



**Report on the
Academic Audit
for the year 2017-18
of
St. Xavier's College (Autonomous)
30 Mother Teresa Sarani
Kolkata 700016**

**Date -
Wednesday, July 25, 2018
Thursday, July 26, 2018
Friday, July 27, 2018**



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Schedule for Academic Audit

Day 1 - Wednesday, July 25, 2018

Time	Schedule				Venue
10:00 AM	Introductory Meeting				Fr. Principal's Office
10:30 AM	Meeting with faculty members of B.Com (Morning)				Room 15 1st Floor
11:15 AM – 12:55 PM Departmental Visits					
11:15 AM	Statistics	4th Floor	11:15 AM	Chemistry	3rd Floor
11:35 AM	Mass Comm, Film Studies, Journalism	4th Floor	11:35 AM	Physics	2nd Floor
11:55 AM	Computer Science	4th Floor	11:55 AM	Mathematics	2nd Floor
12:15 PM	Micro- Biology	4th Floor	12:15 PM	Economics	2nd Floor
12:35 PM	Bio- Technology	4th Floor	12:35 PM	Multimedia	2nd Floor
12:55 PM	Lunch				
1:55 PM	Meeting with BA / BSc / M.Sc Students				Room 15 1st Floor
2:25 PM	Meeting with the Faculty members of Humanities Depts.				Room 15 1st Floor
3:05 PM	Meeting with faculty members of B.Com (Evening), BMS and M.Com Departments				Room 15 1st Floor
3:45 PM	Tea				
4:00 PM	Meeting with Alumni and parents				Room 15 1st Floor

Day 2 - Thursday, July 26, 2018

Time	Schedule	Venue
9:30 AM	Meeting with Dean of International Studies	Room 15A 1st Floor
10:00 AM	Meeting with the students' representatives of B.Com(morning)	Room 15 1st Floor
10:30 AM	Meeting with Support Staff	Room 15 1st Floor
11:00 AM – 3:00 PM: Visit to Raghampur Campus and EMMRC		
3:00 PM	Meeting with the students' representatives of B.Com (Evening), BMS and M.Com Departments	Room 15 1st Floor
3:30 PM	Visit to PhD Cell, IQAC Office and Academic Council Office	



Day 3 - Friday, July 27, 2018

Time	Schedule				Venue
10:00 AM	Visit to Controllers' Office				1st Floor
10:45 AM	Observatory	4th Floor	10:45 AM	Placement Cell, NCC and NSS Departments	Jubilee Building
11:05 AM	Central Research Facility	Chapel Building	11:05 AM	Education Department	
11:20 AM	Computer Centre	Chapel Building			
11:50 AM	Library Visit				
12:50 PM	Lunch				
1:50 PM	Meeting Among the Experts				Rm 15 A 1st Floor
2:50 PM	Meeting with the Principal, Vice-Principals, Deans, COE, IQAC Co-ordinator and Member Secretary, Academic Council				Rm 15 1st Floor



1. Introduction

St. Xavier's College, Kolkata, founded in 1860, has been functioning as an autonomous College under the University of Calcutta, since 2006. In July 2014 it was declared a "College of Excellence" and in July 2015 "Special Heritage Status" was bestowed upon it. Now, the College has autonomy in its academic administration and has been continuously upgrading the curricula and infrastructure in order to improve the quality of education. Through its distinctiveness as an academic institution over a long period of time, the authorities of the College believes in continuous improvement even though it has NAAC Accreditation Grade A⁺⁺ score and has obtained a score of 3.77 CGPA on a scale of 4 from NAAC in 2017. Therefore, the authorities in line with one of its mission "to raise the realm of good to great to greater, through continuous quality assessment" have voluntarily started the academic audit since 2013 to look into its strengths and weakness and identify the scope of further improvement.

Audit Committee

In June 2018, St. Xavier's College (Autonomous), Kolkata constituted a four members committee to conduct an Academic Audit of the College. The Audit Committee is comprised of the following members:

- Prof. Sudakshina Gupta Director, IQAC and Dean, Faculty of Arts, University of Calcutta
- Prof. Uttam Bandopadhyay, Retd. Dean, Faculty of Science, University of Calcutta
- Prof. Aditi Ghose Retd. Professor, Dept. of Education, University of Calcutta
- Mr. Saibal Chatterjee, Managing Director, Lokenath Chatterjee & Sons (Precision Tools) Pvt. Ltd.

2. Objective & Scope Of The Audit

The Principal, Rev. Dr. Dominic Savio S. J. at a preliminary meeting, held on 12-06-18, with the members, outlines the broad objectives of the academic audit as an independent assessment of the College by an external peer team comprising of the above members. Accordingly, the audit team decided to look into the prevailing situation at the College along the following aspects in course of the audit both at its main campus at 30 Mother Teresa Sarani (Park Street) as well as its Raghabpur Campuses. They also decided to visit EMMRC as it is an integral part of the College.

Scope

- Methodology of teaching and learning conducted for the different courses run by the College
- Functioning of the Laboratories and Computer Facilities
- Examination and Evaluation system
- Activities of the Internal Quality Assurance Cell
- Central Library and the Central Research Facility and Sport Office



- Outreach Programmes conducted by the College including the NCC and NSS Programmes
- Alumni/ae and their contributions to the College
- Opportunities and Scope of improvements in the major functional areas

The team is empowered and expected to express views and give suggestions for the improvement of the systems being followed by the College.

3. Methodology

At the meeting (held on 12-06-18) with the Principal, the Vice Principals, Coordinator - IQAC, Member Secretary Academic Council, the Controller of Examinations, Deans and other officials, a presentation was made by the Principal which gave a general and broad profile of the facilities and activities of the College. The new facilities added and the new campuses that are in the process of being developed also found mention.

The Audit team began their visit on July 25, 2018 and spent two more days on July 26, 2018 (Raghabpur and EMMRC), July 27, 2018 at the College to visit the various departments and facilities, for brief interactions with the faculty of each department, the students of the department streams and the support staff. Visits to the laboratories, Computer facilities, the Library and some of the other facilities of the College were accommodated in the schedule arranged by the College to enable the Audit Committee to acquire relevant firsthand information.

Based on the information/data gathered from the available documents and the interactions afforded with the different component of the components of the institution, the Audit Committee has made a sincere endeavour to put forward certain views, observations and recommendations in the body of this report with expectations that these recommendations, when implemented, will best serve the interest of the College as intended.

4. Brief Profile of The College

Establishment and Purpose

The College was founded on 16th January 1860 and was affiliated to University of Calcutta in 1862. Since its establishment the College has made remarkable strides in the field of Education in India over 158 years of its existence, based on the tenets commitment, care and service in preparing “Men and Women for others”. The Vision of St. Xavier’s College is “To promote a society based on love, freedom, liberty, justice, equality and fraternity”. It has strived to promote a Human Society together with the contributions of its alumni in various walks of life. It is living up to its valuc statement of “providing education with human face”.

Awards and Accolades

While reputation has grown over the years, formal recognition first came in 2003 from the National Assessment Accreditation Council (NAAC) as an “A” grade College. Ever since the College has earned the following status:

- ❖ College with Potential for Excellence (CPE) in May 2006 (By UGC)



- ❖ Autonomous status granted by the UGC in July 2006
- ❖ Declared a College of Excellence in 2014 by UGC
- ❖ Special Heritage status in July 2015
- ❖ Assessment as an Autonomous College by NAAC in January 2017 and awarded an “A⁺⁺” grade with a CGPA of 3.77 out of 4.00

New Horizons

The College has several campuses including the main Park Street Campus, Raghobpur Campus, the residential campus (Twin Hostel – Fr. Leeming Boys’ Hostel and Mother Teresa Girls’ Hostel) for its students at AJC Bose Road and Loyola House at Salt Lake. Educational Multi Media Research Centre (EMMRC) on the E M Bypass Campus has been equipped with gadgets and amenities and is ready to house the research activities.

Management

The College has five Decision Making Bodies:

- ❖ Founder Body
- ❖ Governing Body
- ❖ Academic Council
- ❖ Board of Studies
- ❖ Finance Committee

The various aspects of the Academic affairs and administration of the College are organized and looked after by 33 committees constituted by the Members of the Management and Faculty. In some of these committees, representatives of the students and alumni are also present.

Reaching Out

The College encourages student participation in fest seminars and cultural activities of diverse array throughout the year and also motivates students to participate voluntarily in social and Outreach Programmes. The NSS, NCC and Sports department have distinguished themselves through participation at the State and National levels while the Outreach Programmes have extended support to nine remote villages. The College also runs Computer Courses at four centers for the underprivileged.

A noteworthy practice is the publication of magazine in each department providing avenues for self-expression and interaction among students and teachers. The topics and article are of high standard.

Global perspective:

The extremely commendable International Exchange Programme that the College is involved in provides enormous scope for exposure to academic programmes abroad for both the teachers and students. Collaboration have been forged with Institutions in the United States, Canada and Europe.

Education Multimedia Research Centre (EMMRC)

The EMMRC on the E M Bypass has been equipped with the latest equipment. It is the only media centre hosted by an Undergraduate College, established with an objective of



producing undergraduate television programmes for the countrywide classroom of the Government of India. The Centre has developed over the last 17 years 10,170 English Programmes, 308 Bengali Programmes and 80 Programmes were converted to e-content. Production of such a large number of programmes and winning of 48 national awards by the centre in different All India Video Competitions held over the year is certainly a clear testimony of the sincere and dedicated involvements of the teachers of the College in successful implementation of such programmes.

Astronomical Observatory

Fr. Lafont Observatory, one of the oldest in the sub-continent, set up in 1865 by Rev. Eugene Lafont S. J., who considered as "Father of Modern Science in India". In November 1865 the observatory predicted about an impending severe cyclonic storm, thereby saving hundreds of lives. Recently the observatory has been revamped and upgraded by spending more than Rs. 1 Crore. The inauguration took place on 10th March 2014. It is definitely the oldest and biggest set up in an educational campus, which needs a special mention.

Advanced Research Centre

The facility is amply spread over approximately a 5000 sq. ft. area. It has been designed to accommodate separate work areas and desk space which will be equipped with ICT tools for research workers. State of the art laboratories assigned for the different disciplines involved in research work take up the remaining floor space. Instrumental facilities such as -80⁰C Deep Freeze, Spectrophotometer, Water Treatment Plant, water Analyzer, Stereo Microscope and many other research equipment have been installed and more instruments are awaited. The facility is indeed very impressive and one of a kind in a College and has potential to develop as it has been futuristically designed. The departments are involved in 23 major projects and 15 minor ongoing projects at present with sizeable funding from reputed external agencies.

5. Observations

Observations based on the documents provided by the College authorities and meeting with the different stakeholders of the College on July 25th, 26th and 27th are given below.

5.1 Courses

The courses offered by the College in five different streams (Table 1) are much sought after by students as is evidenced by the number of applications that the College receives annually for admissions. Together with a well-established brand name and an ambient and apolitical academic environment on campus, St. Xavier's College is considered a first choice for students interested in the discipline offered. The academic and non-academic credit points for the course offered by the College, number of teachers and students in different departments are shown in Table 2, 3 and 4.

**Table 1: Departments in the College**

Stream	Programme	Total
Arts	B. A. Bengali Hons.	6
	B. A. English Hons.	
	B. A. Political Science Hons.	
	B. A. Sociology Hons.	
	B. A. History Hons	
	B. A. General	
Science	B. Sc. Physics Hons.	12
	B. Sc. Chemistry Hons.	
	B. Sc. Statistics Hons.	
	B. Sc. Economics Hons.	
	B. Sc. Mathematics Hons.	
	B. Sc. Mass Communication & Videography Hons.	
	B. Sc. Computer Science Hons.	
	B. Sc. Microbiology Hons.	
	M. Sc. Physics Hons.	
	M. Sc. Computer Science Hons.	
	M. Sc. Microbiology Hons.	
	M. Sc. Biotechnology (Integrated) Hons.	
Multimedia	M.Sc. Multimedia	1
Commerce	Master in Commerce	2
	Master in Commerce	
Management	Bachelor in Business Management / Management Studies	2
Education	Bachelor in Education	1
TOTAL		24



Total Students in 2017-18

Sl. No	Department Name	1 st Year	2 nd Year	3 rd year	4 th Year	5 th Year	Total
1	Commerce (Morning)	699	734	729	-	-	2162
2	Commerce (Evening)	319	512	583	-	-	1414
3	Commerce (Raghabpur)	40	52	23	-	-	115
4	Management	141	156	143	-	-	440
5	Physics	49	52	46	-	-	147
6	Chemistry	50	41	47	-	-	138
7	Statistics	76	55	64	-	-	195
8	Economics	80	77	77	-	-	234
9	Computer Science	68	71	54	-	-	193
10	Mathematics	73	80	73	-	-	226
11	Microbiology	47	54	65	-	-	166
12	Mass Communication	59	61	59	-	-	179
13	English	55	61	65	-	-	181
14	Political Science	67	67	67	-	-	201
15	Sociology	69	78	75	-	-	222
16	Bengali	31	29	34	-	-	94
17	Bengali (Raghabpur)	64	48	36	-	-	148
18	BA – Gen	102	102	100	-	-	304
19	BA – Gen (Raghabpur)	-	-	21	-	-	21
20	History (Raghabpur)	57	27	18	-	-	102
21	M. Sc. Physics	42	24	-	-	-	66
22	M. Sc. Computer Science	56	56	-	-	-	112
23	M. Sc. Microbiology	59	31	-	-	-	90
24	M. Sc. Biotechnology	42	50	43	39	29	203
25	Multimedia	65	57	66	40	-	228
26	Master in Commerce	-	65	-	-	-	65
27	Education	98	94	-	-	-	192
28	PHD	19	15	-	-	-	34



29	Others	962	-	-	-	-	962
	Total	3489	2749	2488	79	29	8834

Total Students in 2018-19

Sl. No	Department Name	1 st Year	2 nd Year	3 rd year	4 th Year	5 th Year	Total
1	Commerce (Morning)	742	682	724	-	-	2148
2	Commerce (Evening)	480	316	351	-	-	1147
3	Commerce (Raghabpur)	43	38	51	-	-	132
4	Management	161	140	158	-	-	459
5	Physics	52	43	48	-	-	143
6	Chemistry	50	43	34	-	-	127
7	Statistics	62	73	52	-	-	187
8	Economics	68	75	72	-	-	215
9	Computer Science	78	58	62	-	-	198
10	Mathematics	51	65	68	-	-	184
11	Microbiology	50	44	50	-	-	144
12	Mass Communication	56	59	61	-	-	176
13	English	70	53	59	-	-	182
14	Political Science	75	68	69	-	-	212
15	Sociology	68	60	71	-	-	199
16	Bengali	31	30	28	-	-	89
17	Bengali (Raghabpur)	61	58	45	-	-	164
18	BA – Gen	93	86	85	-	-	264
19	BA – Gen (Raghabpur)	53	-	-	-	-	53
20	History (Raghabpur)	41	49	23	-	-	113
21	M. Sc. Physics	32	40	-	-	-	72
22	M. Sc. Computer Science	55	55	-	-	-	110
23	M. Sc. Microbiology	64	57	-	-	-	121
24	M. Sc. Biotechnology	48	40	49	38	39	214
25	Multimedia	54	65	56	31	31	237
26	Master in Commerce	74	-	-	-	-	74
27	Education	100	99	-	-	-	199
28	PHD	13	19	-	-	-	32



29	Others	928	408		-	-	1336
	Total	3753	2823	2216	69	70	8931

Number of Teachers in 2017-18

Sl. No	Departments	Full Time	Part Time	Guest / Visiting	Total
1	Bengali	4	-	-	4
2	Education	10	1	2	13
3	Management	7	-	-	7
4	Biotechnology	10	-	-	10
5	Chemistry	7	-	-	7
6	Commerce (M + E)	73	-	-	73
7	Computer Science	10	-	-	10
8	Economics	5	-	-	5
9	English	8	-	-	8
10	History	1	-	-	1
11	Journalism	-	-	-	0
12	Mass Commutation	5	-	4	9
13	Film Studies	-	-	-	0
14	Mathematics	7	-	1	8
15	Microbiology	9	-	1	10
16	Multimedia	8	-	1	9
17	M. Com.	1	-	14	15
18	Physics	12	-	2	14
19	Political Science	5	1	-	6
20	Sociology	5	-	-	5
21	Statistics	6	-	-	6
22	Environmental Studies	2	-	-	2
23	Bengali (Raghabpur)	4	-	-	4
24	Commerce (Raghabpur)	1	-	-	1
25	Political Science (Raghabpur)	2	-	-	2
26	History (Raghabpur)	3	-	-	3
27	Communicative English	-	-	4	4
	Total	205	2	29	236

Number of Teachers in 2018-19

Sl. No	Departments	Full Time	Part Time	Guest / Visiting	Total
1	Bengali	5	-	-	5
2	Education	15	-	1	16
3	Management	6	-	-	6
4	Biotechnology	10	-	-	10



5	Chemistry	7	-	-	7
6	Commerce (M + E)	81	-	-	81
7	Computer Science	10	-	-	10
8	Economics	5	-	-	5
9	English	6	-	2	8
10	History	3	-	-	3
11	Journalism	-	-	-	0
12	Mass Commutation	5	-	2	7
13	Film Studies	2	-	-	2
14	Mathematics	7	-	-	7
15	Microbiology	9	-	1	10
16	Multimedia	7	-	1	8
17	M. Com.	1	-	13	14
18	Physics	14	-	2	16
19	Political Science	5	1	-	6
20	Sociology	5	-	-	5
21	Statistics	6	1	-	7
22	Environmental Studies	2	-	-	2
23	Bengali (Raghabpur)	5	-	-	5
24	Commerce (Raghabpur)	3	-	-	3
25	History (Raghabpur)	4	-	-	4
26	Political Science (Raghabpur)	2	-	-	2
27	Communicative English	-	-	2	2
	Total	225	2	24	251

5.2 Students

B.Com (Morning)

- The hygiene of the washrooms needs to be improved.
- Quality of food in the Canteens needs improvement.
- Social engagement is necessary – Students' opinions are not considered.
- Rules must be specified and communicated clearly to the students. As the students reveal sometimes rules are changed on the spot.
- Parents are called and consulted for any problem.
- Library closes at 7pm but the Canteen not operational after 4pm.
- More choices required in CBCS system.



B.Com (Evening), BMS and M.Com

- Lack of research.
- BBA-no practical experience like field study.
- UG fees are too high.
- Toilets need cleaning.
- There is a small canteen in the 4th floor, but this shuts at 4pm.
- Some teachers do not teach well.
- Sometimes the girl's toilet is locked by 7pm.
- The condonation system for lack of attendance is unfair.
- 6 students have to sit in one bench because of class plan. This is uncomfortable.
- There are few fans in the classrooms.
- There is a student teacher communication gap.
- Authority would not hear their grievances.

BA, BSc and MSc

- 5 continuous honours classes every day makes it very tedious in 3rd year.
- They resent having to pay for review of papers in the final examinations.
- Their papers are too lengthy in the final examinations.
- Students face difficulties in searching Bengali books in the library.
- Room No. 114 is suffocating and the bell cannot be heard.
- Semester wise division of syllabi should be rationalized.
- The gaps between examinations are too long.
- Mass Communication students need more workshops to know how to choose their specialization.
- Students face the problems relating to washrooms which are available in the 4th floor.
- Attendance should be given for attending the programmes outside the College.
- Gold medals should be awarded to the toppers of every department.
- Questions are too lengthy to answer them within the given time.
- 10-15% questions are set outside the syllabi or not covered in the classes.
- Some topics which are relevant for JAM or GATE should be incorporated in the syllabi.
- Most teachers are good.
- Students demand more rationalization in the schedule of examinations. The classes for Jan-June semester are suspended at the middle of April, examinations are schedule at the end of April and extends to beginning of June. There remains a little gap between two theoretical papers but wide gap between two practical examinations.
- Internship period should be extended preferably to two months instead of one month.
- The syllabus of Computer Science is back dated. There is need for machine learning, python, etc.



- In M.Sc. there is need for more exposure to research, paper presentation, etc.
- Off-campus technical training required, for e.g., technical skills training.
- Students are of the view that they are not awarded proper marks on evaluation of their answer scripts when a teacher evaluates a module which is not taught by him/her.
- Students want scope for more interaction and discussion with the teachers.
- Laboratory is very good.
- The distribution of the syllabus is uneven (B.Sc.)
- Summer Projects may be introduced.
- Students of Statistics Honours demand more interaction in course of practical classes.
- The stretch between exams is too long. It prevents other activities.
- New topics like cryptology and game theory need to be introduced in Mathematics Honours.
- Career counselling is required.
- MSc students of Biotechnology feel academic calendar may be adjusted in 4th & 5th Semester in order to provide more time, at least for 8 weeks, for summer project.
- Instruments and re-agents are inadequate.
- Students cannot apply for fellowship, due to non-availability of time, which are usually for 8 weeks.
- Provision for specialization in Plant / Animal should be made.
- Attendance for 3-weeks is given only for programmes abroad but no attendance is given for domestic programmes.
- More practical is preferable in 4th and 5th Semester.
- Fees structure is too high.
- Microbiology students feel that at B.Sc., the laboratory facility is good but for M.Sc. it is inadequate.
- One semester should focus on Research.
- For the subject Bio-informatics, number of classes should be increased, particularly practical classes.
- They are not satisfied with the teaching of the subject Bio-statistics.
- Food prices in Canteen are high and quality is not good.

5.3 Teaching Staff

B.Com (Morning)

- Rooms need to have AC.
- Classes need to have white board and microphone.
- Working condition not conducive, and Salary perks are less.
- Senior teachers are leaving the College.
- UGC arrears are not getting cleared.



- New teacher are not getting PF.
- Past experiences of teachers are not being considered.
- There are 450 students but only 2 full times teachers for Mathematics and Statistics.
- The placement of overhead projector is such that the projection falls on the white board.
- The teachers have to take substitute classes.
- Huge trade-off between teaching and research.
- No HR department in College thereby immense work pressure.

Statistics (Dept. Visit)

- Insufficient number of teaching staff as compared to student strength.
- No designated support staff. (Support staff is shared between various departments).
- The staff room is humid and sultry, AC required.
- Overdue promotion of full times (due from 2013)
- Decline in the quality of students, less attentive as compared to earlier students.
- Microphone and white board to be installed in class rooms.
- Semester examination spread out for more than a month (40 days), but students get study leave for only 7 days.
- In semester 6 class days are very less as the semester ends in March (huge class loss in January because of holiday and other competitive examinations).
- Washrooms are inadequate and ill maintain.
- Canteen food needs to be improved.
- Faculty oriented programme in July needs to be spread out throughout the year.

Chemistry (Dept. Visit)

- After autonomy, the quality of students has improved, UG admission is based on quality.
- CBCS syllabus is almost same as the earlier syllabus, but new practicals like instrumentation and biochemistry have been introduced.
- New practicals are also there in skill enhancement papers.
- For DSE, only those are being offered, which existing teacher can teach.
- One major project is running. More access to journals required, like e-journals.
- Library is good.
- Teachers pursue research works in their personal capacity. Few papers have been published, participation in seminars and conferences are also there. Ph.D. students are also there. They also go for RCs and OPs.
- Graduates are doing very well, but for PG, new lab space is required.

Mass Communication and Videography (Dept. Visit)

- The department is running fine, and is receiving full support from the authority.



Physics (Dept. Visit)

- PG courses running from 2007 with 2 special papers.
- Quality of students has deteriorated in general, but not due to autonomy.
- Teacher student ratio not adequate in ancillary classes.
- Physics teachers are also involved in observatory.
- For laboratories, more space is required.
- Ph.D. programme runs, from 2016.
- After autonomy, Syllabus is redesigned which is helping the students, especially in NET, GATE.
- Teachers do research after College hours, some projects are running, teachers go for RC, OP.
- UG students go for internship, but PG students rarely go.
- PG students mainly come from outside and hence face difficulty in coping at the beginning. But later they get adjusted.
- Laboratories must be modernized for CBCS syllabus.

Computer Science (Dept. Visit)

- The department is running fine, and is receiving full support from the authority.
- Upstairs canteen hours should be extended

Mathematics (Dept. Visit)

- Since autonomy, there is more rigidity in functioning. The teachers have too much work pressure from examination duties, hence there is no scope of personal research.
- No duty leave encouraged for attending seminars or conducting research.
- CBCS is not good for Mathematics. It is difficult to cope up with semester system, as there is very little time for practice.
- Orientation programmes may be organized for students after +2 examinations.

Microbiology (Dept. Visit)

- The department is running fine, and is receiving full support from the authority.
- Space is a major problem.
- UGC pay scale is given but Ph.D. increments are not yet implemented.
- A structured policy for consultancy is required.

Economics (Dept. Visit)

- After CBCS, mathematics is not made compulsory as ancillary. However, many students have opted for mathematics & statistics.
- Ph.D. students may be encouraged to do research with teachers.
- Dissertation by students is commendable but pressurizing for the teachers.
- Teachers have no problem in going for RC, OP etc., leave granted easily, for seminars etc.
- Teachers publish papers and do research after working hours on a regular basis.



- Teachers do consultancy also, take part in syllabus making at University level.
- Students are also encouraged to publish papers.
- A very unique feature of the department is a journal "Eco Echoes" of its own.
- Students' seminars are also organized.
- Now only 'excel' is used as software, but more should be there.
- Job satisfaction is mixed.
- Syllabus is changed after autonomy, with professional help from the external experts.
- 100% change in DSEs after autonomy.

Biotechnology (Dept. Visit)

- The department is running fine, and is receiving full support from the authority.
- Laboratory equipment need to be modernized.
- Financial support needed.
- Major problem is availability of space.
- Student in take should not be more than 40 in order to give proper individual attention in practical classes.

Multimedia (Dept. Visit)

- The department is very impressive, creative and innovative.
- Both students and teachers are eager to learn. Happy teachers and students.

Humanities Departments (meeting with Faculty members)

- The main campus needs a good History department and Honours needs to be introduced.
- The professors need more physical space to study on their own.
- Plug points for laptop to be provide.

B.Com (Evening)

- Scope for practical is less in the CBCS system because they can change only to a maximum to 30% of syllabus prescribed by UGC.
- Student teacher ratio too high.
- Individual students project supervision difficult because of student teacher ratio.
- No FIP.

BMS

- Placement is very good.
- On occasions the schedule of 5 classes in a row- introduced. This becomes very stressful causing compromise in quality.
- Too much pressure in marketing specialization.

M.Com

- Faculty shortage.



5.4 Department of Education

- New place for the department. It appears to be in the process of expansion and final organization.
- The department has a lot of space for different activities.
- There is a well-equipped Seminar Room, Conference Room, Yoga Room and Counseling Room.
- There are laboratories for Physical Science, Life Science, Psychology, Social Science and Mathematics.
- There are sufficient teachers.
- The library of the Department of Education is modern and well-equipped with reading and reference materials.
- There are sufficient electronic equipment, though more computers may be necessary.
- There is a state-of-the-art ICT Resource Room with up-to-date modern equipment for the teaching-learning process.
- The classrooms for the 1st and 2nd Year students are equipped with LCD Projectors and laptops.
- The department is allowed to start M.ED Course.
- There is need for initiating research in the department.

5.5 Support Staff

- The support staffs are generally very happy with the College Administration.
- There are two types of grade existing- UGC and College grade. Only 10% of support staff are in UGC grade.
- Orientation and motivation programmes are necessary.
- No additional pay for more responsibility, seniority etc.

5.6 Facilities

Controller's Office

- Total number of days required for holding the exit examination is 28 (25 days for theory and 3 days for practical)
- Results are published in 42 days from the last day of theoretical examination.
- Peer review system has been noted for reducing the number of days for publication of results.
- Questions are set by internals and one external teacher
- Moderation is done by an external expert in presence of an internal teacher known as coordinator.
- Arrears / failures in some papers of different courses are very high. Analysis has been done and sent to core committee. In general, large number of failures is found in ancillary Mathematics paper. The reason maybe absence of step marking and disparity between the length of question and time available for answering those satisfactorily.



- Sometimes expectations from the students are high.
- B. Com students have no options but to undertake 4 courses on Mathematics and Statistics and Economics.
- The Mathematics department may think of offering a choice of Applied Mathematics.

Central Library

- The Central Library has the most modern and excellent Library and reading room facilities. The Library is extremely well stocked and boasts of an impeccable overall cleanliness. It stands out as one of the proud accomplishments of the College.
- The book bank facility for poor students is definitely a praiseworthy effort of the college authority.
- There is also a feedback mechanism in place so that students may share their views and requirements freely.

Computer Centre & Central Computing Facility

The department is functioning fine, and all UG students are using facility in 6:15am. To 8:15pm. The entire College IT infrastructure is controlled from here. The department is happy with the existing facility.

Central Research Facilities

- Access to journals is a challenge.
- Space crunch.
- They need more computers in the scholars' lab with software like mathematica and statistica.
- Administrative man power needed in the computations server.

Observatory

- Night observation is not practically possible as the students cannot stay back that late.
- Computing facilities needs to be implemented, IT infrastructure needed.
- Maintenance required.
- Equipment needed for solar and lunar astronomy.
- Outreach programme needs dedicated staff.
- Observatory Officer manages everything single handedly.
- Needs technical help

Placement Cell

- The functioning of the Placement Cell is satisfactory.

NCC

- Very active
- College supports the activities.



NSS

- Activities are satisfactory.

EMMRC

- The organization is very impressive.
- The output is inspiring.
- Most of the funding comes from the UGC.

Ph.D. Cell

- 47 Students enrolled, 6 registered.
- 3 recent publications
- 1 day conference: Scholar's day.
- With the introduction of more master courses the Ph.D. Cell is poised for expansion.

IQAC Office

- The IQAC conducts its tasks efficiently. The College has been given 3.77 out of 4, which bears testimony to the good work of IQAC.

Academic Council Office

- 2 meetings per academic year.
- Core Committee takes day-to day decisions. The decisions are ratified in Academic Council.
- They are responsible for academic rectitude.

International Studies

- Long term and short term international study and teacher exchanges are being conducted.
- A short course (Ethnography of India) is offered.
- The teaching of French language has been introduced in College.
- Study in India programme is being organized.

5.7 Raghobpur Campus

- Inspiring teaching - learning activities.
- Students are highly satisfied.
- Introduction of vocational activities may be looked into.
- Immediate need: MA in History and Bengali.
- Need one Playground.

5.8 Alumni and Parents

- The Alumni and Parents are extremely happy with the quality of education imparted.
- The Alumni suggested that they could help in the Placement of study on a global basis.



6. Views of the College Authorities

Principal, Vice Principals, Coordinator-IQAC, Member Secretary Academic Council, Deans, Controller of Examination

- Contrary to students' grievances, data shows footfall in new library has increased
- Due to certain adjustments, open access facilities cannot be made available in the Library at the present
- Feedback from students taken on a regular basis.
- 5000 sq. ft. has been provided for setting up research facilities
- College encourages participation in external seminars and pays registration fees
- Research journals are published

7. Strengths & Opportunities for Improvements (STs & OFIs)

Strengths

The audit committee is highly satisfied with the inherent strengths of the College and these are mentioned below.

- Forward looking and visionary leadership of the College authority
- Willingness of leadership for all round continuous quality improvement
- Enforcement of discipline in a fair and just manner
- Apolitical ambience of the College
- One of the best infrastructural facilities that can be provided by an educational institution
- Globally acknowledge brand image of the College
- Dedicated and competent teaching faculty
- Use of updated pedagogy with supportive IT
- Inclusive approach to education by extending the educational facilities and services of the College to the comparatively less served areas like Raghobpur.
- Despite shortage of teaching staff in some cases or lack of infrastructural facilities, the quality of teaching fulfills the needs of the students.
- Committed and supportive non-teaching staff
- Academically above average students abiding by the rules and code of conduct of the College.
- Strong social commitments of the College authorities, students and Alumni.
- The College upholds the missionary zeal and dedication of the Jesuit Mission and Vision through its diverse activities and services
- High degree of stakeholder engagement and satisfaction is revealed from the multi stakeholders feedback throughout the audit
- In general the overall feeling of satisfaction on the part of stakeholders is a valuable strength of the Institution

Opportunities for Improvement

The College can easily raise the bar of its achievement if the following points are taken care of:



- Canteen.
- Washrooms.

8. General Conclusion

- The teaching and non-teaching staffs are generally happy with their work condition. However, they are heavily burdened with their respective work, particularly after the College has become autonomous.
- Student discipline is good.
- Stands out as an institution of academic excellence.

9. Gratitude

The Committee members feel honoured and take this opportunity to express sincere thanks and gratitude to the College authorities for being invited to conduct the audit. They would also like to express their heartfelt thanks to all the faculty members and support staff for their wholehearted cooperation along with the hospitality that has been extended to them during the audit conducted over three days.

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