



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

Accreditation - (Cycle - 3)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
GOVERNMENT COLLEGE HISAR**

**Hisar
Haryana
125001**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

Section I: GENERAL INFORMATION

1.Name & Address of the institution:	GOVERNMENT COLLEGE HISAR Hisar Haryana 125001	
2.Year of Establishment	1950	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	22	
Programmes/Course offered:	17	
Permanent Faculty Members:	140	
Permanent Support Staff:	37	
Students:	5315	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Catering to academic development of rural and semi-urban areas 2. Adequate qualified faculty. 3. Optimal infrastructural support for academic and sports activities.	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 12-08-2021 To : 13-08-2021	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. PRAKASH C SARANGI	FormerVice Chancellor,RAVENSHAW UNIVERSITY
Member Co-ordinator:	DR. MUSHTAQ AHMAD DARZI	Professor,UNIVERSITY OF KASHMIR
Member:	DR. GOVIND SINGH RAJWAR	FormerPrincipal,Govt Post Graduate College Agastyamuni Rudraprayag
NAAC Co - ordinator:	Dr S Sreenivasa	

Section II: CRITERION WISE ANALYSIS

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

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The Institution ensures effective curriculum delivery through a well planned and documented process
1.1.2 QIM	The institution adheres to the academic calendar including for the conduct of CIE
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

Government College Hisar is an affiliated educational institution following the curriculum of its affiliating university Guru-Jambheshwar University of Science and Technology Hisar. The college is accredited by NAAC since 2003. It adheres to the academic calendar and schedule of co-curricular and extracurricular activities which stands decided in beginning of the session and is in accordance with the norms and guidelines of the affiliating University and Government of Haryana. The college offers 11 UG programmes and 06 PG programmes. There is no self financing programme offered by the institution. The college has introduced CBCS in science programme only till date. The different cross cutting issues related with environment sustainability, gender sensitivity, human values and professional ethics are the integral part of the syllabus taught in the college in different courses. There is yearly computer awareness certificate course for the students.

The weekly lesson plans ensuring spacing of syllabus are designed before the commencement of each semester. Students are made aware about the studies, experiments and field studies to be undertaken during the semester. Scheduled assignments and tests are devised to enhance the efficacy of teaching learning process. The teachers are making reasonable use of ICT related tools to make their teaching interesting. Students are given opportunities to prepare and interact on the curriculum related topics through seminars and oral presentations. The structured mechanism for internal assessment of students with weightage of 20 marks monitors students' attendance, participation in class discussions, academic performance and presentation of the subject matter.

The Environment Studies is taught as the compulsory paper for the first year students at undergraduate level. Gender related societal issues like female feticide, dowry, domestic violence, women empowerment through political participation etc. are the part of the curriculum of Sociology and Political Science in under-graduate classes. Corporate governance, business ethics, organizational behavior and other such issues are the part of the curriculum of Commerce in postgraduate classes.

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

Qualitative analysis of Criterion 2

The admission is done strictly as per reservation rules in vogue. To make learning more focused, the learning outcomes for different programmes and courses are decided in the beginning of the session. The expected needs of students and the requirements of the society are also taken into consideration.

It follows the internal assessment procedure as devised by affiliating university and comprises 20% of total marks allotted to a subject. Through the structured mechanism of internal assessment, their regularity, class participation, academic performance and subject presentation are monitored. The semester exams are conducted under the supervision and support of the affiliating university. The grievances for internal assessment are addressed by the teacher and if still grievances persist then final authority is Principal. In external examination matters, the University Exam branch deals with students' grievances by forwarding to university for redressal.

The institution is aware of diverse fields and background of students. The needs of students are evaluated in beginning for varied strategies. They provide special attention to slow learners and counsel advanced learners about the scope for expansion in their future career growths. Students are prepared for facing practical problems by learned behaviour and improvisation. The shortfall of regular teachers is made up by full time teacher employed on fixed salary.

The mentor-mentee system is in vogue. Students are assigned to a mentor who interacts with students for desirable social conduct, societal sensitivity, professional ethics, rational analytical approach, humane bent of mind and behavioral de-stressing. To provide additional edge to students, the mechanism of extension lecturers, awareness programmes, workshops, seminars and celebration of days and anniversaries are made an integral part of teaching learning activities of the college.

The practicals of science and many social science courses are the part of the syllabus. The oral presentation of assignments, seminars, group discussions, questions and involvement of students in subject societies ensure students' participation in learning activities.

Many teachers make use of ICT infrastructure for making their teaching effective, interesting and resourceful. The teachers teach students through informative PPTs and other audio-visual material. They encourage students to present their assignments and seminars through PPTs.

Basic computer course is mandatory for all those first year students in whose regular syllabus computer is not included. Computer labs have been established in the departments of Commerce, Economics, Geography, Mathematics and Physics which provide teachers required ICT tools to be used for students.

There is E-Resource Centre attached to the college library having the support of leased line for speed and ready access of internet facilities. Teachers are making use of college website to inform students about lesson plans, learning outcomes and others relevant information.

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

Qualitative analysis of Criterion 3

The research efforts of the college faculty is based on their individual initiatives as no major grants are earmarked for research endeavors nor separate financial corpus is available in the college for this purpose. Even the eligible Ph.D. teachers are not allowed to serve as guide by the concerned university. The faculties are yet to take initiative for submission of research projects to various funding agencies which could have generated additional funds for infrastructural development. The institution has to take initiative to organize workshops and seminars on themes like entrepreneurship, intellectual property rights etc. The teachers have published research papers in journals and books/chapters during last five years.

Extension activities have been taken to connect the institution with other governmental agencies and social organizations. Numerous activities have been conducted throughout the assessment period for developing students as active and socially conscious citizens. NSS units, NCC units, Women Cell, Placement Cell, Legal Literacy Cell and different Subject Societies are actively involved in this process. Different rallies and campaigns to create awareness about the role of youth in shaping Indian destiny, the utility of yoga and other physical exercise, the usefulness of blood donation and other such philanthropic measures, the strict adherence to traffic rules, the significance of cleanliness for ensuring disease free society etc. are the part of extension activities.

Students are given practical situations where they can apply the theoretical knowledge and thus by simulating real life type of experiences. They are prepared for improvisation through their innovative thinking. Various activities of subject societies, designated cells and celebrations of the achievements of key national personalities not only make students articulate their innate capabilities but also inspire them to make use of the learned knowledge in pioneering ways. The college should take initiative for signing MoUs with institutions of national and international importance including corporate sector.

The college has taken an initiative at the behest of state government to engage a few ITI students in college official activities as the part of their practical training from the session 2017-18.

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

Qualitative analysis of Criterion 4

The institution has a campus of about 34 acres with the covered area of approximately 9576 square meters. There are adequate classrooms, some smart classrooms, adequate projectors and computer labs. During the assessment period, a separate block of ten rooms for postgraduate classes from RUSA grant has been constructed. In addition the construction work of twenty more classrooms is presently going on. A well equipped E-Resource Centre attached to the college library with the support of leased line is the mainstay of college teaching-learning infrastructure. The college library has been fully automated by making use of integrated library management system (ILMS). The college has purchased SOUL software (Network Version) from Information and Library Network Centre of INFLIBNET. The digitalization of library services has helped in student friendly services of the searching of book, their issuance and overall inventory management. Keeping the enrollment of students in consideration, there is scope for more allocation of funds for purchase of books/e-books and subscription to journals/e-journals. Students visiting library for usage of books need to be looked into for better utilization of facilities.

There is adequate number of computers for teaching and official purposes. The college has adequate facility of internet to students, faculty and office staff. The college campus is wifi enabled. The adequate provision is made for maintenance of campus infrastructure. There are some key empowered committees to assess, maintain, upgrade and modify IT infrastructure of the college.

Auditorium with good audio-visual facility, two permanent stages (one is covered with a large multipurpose shed), separate Music Departments for vocal and instrumental events, a Conference-cum-Activity Room , Girls' Common Room and Language Lab has been provided for co-curricular/extra-curricular activities. In addition to music and dance, college students also participate in theatre, fine arts, literary and other cultural events.

A large multipurpose sports ground, handball, basketball and badminton grounds, facility of wrestling and boxing mats, open gym facility and liberal provisions for providing sport equipments, gears and dresses to participant students are the part of college sports infrastructure. Many inter college and university level competitions are organized in the college every year. There is compatible space for yoga and other physical

exercises in the college and the different cells such as NSS units, NCC units and Women Cell organize various events such as Yoga Day, Self Defense Camp, routine NCC drills etc.

There is an established system in the college as per norms of the state Government for the use of available infrastructure and its regular maintenance. The SOP (Standard Operating Procedure) is followed for this purpose to have clarity about respective duties and sense of responsibility among staff members.

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Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)
5.4	Alumni Engagement
5.4.1 QIM	There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Qualitative analysis of Criterion 5

The college is working for the accessibility of higher education to common masses. The govt. has provided scholarships and freeships to a large number of students to afford their educational expenses and continue with their studies.

It works for capacity building and skill enhancement of students by teaching them soft/communication skills through language lab, ICT/computing skill by Computer Awareness certificate Course and other life skills through designated cell activities.

The college Placement Cell is mostly engaged in conduct of different extension lectures. Many students who passed post graduation from the college cleared NET examination. Some students have been benefitted by guidance for competitive examinations and career counseling. Campus placements and student progression for higher education during the assessment period by the cell needs to be updated. Reportedly some students of the college have qualified state/ national/ international level examination/ civil services/ state Govt. examinations.

The institution has a system for redressing grievances. There is a link provided on the college website to report grievance if any. There is a permanent Students' Grievance Redressal Committee in the college which works closely with other cells for spreading awareness among students about the value of discipline. The mentor-mentee groups are another effective mechanism to mitigate students' grievances. The feedback mechanism, students' grievances cell and tutorial group meetings are other platforms for providing students avenues where they can share their opinion about college activities. There is commendable participation of college students in sports and cultural activities and had appreciable achievements at different levels. There are sports and cultural events and competitions in which students participated during assessment period.

There is representation and continuous engagement of students in different college activities and they work in tandem with teachers and other college functionaries in managing different administrative, academic, co-curricular and extra- curricular activities including women Cell, NSS, NCC, Legal Literacy Cell, Placement Cell and Subject Societies. The Student Representatives for these cells have been selected by providing a chance to every interested student. The volunteers of NSS and NCC are mainstay of organizing different events and functions by providing logistic support and by maintaining discipline.

The college has a registered Alumni Association which is involved in providing constructive support to college administration. They make regular visits to the college throughout the year and provide vital suggestions for quality enhancement in college functioning. However the association be mobilized for more financial contributions to college.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of and in tune with the vision and mission of the institution
6.1.2 QIM	The effective leadership is visible in various institutional practices such as decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	The institutional Strategic / Perspective plan is effectively deployed
6.2.2 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institutions Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Qualitative analysis of Criterion 6

The Principal is the head of the institution working under the overall supervision of the Department of Higher Education, Govt. of Haryana. Along with the Govt machinery, the Principal takes decisions in consultation with the concerned students and teachers. A mechanism for students' representation in various bodies is the part of college participative governance. There is effective participation of teachers in decision making and thirteen senior most teachers along with the Principal form the highest decision making body, namely, College Council. The teaching departments are headed by Head of the Department and these HoDs coordinate the teaching activities in consultation with other teachers.

The college has adopted e-governance modules in administration, finance & accounts, student admission & support and examination.

The college administration in the assessment years have constructed additional class rooms, toilets, a ramp for differently abled students, renovation and overhaul of college building, construction of electric substation, parking structure, sports ground, open gym, pedestrian paths etc.

There is an annual performance appraisal system based on the active involvement of the concerned staff members. For teachers it is concerned with the assessment of their teaching performance, research activities, role in college administration. The performance appraisal of non teaching staff includes all the important aspects of their job profile.

The service rules are decided by the state Government and there is uniformity in these rules for colleges and other administrative departments. A few teachers have attended orientation /induction programme, refresher and short term courses during the assessment period.

The college is a government establishment and works strictly in accordance with the financial rules and regulations framed by the Finance Department of Government of Haryana. There is an earmarked financial officer known as Bursar and a senior faculty well versed in financial rules and regulations holds the charge. Besides this, there is a mechanism for periodic external audit of financial transactions and records from the concerned government audit department. However, the last external audit has been done for the period 2012-13. The grants from Govt are the major source of financial resources which covers whole activities from infrastructure development to salary of the staff. In addition to this, the college receives fees and funds from students and these funds are partly used for earmarked activities related to student welfare.

The College Internal Quality Assurance Cell (IQAC) is working in close association with college administration, faculty, non-teaching staff and other stakeholders to maintain quality benchmarks in the institution. The Alumni meet is regularly conducted by IQAC in institutionalizing a mechanism to connect the present students with their predecessors. The IQAC cell is progressively ensuring the fine tuning of learning outcomes for better focus of teaching efforts and their quantifiable assessment.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	Measures initiated by the Institution for the promotion of gender equity during the last five years.
7.1.3 QIM	Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words) <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • Biomedical waste management • E-waste management • Waste recycling system • Hazardous chemicals and radioactive waste management
7.1.8 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).
7.1.9 QIM	Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).
7.1.11 QIM	Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).
7.2	Best Practices
7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7

The college is co-educational institution and the ratio of boys and girls are almost in equal proportion. The college faculty is working with a determined goal to develop core competence of students, to sensitize them about societal issues and to inculcate in them a profound orientation for human values. The Women Cell works for coordinating gender sensitizing action plan, spreading awareness about gender issues and counseling girl students. NSS and NCC units and Legal Literacy Cell focus on gender sensitization through different activities Gender related societal issues like female feticide, dowry, domestic violence, women empowerment etc. are the part of regular curriculum.

The replacement of all lights with LED lights, the waste management practices with the help of Municipal Corporation and channelized sewerage system, the facility for rain water harvesting, the provision of pedestrian pathway and the landscaping of the open green space are some of the environment friendly measures taken by the college.

The college building is disabled-friendly as there are provisions of ramp, separate washrooms and other facilities for them. A girls' hostel with facilities is in the college to take care of dwelling needs of girls coming from far off areas. A certain percentage of seats are reserved for the students coming from socio-economically modest sections of the society to provide equal educational opportunities to them.

Participative management and decentralization are the practices of the institution. The basic purpose is to achieve a synergy in the working and to develop an efficient work culture. The two best practices successfully implemented by the institution are participative management and holistic development of students.

There is regular celebration of the Independence Day and the Republic Day every year with the wide participation of staff and students to remind them about the sacrifices made by our freedom fighters in the National Movement. Besides this, the celebration of Voters' Day, Constitution Day, Hindi Diwas, Birth anniversaries of different national leaders and other such occasions are instrumental in sensitizing students and staff about the constitutional values of India.

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

Strength:

Govt College, Hisar has been rendering its service and is catering to the higher educational needs of semi urban and rural students of Haryana for about seven decades. It appeals to wider section of the society and students from diversified socio-economic background get higher education. Teaching learning process is as per norms of the affiliating university. The gender sensitization segment has a good implementation in terms of its functioning. The class rooms and labs are with adequate facilities and some of these are equipped with ICT facilities and other required infrastructure. The delegation and decentralization of authority and participative culture have been strengthened. The IQAC has contributed significantly towards academic quality and institutional development.

The Continuous assessment and examination system is implemented as per norms of the university. Various co-curricular and extra-curricular activities, the leadership role and participation of students in them ensured holistic development. The learning resources and supportive administrative practices are instrumental in teaching learning system. The students' representation in various committees, the mentor system, the website, the feedback mechanism and the active grievances' cell ensure transparency and provide avenues to students to share their views freely.

The research facilities are not adequate and teachers need to be encouraged to conduct and publish their research work in reputed journals. There is enough scope to get research projects from various funding agencies like DST, ICSSR, UGC etc which will boost research practices and faculty development. Alumni association contributions need to be widened in terms of mobilization of resources and placement opportunities to students. External auditing needs to be conducted immediately after closing of the year.

There is enough scope for adding varied PG and honours Programmes in the college which will serve a long way for meeting higher education needs of the area. Adequate fund provision to enable college freeships and scholarships will boost lower segment of society to educate their wards. Placement opportunities and career counseling programmes for outgoing students need to be explored from industry, public sector units etc.

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- The existing ICT facilities in curriculum delivery be increased and updated.
- Indoor stadium and multi-purpose auditorium be added to the existing infrastructure
- The College has potential to get an autonomous college status. The competent authorities should consider this favourably.
- Students should be provided with safe and subsidised public transport.
- Funding should be provided for one boys hostel and one more girls' hostel.
- Industrial interface needs to be expanded. The opportunities for students to avail internships and jobs in local industries, should be explored.
- M.Sc. Programs in various subjects with proper Lab facilities need to be introduced. Honours programs should be added in the subjects wherever it is currently unavailable.
- Library holdings need to improve. There is a need for a new Library building, including a large reading hall with e-resources.
- Given the interests of students, new courses on Physical Education and Performing Arts (music, dance, etc.) could be introduced.
- The research activities of the faculty need to expand. The university authorities should be approached to take qualified faculty as supervisor/co-supervisor. The faculty should be encouraged to undertake research projects funded by various research bodies.

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. PRAKASH C SARANGI	Chairperson	
2	DR. MUSHTAQ AHMAD DARZI	Member Co-ordinator	
3	DR. GOVIND SINGH RAJWAR	Member	
4	Dr S Sreenivasa	NAAC Co - ordinator	

Place

Date

NAAC