Feedback System**

**1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on**

**the feedback is made available on institutional website (Yes or No)**

**Response:** Yes

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1 Enrolment percentage

**Response:** 87.06

##### 2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1793	1674	1753	1956	1598

##### 2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
2375	2375	2238	1565	1525

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

**Response:** 100

##### 2.1.2.1 Number of actual students admitted from the reserved categories year - wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1129	1129	1060	744	725

##### 2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1129	1129	1060	744	725

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 2.2 Student Teacher Ratio

### 2.2.1 Student – Full time Teacher Ratio (Data for the latest completed academic year)

**Response:** 51.15

## 2.3 Teaching- Learning Process

### 2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools

**Response:**

The previous Annual method of examination and curriculum had been heavily teacher-centric. But now, the student-centric methodology is inherent in the CBCS system, and the curriculum integrates experiential learning, participative learning and problem solving. Study tours and field tours are regularly conducted by departments which have such tours in their syllabus (see attached file). Other departments like Geography and Nutrition also conduct tours to the Geological Survey of India or the Food Department of the Government, over and above their regular tours. Arts departments take their students to other colleges to attend seminars on relevant topics. Webinars are widely attended by students. Students of the Music department are encouraged to attend musical programmes and the Music department is often invited to perform in various government and nongovernment programmes outside the college, particularly by the Information and Cultural Department of the government. These programmes give them hands-on experience. Student seminars are also conducted by various departments to allow students to speak on subjects of their choice. In all, the college encourages student-centric learning.

The teacher is an integral part of any teaching-learning process, and mentoring by the teacher is essential. However, now the students have a far larger role in their own education than previously.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

### 2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years

**Response:** 91.82

#### 2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:

2021-22	2020-21	2019-20	2018-19	2017-18
90	92	92	88	78

File Description	Document
Upload supporting document	<a href="#">View Document</a>

### 2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

**Response:** 57.43

#### 2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
49	51	49	45	38

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 2.5 Evaluation Process and Reforms

### 2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

**Response:**

The college has a well-planned system of continuous evaluation internally. It must first be noted that 10

marks per paper is allotted for internal evaluation in the CBCS semester system. Of these 10 marks, 3 marks are allotted for class attendance, and 7 for internal examinations, or tutorials, or classroom assessment. Our college opts for internal examinations, conducted centrally for Programme Courses, and departmentally for Honours courses. As each internal examination is conducted semester wise, such general examinations are held twice a year. Apart from this, there is the less-documented classroom assessment on a regular basis, and tutorial / remedial assessments in the classes allotted for mentormentees. Many departments hold students' seminars as a mode of assessment. Taken together, a continuous evaluation is held throughout the year. If any student has any grievance regarding internal examinations, she first goes to the departmental Head with her complaint. Normally the departmental Head solves her problem, for all the scripts / somuments regarding her examination is in his custody. If the Head is unable to solve the problem, she writes to the Principal, who calls the Convenor of the Examination subcommittee. They solve her problem. If there is any probkem regarding the marks that have been sent to the University, then the Principal acts according to the advice of the Controller of Examinations, and the problem is solved.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

**2.6.1 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**

**Response:**

Programme and Course outcomes for all programmes offered by the institution are stated and displayed on the college website and communicated to teachers and students. The outcomes are framed by each department, and analysed by the departments at intervals. Every department attempts to cater to the outcomes outlined by them, while teaching. Action taken reports are also framed by the departments regularly. These CO-s and PO-s, along with the action-taken reports, are uploaded on the website. The link is provided below, and the CO-s for all programmes are given as attachment.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**2.6.2 Pass percentage of Students during last five years**

**Response:** 72.57



**2.6.2.1 Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1156	1052	797	429	395

**2.6.2.2 Number of final year students who appeared for the university examination year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1202	1163	1114	990	807

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**2.7 Student Satisfaction Survey****2.7.1 Online student satisfaction survey regarding teaching learning process****Response:**

File Description	Document
Upload database of all students on roll	<a href="#">View Document</a>

## Criterion 3 - Research, Innovations and Extension

### 3.1 Resource Mobilization for Research

**3.1.1 Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)**

**Response:** 0

**3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

**File Description**

**Document**

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

**3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge**

**Response:**

First, the College Library has a separate dynamic website, which contains e-resources that are both web-based, and based on teachers' contributions. These are aimed at increasing the exchange of knowledge for academic purposes. The online Public Access Catalogue (OPAC) can be accessed by both teachers and students online from anywhere.

The teachers are constantly encouraged to initiate or participate in research and innovations, but keeping in mind the Intellectual Property laws. Every year seminars and workshops are organized on Intellectual Property Rights, for both students and teachers. Even in the COVID year, an online workshop on Intellectual Property Rights was conducted on 10.04.2021 for both teachers and students, and there were more than 200 participants. Books have been purchased in the college library on the requisitions submitted by teachers for research purposes. Instruments have been purchased for their purpose. Apart from this, this college is used as a research centre for the students of the SKB University Education department, and several students often come here to conduct their research. The UGC has not been providing funds for research for a long time, and that is why UGC Minor Research Projects have not been conducted. However, the college has taken steps for promoting research through college funds, though such funds are limited. In this scheme, two research projects by individual teachers, and one research project by the Bengali department are still being continued. The Zoology and the Environment Science departments have also expressed their willingness to execute Research work with college funds. The Bengali and English departments have often published books with well-researched articles. Recently, two students of the

Environment Science department participated in the Regional Science Congress held in Bankura University, and won the second prize for their model. These students have been sent to participate in the State level Congress. Student seminars are held in various departments at intervals to encourage students to express their ideas in public. All the students have to compulsorily complete projects for Environmental Studies, and several departments require their students to complete projects and dissertations to earn their degree.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### **3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years**

**Response: 7**

#### **3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
4	2	1	0	0

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### **3.3 Research Publications and Awards**

#### **3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

**Response: 0.49**

##### **3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
4	18	15	4	2

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

**Response:** 1.03

#### 3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
22	41	25	2	0

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 3.4 Extension Activities

### 3.4.1 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.

**Response:**

This college is one which is extremely strong in its dedication to community work in all forms. This work is mainly carried out by the four units of the National Service Scheme (NSS), under the guidance of the four Programme Officers of the four units. There is also an NCC company of 100 cadets. The NSS units not only work in their adopted villages, they also perform community service in different rural localities of Purulia District, which is one of the most backward districts of the country. They do this in collaboration with various local clubs and NGO-s, with whom they have MOU-s or agreements. In the years under lockdown because of COVID, the community work was mainly centred on spreading awareness regarding COVID, and assisting the general public, who were facing problems during lockdown. In doing this, many of our students also faced risk of contracting COVID, but they, nevertheless, continued with their social

commitments. The college felicitated these students after lockdown was lifted. The college has a very positive policy of awarding prizes to the best performers of the four units of the NSS. Apart from this, during the lockdown year, various COVID sensitization programmes were held for the students, teachers, and the community. What is important is that extension and community services and programmes are held throughout the year constantly. This is evident from the reports given below. The college has a definite purpose of instilling a sense of community service, kindness and helpfulness among the students.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

#### Response:

This college has continuously made its mark in all extra-curricular and extension activities all round the year, every year. Apart from several awards for sports, games, cultural performance, and Youth Parliament Competition (the awards for which are 56 in the last five years), our students have also excelled in extension activities, and have won recognition from various organizations for the work that they have done outside the college. A report of the Extension activities performed by the college has already been given above. For example, they have won recognitions for teaching in rural schools, for COVID-related activities, for work in villages, etc. Twenty four such awards have been listed as attachment below. Respectable donors have donated awards in the college for good work for extension activities --such as the Anandabhusan Roy prize, donated by Ms. Aparna Roy, in memory of her husband, for the three best NSS workers every year. These awards are also given to deserving students. The college, too, has received various awards from government and non-government bodies, such as the Times Ascent Award for the Best Academic Institution (08/08/2022), from the Times of India Group, the Kanyashree Award from the West Bengal Government (14/08/2020), and the Education Excellence Award from the Zee 24 Ghanta news channel, which also telecast the receipt of this award on 30/07/2021.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organised in collaboration with industry, community and NGOs) during the last five years

**Response: 149**

**3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
65	29	21	13	21

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.5 Collaboration

**3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.**

**Response: 29**

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

### 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

##### Response:

This college has an infrastructure that is the envy of several institutions in this area. There are at present 55 classrooms, 19 laboratories, 3 hostels, a 900-seater auditorium, seminar and conference halls, and several other facilities. However, because of the increase in the number of students over the years, there is always a need for more space and more classrooms. We also have to allot rooms for the various cells in the college, and for the NCC and the NSS. As such, we have constructed a new building with RUSA funds, which will be completed very soon, and more classrooms are under construction. The equipment in the laboratories is being increased every year, and computers are also purchased regularly. As such, though the teaching learning equipment and infrastructure is extensive, we are always trying to increase and upgrade it for the use of the students and teachers in the present age.

The Sports facilities and facilities for Cultural activities are more than adequate, because there are the Physical Education and the Music departments, which oversee these facilities. The institution has excellent facilities for cultural activities, sports, games, gymnasium, yoga centre and other such activities. It must be reiterated that there are full-fledged undergraduate departments for Music (Hindusthani Classical and Rabindra Sangeet)

and Physical Education in the college. The Music department has been running from 1997, and the Physical Education department from 2010. The Music department also conducts a Certificate course for Indian dance. All the facilities related to Music and Dance are under the supervision of the Music department, and all the facilities for sports, games (both indoor and outdoor), gymnasium, and yoga are under the supervision of the Department of Physical Education. There is a 900-seater Auditorium for cultural activities, and a field, a tennis court, and a basketball court, a gymnasium, and a large hall for sporting activities. The college has been regularly winning sporting events on the University, District and State level, and some of our students have also won awards in yoga and karate on the International level.

The Library is fully computerized and well-equipped. Books for the new CBCS syllabus are being added continuously. There is a free computer zone for students in the library.

For ICT, there are five ICT-equipped rooms, and LCD projectors and laptops for classroom teaching and seminars and conferences.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

#### 4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

**Response:** 25.15

**4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
32.2957	80.28149	49.15369	16.74922	7.90448

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 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**

**Response:**

The Library is fully automated, using CAMS 4.0 software. Through this software, which is integrated with the college office, so that student data can be accessed, the library provides various services and facilities like student and staff membership entry, book database entry, book issue and return, student library card printing with barcode, books barcode printing, stock checking, viewing of the reports of book issue, etc. All library data is available through the software, and there is a special website for the college library, which is integrated with the college website ([www.nistarinicollegelibrary.in](http://www.nistarinicollegelibrary.in)).

The college library subscribes to various e-resources, like INFLIBNET ( NLIST, etc, in which various websites like Shodhganga are also included), E-Shodhsindhu, WBCLOLR (West Bengal College Library Online Learning Resources), NDLI (National Digital Library of India, Indian Academy of Science Journals, DOAJ (Directory of Open Access Journals) and DOAB (Directory of Open Access Books), Bengali Library Website, etc. Teachers also contribute to E-resources.

Amount spent of purchase of books and Journals : 2017-18 : Rs. 61,059/-. 2018-19 : Rs. 1,49,506/-. 2019-20 : Rs. 3,21,958/-. 2020-21 : Rs. 53,977/-. 2021-22 : Rs. 2,13,343/-

Per day usage of library : 2017-18 : 110. 2018-19: 118. 2019-20 : 146. 2020-21 : 65. 2021-22 : 115.



File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 4.3 IT Infrastructure

#### 4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

##### Response:

IT facilities are continuously upgraded in the college. In 2017-18 the Broadband services (SITI Cable) provided 60 MBPS bandwidth. By 2021, this was increased to 130 MBPS. In 2022 we increased the number of providers to two, one of which provided 170 MBPS bandwidth, and the other provides 130 MBPS bandwidth. SITI Cable is connected to the Office and the Library, while the Departments are connected to Allianz Cable. Even though there was complete lockdown throughout the year 2020-21, because of the COVID pandemic, the teaching-learning process continued through the virtual mode, and online examinations were held on time. As such, teachers had to come often to the college for library work, online teaching, and webinars. Adequate number of computers were purchased, ensuring that every department has computer facilities of its own, with internet connection. Wi Fi connections have been installed in various areas of the college, where teachers and staff use the internet the most, such as the staff room, the library, and the office. There is a free Wi-fi zone for students in front of the Auditorium.

Several departments like the Computer Science department, the Mathematics department, the Geography department, and the Physics department have complete computer laboratories for their students.

There is a students' internet corner in the college library, where students access the internet for free. There are four computers in this students' corner. The college canteen also allows students to access the internet on a computer installed there for this purpose. The hostels are also equipped with computers with internet facilities for the hostel inmates.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

#### 4.3.2 Student – Computer ratio (Data for the latest completed academic year)

Response: 28.23

##### 4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 154	
File Description	Document
Upload supporting document	<a href="#">View Document</a>

#### 4.4 Maintenance of Campus Infrastructure

##### 4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

Response: 29.14

##### 4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
48.08394	43.87667	40.42792	47.96285	35.63181

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

**Response:** 68.1

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
2606	3456	3931	3753	888

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years

**Response:** 56.87

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6224	2675	2586	307	428

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies
- 2.Organisation wide awareness and undertakings on policies with zero tolerance
- 3.Mechanisms for submission of online/offline students' grievances
- 4.Timely redressal of the grievances through appropriate committees

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

## 5.2 Student Progression

#### 5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

**Response:** 34.89

##### 5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
402	479	186	130	139

##### 5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1156	1052	797	429	395

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

**Response:** 73.24

#### 5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
23	29	0	0	0

#### 5.2.2.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
35	36	0	0	0

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

### 5.3.1 Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

**Response:** 57

#### 5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at

*national/international level (award for a team event should be counted as one) year wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
13	8	3	10	23

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

**Response:** 20.4

#### 5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
22	5	24	24	27

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.4 Alumni Engagement

### 5.4.1 There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

**Response:**

The Alumni Association of this college is registered -- Registered under the West Bengal Societies registration act, 1961: West Bengal act XXVI of 1961) Registration no: S0029076 of 2022-2023.), dated 4th August 2022. This Association is very active, particularly because seven of our alumni are at present members of the full-time faculty. The Secretary and President of the Association are members of the faculty of Nistarini College. That is why the association has a day-to-day connection with the college, and participates in its activities. Some of the activities over the last few years are as follows --

2017-18

Among other activities, the Association held a seminar on 08/03/2017, on the Empowerment of Women, which was attended by the students of our college, and the Resource Persons were our alumni who are now teaching in colleges and universities. This programme was very successful.

2018-19

In this year the Alumni Association distributed books to the needy students of this college.

2019-20

Apart from several meetings with the college administration, the Alumni Association organized a Rangoli competition and a Sit and Draw Competition for the college students.

2020-21

This was the COVID lockdown year. On 02.07.2021, the Alumni Association organized an awareness campaign for the students studying in online mode regarding admission, teaching-learning method and way of communication. The Association decided to counsel them as per requirement.

2021-22

As the lockdown was continuing, the Alumni Association decided to help the suffering people. On 30.12.2021, blankets were distributed among the villagers of Jhornakocha and Kudloong- two remote villages of Purulia district. Dry fruit items, soap, sanitizers were also distributed.

The Alumni Association also decided to organize a Reunion programme on 5th February 2023, because such a Reunion had not been organized for a long time because of COVID.

Apart from these and other normal activities, the Alumni Association also gifted small amounts of money to the college from time to time, and gifts like a wall clock, books, and almirah, etc.

A complete report of the Alumni Association activities is attached below.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

**6.1.1 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**

**Response:**

The vision of the institution is connected with the development and empowerment of girl students in a backward area of the country, to make them capable citizens in today's world. The Governing Body and the IQAC frame the policies that synchornize with the vision and mission of the college. With these policies, the college tries to implement the following in all its policies --

1. To make the college technologically updated, and to strive to enable the students to be updated too.
2. To encourage the students to complete their degree and to pass their exams effectively.
3. To take initiatives to train the students to be more employable.
4. To emphasize the importance of sports, games and the fine arts, both in the curriculum, and in the programmes of the college.
5. To reward the students and staff when they perform well.
6. To create an eco-friendly campus, and to create environment consciousness among the students..
7. To make the students conscious of their social responsibilities as good citizens.
8. To encourage the students to be self-sufficient, both individually and professionally.

All these matters are inherent in the policies that are framed by the college authorities. Apart from these, the governance aims at accountability, empowerment, inclusiveness, impartiality, responsiveness, and transparency.

In the governance, the practices of decentralization and participative management are always followed. Some of the processes are as follows --

1) The general work of the college is divided into 10 heads by the Teachers Council, and into 8 heads by the Governing Body. Each head has a sub-committee in charge of it, consisting of teachers and non-teaching staff. The ten heads under the Teachers' Council are – Culture, Sports, Magazine, Library, Common Room, Vigyan Parishad, Students' Welfare, Examination, Routine, and Infrastructure Maintenance. The eight heads under the Governing Body are – Finance, Purchase, Building, Provident Fund, Admission, Canteen, RUSA, and IQAC. Each sub-committee does its own work from planning to implementation, and is answerable to the Teachers'

Council or the Governing Body as the case may be. Budgetary allocation is done by the Finance Committee, as and when the requisition is submitted to it.

2) All official work, too, is divided among the office staff for reasons of good management. For example, the examination work done by the office is divided among the various staff by the Principal, and each does his part for smooth running of the examination system. The same is done with other jobs like scholarships and university-related jobs. The office is divided into the Accounts section and the Students' Section, so that the relevant work is done by the person in charge of that job.



File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1 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

#### Response:

The highest administrative body of the college is the Governing Body, to which all issues regarding planning, finances, administration, and discipline are referred. The Governing Body is headed by the President of the Governing Body (at present, Dr. Subal Ch. De), and consists of the Principal as Secretary, three representatives of the teaching staff, one representative of the non-teaching staff, two nominees of the Government, one nominee of the State Council of Higher Education, and one Students' Representative. Apart from the Governing Body administrative decisions regarding academics are taken by the Teachers' Council. The entire office of the college, and the central library are computerized. Online methods of communicating with the students and the staff are implemented constantly. There are WhatsApp groups for the teachers and students, and connectivity with them is therefore increased. The office software works through online mode, and can be accessed throughout the college, and also from outside. Internet services are given free of cost to all sections. Students have an internet corner for free use in the library. There are also internet facilities for students in the Canteen and in the Hostels.

Every sub-committee of the Governing Body or the Teachers' Council holds a meeting at the beginning of the session to chalk out the plan for the coming year. This plan is adhered to as far as practicable. If the plan is changed for any reason, another meeting is convened to discuss the change.

All appointments of teaching and non-teaching staff is carried out as per procedure chalked out the government. The government service rules are followed all through their service period. Apart from this, there are the University Statutes which are followed at all times.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 6.2.2 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support

**4.Examination****Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

**6.3 Faculty Empowerment Strategies****6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff****Response:**

Welfare schemes are in place for all staff of the college :

**1. Teaching Staff :**

Residential Staff quarters are provided for teaching staff. Seven families of the teaching staff are residing in the staff quarters. There is also option for Government health scheme for teaching staff. Use of college vehicle is permitted for personal use on payment of hiring charges. All the Teaching Staff are members of the Employees' Co-operative Society, from where they can obtain loans in exigencies. All teachers fall under the General Provident Fund scheme and the Pension scheme. Leave is as per Government rule.

**2. Non-teaching staff :**

Option for Government health scheme is available for non-teaching staff. Use of college vehicle is permitted for personal use on payment of subsidized hiring charges. Festival advance is provided from the college fund to all the non-teaching staff, both fulltime and casual. The remuneration of the casual and daily wage staff of the college is increased every year by the Governing Body. All the Non-Teaching Staff are members of the Employees' Co-operative Society, from where they can obtain loans in exigencies. They, too, fall under the GPF scheme and the Pension benefit of the government. Leave is as per Government rule.

This institution has a balanced system of appraisal of the performance of the teaching and the non-teaching staff.

**Teaching Staff :**

Each of the teaching staff has to pass through a rigorous process of appraisal through a prescribed form that is countersigned by the Principal and University and Government experts, before each stage of promotion. There are three stages of promotion in the designation of Assistant Professor, before the teacher can be promoted to the stage of Associate Professor. As per this format, the teacher is judged on several counts, apart from academic activities, which include administrative work, work related to student activities, and other extra-curricular work. Apart from this every teacher is evaluated by the Governing Body before confirmation of services. In the process of evaluation, the ROPA 19 rules are taken into account.

**Non-Teaching Staff:**

The Principal and the Governing Body evaluate the performance of the Non-teaching staff before every promotional benefit. Apart from that, their performance is evaluated from time to time by both the Principal and the Governing Body.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

### 6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 0

#### 6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>

### 6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

Response: 59.88

#### 6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
9	121	4	85	93

#### 6.3.3.2 Number of non-teaching staff year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
21	22	24	25	25

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

### 6.4.1 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)

#### Response:

The institution always strives for mobilization of resources and optimal utilization of funds. From time to time requisitions for purchase are collected from the departments, the library and the office, and placed in the Purchase

Committee of the college, which considers them and forwards them to the Finance Committee. All Financial decisions are taken by the Governing Body of the college, on the recommendation of the Finance Committee of the college. Accounts are maintained by the Accountant, and then placed in the Finance Committee and Governing Body for approval. All other financial recommendations are placed by the Purchase Committee and the Teachers' Council. The entire financial system of the college is computerized and runs on the office software CAMS. The college conducts Annual Audit by auditors appointed by the Government. As such, the resources of the college are utilized to the utmost. In the years 2020-22, however, the government has not yet sent the name of the auditor for this college, even after several reminders, and as such, the college has conducted the annual audits by registered auditors, whose names are in the government rolls.

Apart from this, regular internal audits are continuously carried on. There is an internal method in place for regular auditing of accounts. The Accountant and Bursar first check all accounts and then bills are sent to the Principal for approval. All financial decisions are taken by the Finance Committee, which includes as its members the President of the Governing Body and a Government nominee. As such, there is a definite mechanism for a continuous system of audit internally.

All auditing objections are dealt with through the Finance Committee and the Governing Body, where the audit reports are placed for perusal. It is our pride that the accounts of the college are so transparent and clear, that the objections are minimal.

As supporting document, we have annexed an extract of the audit reports. The full report will be submitted on demand.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 6.5 Internal Quality Assurance System

**6.5.1 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**

**Response:**

\* The IQAC has promoted the teaching learning process through technology and online methodologies, so that the teaching learning activities have not been hampered even during lockdown. It takes initiatives to ensure a dual mode of teaching after the college has opened after lockdown.

\* Collaborating with NSS in tree-planting ceremony, to further improve the green environment of the college. Several green initiatives have been taken, which are evident in the Green Audit report. The IQAC has also initiated an Eco-Club in the campus with Green Volunteers from the students. These students take initiatives to made the campus a clean and green place.

\* Organizing seminars and webinars along with various departments for the benefit of students and teachers, all through the years, and even during the lockdown period. It takes the main initiative for organizing the Memorial lectures every year.

\* Monitoring the attainment of CO-s and PO-s of the various departments.

\* Preparing lists of necessary equipment for purchase from RUSA and the college fund, so that the various departments can be benefitted.

\* Encouraging the departments and the Career-Counselling Cell to conduct Add-on courses for the benefit of the students.

\* Taking steps for opening of PG in Geography.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 6.5.2 Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
- 2.Collaborative quality initiatives with other institution(s)/ membership of international networks**
- 3.Participation in NIRF**
- 4.any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

#### 7.1.1 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

##### Response:

This is a women's college, and all measures that are taken in the college for the students are for women. All the infrastructure, hostels, and common rooms are for women. Various welfare schemes and scholarships are in place for the girl students. Yet, gender sensitization programmes and webinars are conducted every year for the students, to increase awareness of their rights and opportunities. Every year International Women's Day is celebrated on 8th March, and seminars and webinars are held, such as --

1. Celebration of International Womens' Day, 2022. International Seminar on Right and Empowerment of Women in Developing Countries. Date : 08.03.2022, organized by the Department of Political Science, Department of History and IQAC, Nistarini College. There were more than 800 participants in this seminar.
2. National Seminar on "Women in India Myriad perspectives (vedic to Modern)", organized on 4-5.08.2020 by the Dept. of Sanskrit & IQAC, Nistarini College, Purulia. There were 156 participants here.
3. Webinar on Gender Studies: Theory and Praxis organised by Department of English, Nistarini College, on 7 July, 2021, with more than 300 participants.
4. Awareness programme on Rural livelihood for women on 18.07.20, organized in collaboration with Tapananda Rural Development Society.
5. Training and Motivation for Women SHG Groups and Women farmers on Medicinal Plant and aromatic Plant cultivation and Value addition Cultivations from 17.09.2020 to .24.9.2020.
6. Webinar on Women Development in Purulia 08.03.21 on International Women Day. Organized in collaboration with the Tapananda Rural Development Society.
- 7.. National Seminar on “Development of Curriculum & Quality Enhancement in accordance with Women’s Education with special reference to Vidyasagar” on 05.12.2019, organized by Dept. of Bengali & IQAC, Nistarini College, Purulia, in collaboration with NAAC. It was funded by NAAC. 542 teachers and students participated.
8. National Seminar on Development of Curriculum & Quality Enhancement in Women Education with Spl. Ref. to Vidyasagar on 06.11.2018, organized by the IQAC,, Nistarini College. There were 120 participants.
9. Special Lecture on “Suffocating the Gender” on 12.12.2018, organized by the Dept. of English, Nistarini College. There were 523 participants.

Other facilities for women :

a. Safety and security provided by security agency for both college students and hostel inmates. b. If any student or teacher requires assistance with children, this is provided in the college hostel temporarily. c.. Vending machines for napkins have been installed in the college and hostel by the Rotary Club and Zilla Parishad.

Sensitization of the students and employees of the institution to the constitutional values, rights, duties and responsibilities of citizens gets upmost importance in this college. All the national days are celebrated with due respect, such as the Independence Day, Republic Day, Gandhiji's birthday, National Youth Day (birthday of Swami Vivekananda, birthday of Deshbandhu Chittaranjan Das (whose mother was Nistarini Devi), and other such days. Constitution Day is celebrated every year by the Political Science Department, for the general students of the college. International commemorative days like International Women's Day and World Yoga Day are also celebrated with programmes specific to these days.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

#### 7.1.2 The Institution has facilities and initiatives for

1. Alternate sources of energy and energy conservation measures
2. Management of the various types of degradable and nondegradable waste
3. Water conservation
4. Green campus initiatives
5. Disabled-friendly, barrier free environment

**Response:** A. 4 or All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

#### 7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>



**7.1.4 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)**

**Response:**

The college is situated in a tribal area, which is one of the most backward districts of the country. The main thrust of the college is towards development of the backward classes and minorities, of which, too, there is a large section. The mentors constantly attempt to improve the academic base of the backward students. In fact, the Physical Education department was opened in 2010, with the tribal girls in mind, because they are normally very good in sporting activities. For the Physically disabled, there are ramps in all the buildings, and a toilet for PC students. Efforts are on to construct a lift in each of the tall buildings. Cultural activities of the tribal students are always given precedence in the College Social or Foundation Day programmes.

Sensitization of the students and employees of the institution to the constitutional values, rights, duties and responsibilities of citizens gets utmost importance in this college. This college is one of the leading institutions of this state, in which the students are regularly trained for the Youth Parliament Competitions every year, which are organized by the Department of Parliamentary Affairs. Nistarini College almost always wins the First Prize in the District Level Competition, and has also regularly won first or second prizes in the State / Divisional level. The following list, compiled from the year 2011, will speak for itself –

- i. 2011 : 1st in District level competition.
- ii. 2011 : Best Speaker and Best Opposition leader in State level competition.
- iii. 2012: 1st in District level competition.
- iv. 2012 : Winners in State level competition. The team felicitated by the Chief Minister in the West Bengal Assembly.
- v. 2013 : 1st in District level competition. vi. 2014 : 1st in District level competition.
- vii. 2015 : 1st in District level competition
- viii. 2015 : Winners in the Divisional level competition. Team felicitated by the West Bengal Government on 19/02/2015.
- ix. 2016: 1st in District level competition.
- x. 2016 : Runners-up in the Divisional level competition.
- xi. 2017 : 1st in the District level competition.
- xii. 2017 : Runners-up in the Divisional level competition.
- xiii. 2019 : 1st in the District level competition.

xiv. 2019 : 3rd in the Divisional level competition.

xv. 2022 : 1st in the District level Competition. Best Speaker award

xvi. 2022 : 1st in the Divisional level Competition. Best Parliamentarian award

The YPC competitions were not held in 2020 or 2021, because of COVID lockdown.

Constitution Day is celebrated every year on 26th November by the Political Science department for the general students.

All the above shows that the college gives utmost importance to the inculcation of Parliamentary values and duties among the students of the college.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

### 7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

#### Response:

#### Best Practice I

#### Titla : Conducting of Saraswati Puja by Girl Students

#### Objectives :

Saraswati Puja has been celebrated in the college from its inception. Till the year 2010, this Puja had been conducted the traditional way, with a hired male priest. From 2010 onwards the college has decided to conduct the Puja with the students as priests. This has been envisaged as a part of the purpose to empower girls, and encourage them to make inroads into male-dominated professions.

#### Context :

When the idea first took root in the imagination of the Principal, she discussed it in the Teachers' Council. That was in 2009. It met with stiff resistance from several male teachers, particularly those of the Sanskrit

Department. We could not implement it that year. The next year, that is, 2010, the girls were encouraged to conduct the Puja themselves. From the year 2012, the college decided to go one step forward – there would be a training session in the college itself, for a fortnight, and about thirty students would be trained by an expert. The training was aimed at giving the message that even for conducting a Puja there must be seriousness of approach and perfection of technique. On the day of the Puja these girls' performance on the microphone was exemplary.

#### The Practice:

This manner of conducting Saraswati Puja generated a lot of interest among the students, and there was record attendance in the Auditorium on that day. Public feedback showed that on the whole the general public appreciated the move, though it has so far been wrongly thought that the public will not accept girls as priests. The Puja conducted by girl priests has been covered by almost all the major news channels of West Bengal, and all the major newspapers.

After the Puja was over, the Khichuri Bhog was held seven days later. It was open for all the students, staff, and well wishers of the college, and 2450 people had khichuri on that day. The entire process was planned and conducted by the students, and they even helped in the cooking process. They took the entire responsibility of distribution on themselves. This, too, was a great success.

#### Evidence of Success :

To organize Saraswati Puja with girl priests is an innovative step, aimed at assisting the empowerment of girls, and give them encouragement to encroach on male-dominated fields or professions. In Purulia, one of most backward districts of the country, using girl priests for a public puja is absolutely unheard of. The success of this venture is seen in three ways –

1. The manner of conducting the Puja was technically faultless.
2. The general public accepted the matter wholeheartedly, and several people from outside came to the college for Pushpanjali.
3. The students showed great enthusiasm, and came in large numbers to attend the Puja.

#### Problems and Resources :

A Saraswati Puja fund is created at beginning of each year from the fees collected from the students. This fund is used both for the Puja and the Khichuri Bhog. As such, even without too much luxury, this fund is enough to meet up with the costs.

#### Best Practices – 2

## Earn While You Learn Scheme in the Library

### Objectives :

The “Earn While You Learn” Scheme was devised to take care of two main issues – shortage of staff in the library, and a method to tackle the financial needs of poor students.

### Context:

The main challenge was to find an acceptable solution for both the staff shortage, and for student welfare. To find a solution to the problem of staff shortage, the Principal proposed in the Governing Body that 3rd Year Programme course students can be engaged against remuneration, to do service in the library. This will enable them to earn some money for their studies, and will also create support staff for the library. Poor students will be given preference. Programme course students are chosen, because they have less class pressure than Honours course students. The Librarian and the members of the Governing Body welcomed the proposal.

### The Practice:

After detailed discussion in the Library Committee meeting dated 20/11/2019, the proposal was placed in the Governing Body meeting dated 22/11/2019, where the proposal was accepted. Immediately after the Governing Body meeting the programme was initiated by a notification, requesting applications from the students of the 5th semester or 3rd Year Programme course. The interview of the applicants was held on 14th February 2020, and the list of selected participants was published on 17th February 2020. Twelve students were initially selected. They worked according to a roster, for a maximum of four hours per day, at Rs.50/- per hour. They worked for a total of 18 days (148 hours) before lockdown was declared because of the spread of COVID 19 virus. The amount paid was Rs.17,400/- After the lockdown, another notice was circulated by the Librarian, on 13.04.2022, asking for applicants from the 3rd Year Programme course students. 10 students were engaged, of whom 9 are still working. These students, till date, have worked for a total of 604 hours, and the amount paid to them is Rs.30,200/-.

### Evidence of Success:

The biggest success of the “Earn While You Learn Scheme” was that it fulfilled both the requirements for which it was initiated – the problems of under-staffing in the college library, and student welfare. The Librarian is extremely satisfied with this arrangement. The students, too, are happy, because they are learning about how the library works, including bar coding, maintenance of books, and the system of borrowing and lending. They are all given certificates of experience when they leave the college.

### Problems and Resources:

The first problem was that there were many students who wished to work in the library, and the library will

never be able to accommodate all of them.

So far the funds required have come up to about Rs.41,260/- in total, These funds will be paid from the Library Fund.

File Description	Document
Best practices as hosted on the Institutional website	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

### 7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

#### Response:

The vision of the institution is connected with the development and empowerment of girl students, to make them capable citizens in today's world. Apart from this, the college is located in a tribal area, which is one of the most backward areas in the country. As such, the college, from its inception, aims at catering to the downtrodden girls of a tribal-dominated, backward area of the state and the country. To give an example, the intake capacity of ST candidates in the 1st Year is 143 (in the college as a whole). In 2020-21, 85.3% of these seats were filled up. In 2021-22, 90.9% of these seats were filled up. In 2022-23, a whopping 124.5% of the seats have been filled up.

Our purpose is both global and local. On one hand we aim to bring the girls of this district, most of whom are first-generation higher education learners, to the doors of higher education. On the other hand, we aim at providing them with world-class education, which they will require to be able to build a career in the modern world. At the same time we wish to mould the students into becoming good citizens, to be environment-conscious, and to develop an inclusive frame of mind.

To do this we have a host of schemes beyond the curriculum that the students have to study to obtain their degree. There are more than 35 Add-on courses which they can opt for to gain extra knowledge in their subject, or extra skills to make them more employable. We have cultural and sports activities, and a college magazine in which the students can publish their creative output. Apart from this, there are free classes of computer, karate, and Communicative English. There are also NCC and NSS for the students.

In an effort to offer the tribal students courses in which they can excel, we have opened courses like Physical Education and Nutrition. It has been found that the girls from this area are physically very strong and flexible, and they excel in games and sports. They just require guidance and practice. This is provided to them. And our attempt has borne fruit. Every year our students bring back awards from the District and State levels, and our students have also won international awards in Yoga and Karate.

The rigorous mentoring of the teachers has also borne fruit. The students from the urban areas of Purulia are better off financially and educationally, but it is gratifying to notice that in the years 2020-21 and 21-22, the SC and ST students have a pass percentage as follows in their final exams:

2020-21 : SC – 88.77%; ST – 84.42%

2021-22 : SC – 92.27%; ST – 98.8%

Among the welfare schemes for the financially backward students, the college has also effected the “Earn While You Learn Scheme” in the college library, where students from the 3rd Year Programme Course are engaged in the library, and paid remuneration at the rate of Rs.50/- an hour. Just before lockdown, in 2020, 12 students were engaged in the library, and Rs.7,400/- were paid in all, for 148 hours of work. After the lockdown, the scheme was revived, and so far 10 students have been working. They have worked 604 hours so far, earning Rs. 30,200/-. This is a way of promoting the welfare of poor students, and also find a way to tackle the staff shortage problem.

To enable the students to be counselled regarding their career, the Career-Counselling Cell is very active, organizing programmes all round the year, and also encourage the students towards entrepreneurship, which will be more effective for the girls in the villages. The Entrepreneurship programmes aim at equipping students for small businesses at home. Various training programmes have been taken up by the Career-Counselling Cell and the IQAC, such as the Beauticians’ Course and Course in Handicraft making, apart from several Add-on courses that the students can join in.

Various MOU-s and Agreements have been signed with both International and local bodies for the benefit of the students. Several welfare and extension programmes have been organized in collaboration with these bodies in the backward villages of Purulia, where our students not only work throughout the year, many of them have also been given certificates of appreciation from these organizations. The college also awards the best NSS volunteers, who work well in the rural areas. This shows that the college not only works for the benefit of the backward students of the college, but also works for the upliftment of the backward people, particularly women, in the rural areas of Purulia. In fact, in the village called Kudlung, our students have even helped to set up Self-Help groups among the village women, which are still performing well. Even during the COVID years, our students have gone out to assist distressed people and animals, participated in community kitchens, and in COVID awareness programmes. Literacy classes are also taken by our students in the rural areas all through the year.

The point we wish to make is that this is not an elite college in a thriving metropolis. The founders of this college had been freedom fighters, and Deshbandhu Chittaranjan Das and his mother Nistarini Devi had come to this extreme backward district to work for the tribal and poverty-stricken women of this district. The foundation stone of this college had been laid by our President, Dr. Rajendra Prasad, and the college had been opened by the Chief Minister Dr. Bidhan Chandra Roy. The greatest icons of our nation have set foot in this college – from Mahatma Gandhi and Padmaja Naidu, to Netaji Subhas Chandra Bose and Michael Madhusudan Dutt. Four Chief Ministers have visited this college. As such, the entire aim of this college is carry on what they had started -- the empowerment of the girl students of this backward, rural-dominated, tribal-dominated district of West Bengal, and give them national and international recognition in all aspects of teaching, learning, and extra-curricular activities.

File Description	Document
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## 5. CONCLUSION

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### **Additional Information :**

We would wish to make the point that this is not an elite college in a thriving metropolis. The founders of this college had been freedom fighters, and Deshbandhu Chittaranjan Das and his mother Nistarini Devi had come to this extreme backward district to work for the tribal and poverty-stricken women of this district. The foundation stone of this college had been laid by our President, Dr. Rajendra Prasad, and the college had been opened by the Chief Minister Dr. Bidhan Chandra Roy. The greatest icons of our nation have set foot in this college – from Mahatma Gandhi and Padmaja Naidu, to Netaji Subhas Chandra Bose and Michael Madhusudan Dutt. Four Chief Ministers have visited this college. As such, the entire aim of this college is carry on what they had started -- the empowerment of the girl students of this backward, rural-dominated, tribal-dominated district of West Bengal, and give them national and international recognition in all aspects of teaching, learning, and extra-curricular activities.

The other point that must be emphasized is that we are going in for NAAC assessment for a period in which there were two years of lockdown because of COVID. This has severely hampered the physical activities of the college. The quantitative metrics, however, will be judging the college for all the five years. We wish to request the NAAC authorities to keep that in mind while judging the activities of the college.

### **Concluding Remarks :**

In short, this is women's college, which had attained A grade in the past NAAC assessment, primarily because it has been able to cater to the most backward women of the country. All measures have been taken to provide quality education in this area, and to enable the women to become self-dependent and empowered. This purpose is seen not only for the women who are students of the college; it is seen also in the efforts of the college to empower the women of the rural areas of the district as well. Though we have achieved some of our goals, our efforts continue, and no stone will be left unturned to achieve our goals.