



St. Bede's College Shimla
(UGC-NAAC "A+" Grade Re-Accredited)

CRITERION 3

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

SALESIAN COLLEGE, SILIGURI

REPORT OF THE ACTIVITY

LIST OF ACTIVITIES DONE UNDER THE MOU

LETTERS OF COMMUNICATION



St. Bede's College Shimla

SALESIAN COLLEGE, SILIGURI



St. Bede's College
Shimla - 171002
(UGC-NAAC "A+" Grade Re-Accredited)
College with Potential for Excellence
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FACULTY DEVELOPMENT PROGRAMME ON "MOVING TOWARDS ACCREDITATION- 4TH CYCLE."

On May 10, 2023, the IQAC of St Bede's College in Shimla organized a one-day Faculty Development Programme centered on the theme of "Moving Towards Accreditation- 4th Cycle." The event was held at Dina Hall, with Dr. Anupama Tomar, Head of the Department of Economics, delivering the welcome address. The program's resource person was Prof. (Fr.) George Thandathil, Principal of Salesian College in Darjeeling.

Prof. Thandathil is a distinguished scholar and academician with a doctorate from the School of Religion and Philosophy at the University of Madras. He has studied the Sri Narayan Guru Movement in Kerala and has been a NAAC assessor since 2012. In recognition of his contributions to the field, he was awarded the Silver Medal by the International Association of Facilitators in 2019.

The morning session began with reflective meditation aimed at helping the participants connect with their inner selves. Prof. Thandathil, an expert in philosophy and education, emphasized the importance of learning together to achieve institutional goals, which would ultimately benefit the upcoming college accreditation. He focused on Outcome-Based Teaching Learning (OBTL) and stressed the need for providing quality education to students to enhance their capabilities.

Prof. Thandathil advised that institutions must assess their strengths, weaknesses, and opportunities through an informed review process to prepare for future challenges. To deal with adverse situations and hurdles, he recommended practicing pranayama.

The session was divided into two activities. The first activity was a self-assessment and review in which the staff was divided into seven groups. Each group showcased their creativity with pictorial presentations highlighting their achievements, failures, fears, hurdles, and positive approach towards institutional goals. The second activity focused on the criteria for self-assessment for the upcoming NAAC. Each criterion highlighted their progress and future plans along with their challenges.

Prof. Thandathil emphasized the importance of meeting deadlines and balancing time management, discipline, and hard work. The program was intellectually stimulating and enriching for the participating faculty. The session concluded at 1:45 pm, followed by lunch.

During the Evening Session of this FDP, the faculty members were divided into three broad department-wise groups – the School of Sciences, the School of Social Sciences and Humanities, and the Commerce, Management, and Economics Departments. They assessed themselves based on qualitative and quantitative parameters, which involved the self-satisfaction of doing meaningful work purposefully and tracing student progression, teaching modules, best practices, etc.

Principal
St. Bede's College
Shimla - 171002

Report of the Activity Done Under MOU

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Each group had a brainstorming session, and their ideas were put down in charts, following which they made school-wise presentations. The mutual points discussed across departments included the introduction of MoUs with coaching institutions or introducing coaching classes for competitive exams, better social media outreach with handles managed by the students for the students, the need for common research/instrumental resources for students and faculty, department-wise newsletters/magazines, more ICT enabled classrooms and labs, more industrial/field trips, more hands-on training through skill-based workshops, certificate courses, and internships, more inter-college fests, cultural exchange programs and community outreach, better placement scenarios, and the need for better student-teacher engagements.

Overall, the programme was a success, and the faculty members found it refreshing and eye-opening. They expressed a renewed zeal to work towards achieving their goals. The faculty members acknowledged that there was a sense of satisfaction in their work, and they were excited about the energy that vibrated within the faculty groups. The closing session ended with a meditation session of 10 minutes.

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Principal
St. Bede's College
Shimla 171002

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LIST OF ACTIVITIES DONE UNDER MOU

- Faculty Development Program on Moving Towards Accreditation-4th Cycle

PROGRAM SCHEDULE

❖ FDP: MOVING TOWARDS ACCREDITATION-4TH CYCLE

10th May 2023

Goals:	Being Ready to Submit the SSR by June 2023 end		
Measures of Effectiveness:	FDP for Team Building: Review of Present Status Setting Goals Overcoming Personal Hurdles Addressing Group Weakness Commitment to Common Objectives		
Time	Session	Criterion Group	Department Groups
9:30 am	Opening/Prayer/Inauguration	Yes	Yes
10:00 am-11:00 am	World Cafe	All	All
11:00 am	Break		
11:15 am-12:45 pm	Visioning NAAC @SBC	Yes	Yes
12:45 pm	Lunch		
1:30 pm-2:30 pm	Brainstorming Solutions		Yes
2:30 pm-3:15 pm	Facing the Challenges	Yes	
3:15 pm	Break		
3:30 pm-4:15 pm	Closing Circle	All	All

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THE FRAMEWORK OF ASSESSMENT ON QUALITY: INTERNAL & EXTERNAL

- Curricular Aspects
 - Teaching and Learning
 - Research Consultancy and Extension
- Infrastructure and Resources
 - Student Support and Progression
 - Governance, Leadership and Management
- Institutional Values and Best Practices



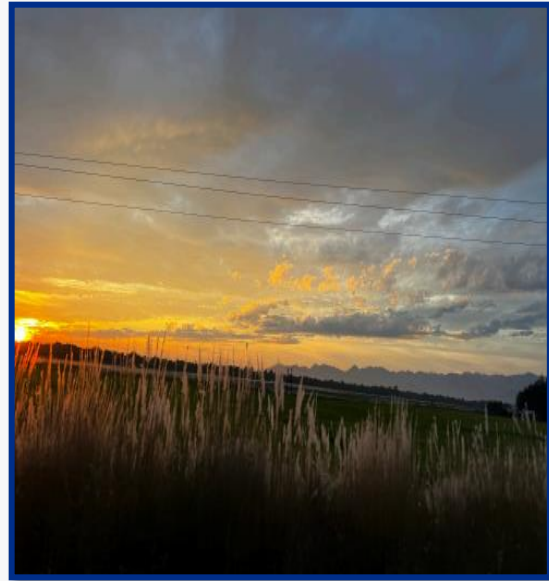
Reviewing Quality in College (May 10, 2023)

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MY IMPRESSIONS



My Impressions

Activity 1 of the FDP involved a World Café style exercise where faculty members were divided into seven groups of six individuals each. The objective of the activity was to allow participants to introduce themselves and share their experiences and emotions related to the previous or pending NAAC visit.

NAAC

THE BEFORE & THE AFTER



NAAC Before and After

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DO WE DARE GO THE FULL WAY?

People continually expand their capacity to create the results they truly desire

New and expansive patterns of thinking are nurtured

Collective aspiration is set free

People are continually learning how to learn together



Shimla, HP, India
Chotta Shimla, Shimla, 171002, HP, India
Lat 31.093358, Long 77.187591
05/10/2023 09:41 AM GMT+05:30
Note : Captured by GPS Map Camera



Shimla, HP, India
Chotta Shimla, Shimla, 171002, HP, India
Lat 31.093231, Long 77.187454
05/10/2023 10:47 AM GMT+05:30
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FDP involved in a World Café Style Exercise



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FDP involved in a World Café Style Exercise

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Activity 2 of the FDP involved a realistic assessment of the faculty members' current status in terms of their work on the SSR (Self-Study Report) and suggestions for improvement in the coming 5 years.

IQAC/AQAR/SSR & YOU

TEACHING, LEARNING & EVALUATION

Criterion - 2

Challenges:

- ① Formatting Document
- ② Categorisation of data
- ③ Maximum weightage

2.1.1 Enrollment percentage — Done

2.1.2 %age of reserved seats — Done

2.2.1 Student full time teacher ratio — Done

2.3.1 Student Centric Methods using ICT tools —

- ↓ Experiential Learning
- ↓ Participative Learning
- ↓ Problem Solving Methodologies
- ↓ ICT Tools

Still struggling with it.

2.4.1 %age of full time teachers against sanctioned posts — old teachers

2.4.2 %age of full time teachers with NET/SET/PhD etc — Done (PAN numbers)

2.5.1 Mechanism of IA/EA and grievance redressal system is time bound —

2.6.1 POs and COs for all programmes are stated and displayed.

2.6.2 Attainment of POs and COs → working on suggestions given by father yesterday.

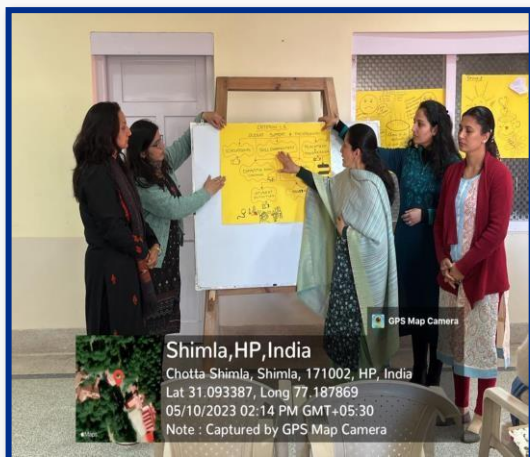
2.6.2 Pass %age of students of the last five years — 2017-18 → Missing
2022-23 → Result Available

2.7.1 Online student satisfaction survey → To be conducted by NAAC

Status of NAAC Work



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FDP Involved in a Realistic Assessment



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Activity 3 of the FDP involved a brainstorming session to identify what more faculty members could do as a department and as a member of the criterion group.



Arts

What More We Can Do?

- Skill based courses needs to be introduced.
- Vocational courses
- Strong mechanism for student progression.
- Internships
- More interdisciplinary activities.
- Inter college fests
- More MOUs with industries.
- focus on cultural diversity.
- MOUs with coaching institutes
- Permission/financial assistance for attending seminars, FDPs, referenda, induction & cultural programs.
- More activities focused on community outreach.

In the next five years.....

- Entire staff will be Ph.D.
- Autonomous college.
- The college will be A++
- More PG, certificate, diploma courses will be introduced.
- Increased student strength.
- Centre of Excellence with top ranking college
- More research oriented and more recreational activities.

How to increase the strength of students?

- Media Student involvement / social media / engagement / advertisements
- Alumni Interactions / Interactions
- Introducing professional / specialised courses
- Better placement opportunities for students

FDP Brainstorming Session

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Science

Science
5 Years Down the Lane

1. Proper coaching cell
2. 70%+ students enrolled in internships
3. Introduction of Higher Degree Courses
4. Common Research Facility (Instrumentation facility)
5. Outreach Based Activities (Community)
6. Science Magazine
7. Better Teacher - Student Ratio (Placements, internships, Resource room, marketing)
8. Labs with ICT enabled facilities

Science
Strategies to improve student life

1. Coaching Courses
2. More Industrial Internships
3. MOUs with Industries
4. Educational Trips (Experiential & field visits)
5. Placements
6. ICT tool Enhancements
7. Research based Learning
8. e-Resources
9. Skill based Courses
10. Outreach activities

Marketing

1. Social media marketing
2. FB, Insta page updates
3. Youtube based video blogs

Professional Courses (B. Com/BBA/ Economics/ Computer Science)

<p><u>ECONOMICS</u></p> <ul style="list-style-type: none"> To Start Skill based Courses, Excel, SPSS Collaboration with industries for hands on training To collaborate with external agencies to provide coaching for competitive exams. To encourage students to go for internships To start work and earn programs To strengthen community Outreach programs To start research projects surveys, field trips To strengthen the honesty store To open the certificate course in electronics for students of electronics 	<p><u>COMPUTER SCIENCE</u></p> <ul style="list-style-type: none"> More placements Attract more students in computer Start industry IET based courses More MOUs More Activities & Workshops related to latest technologies 	<p><u>COMMERCE & MANAGEMENT</u></p> <ul style="list-style-type: none"> Faculty Exchange Program MOUs with foreign Coaching Institutes More Placement drives Focusing on securing University Position Looking forward for foreign Collaboration Improvement in student enrollment rate Organising more webinars, FDPs, Seminars and Workshops at National & International level Looking forward for more inter industrial visits More Research Papers & Books authored by teacher
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<p><u>B.A. / B.Sc. Comp Science / BA. Computer Applications</u></p> <ul style="list-style-type: none"> University Support Community Outreach Programs/ Activities Start students with IET Division Hand on experience by organizing workshops Most of students working in MNC's of good companies Provide assistance to continue work. IT skills 	<p><u>BBA, B.COM & M.COM</u></p> <ul style="list-style-type: none"> NEWSLETTER since 2012 100% Result Consistency Qualified in various Competitive Exams Financial Literacy Programs Many students holding good Positions in Corporate Sector Internships Industrial visits Motivating students for Seminars Courses Improved Coaching For Competitive Exams Promoting Experiential Learning Organized Many Webinars, FDPs and One International Seminar. 	<p><u>Economics</u></p> <ul style="list-style-type: none"> Only college in H.P offering Eco Home University look holder Have joined reputed institutes for higher studies via. London School of Economics Well placed like in KPMG, EXL Group, Ministry of Commerce, Industries, Agro-commerce industries to mention a few First department to take public utility to mention a few Dept. offers certificate course in commerce with honours for organic synthesis Meet - Annually Started Honesty Store To Organise various Comp. Meet - funds lead for community outreach - Honesty Store in Govt. Sector Dr. Vishal's 17 Accounts books have been published Dr. Anupama has published 7 books with guidance & review from Prof. - UGC, IIT
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FDP Brainstorming Session



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FDP Brainstorming Session

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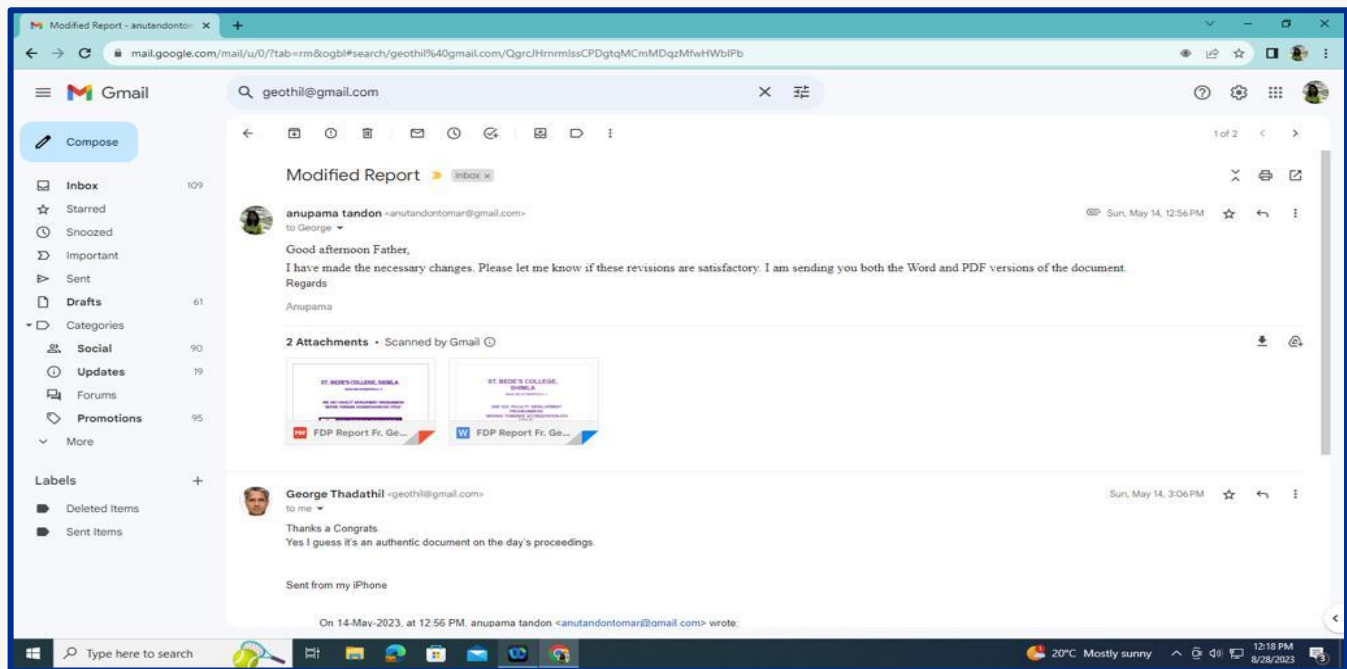


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Group Photograph

Communication Letter



Communication Letter