



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

Accreditation - (Cycle - 2)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
KUMBHALKAR COLLEGE OF SOCIAL WORK
C-18726**

**Wardha
Maharashtra
442001**

**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

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|--|--|--|
| 1.Name & Address of the institution: | KUMBHALKAR COLLEGE OF SOCIAL WORK Wardha Maharashtra 442001 | |
| 2.Year of Establishment | 1993 | |
| 3.Current Academic Activities at the Institution(Numbers): | | |
| Faculties/Schools: | 1 | |
| Departments/Centres: | 1 | |
| Programmes/Course offered: | 3 | |
| Permanent Faculty Members: | 18 | |
| Permanent Support Staff: | 17 | |
| Students: | 265 | |
| 4.Three major features in the institutional Context (Asperceived by the Peer Team): | 1. The College caters to the students from marginalized and deprived communities. 2. The College has requisite number of full time teachers. 3. The College works towards capacitating girl students for higher education. | |
| 5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure): | From : 18-10-2022 To : 19-10-2022 | |
| 6.Composition of Peer Team which undertook the on site visit: | | |
| | Name | Designation & Organisation Name |
| Chairperson | DR. PROF PAMELA SINGLA | Professor,University Of Delhi |
| Member Co-ordinator: | DR. SAMPADA KUMAR SWAIN | Professor,Pondicherry University |
| NAAC Co - ordinator: | Dr. Priya N | |

Section II: CRITERION WISE ANALYSIS

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

| Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion 1) | |
|--|---|
| 1.1 | Curricular Planning and Implementation |
| 1.1.1 QIM | The Institution ensures effective curriculum 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

1. The academic calendar and the BSW, MSW and MA(TTM) course curriculum of the College is as per the Rashtrasant Tukadoji Maharaj (RTM) Nagpur University, Nagpur.
2. Choice Based Credit System (CBCS) is implemented at the College as per the University Guidelines.
3. The College provides higher education to the socially underprivileged and financially weaker sections of the society.
4. The College strictly follows the academic calendar of the university from the commencement of classes to the conduct of internal and end semester examinations.
5. The College has freedom to allot the courses to the course teacher.
6. The faculty members have also freedom to monitor teaching –learning process. Feedback is taken at regular intervals from different stakeholders for the development of the College.
7. Faculty members take classes, supervise fieldwork, monitor attendance of the students and prepare course plan.
8. The fieldwork components include Concurrent Practice Learning (CPL), study tour, observation, exposure visits and village camp.
9. The College fosters the overall & holistic development of the students in the areas of gender, environment and sustainability, human values and professional ethics.
10. The College has introduced subjects like Environment and Sustainability, Disaster Management, Environmental Studies' Corporate Social Responsibility' Human Resource Management' Applications of Social Work Skills, etc. These subjects help students to learn their duties and specific responsibilities towards society.
11. The Internal Quality Assurance Cell (IQAC) is functioning effectively with the support of the Management Body of the College.
12. Social responsibility is well invoked through the NSS which is very active at the College.

| Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2) | |
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| 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

1. The College has made timely intervention in applying learning methods like induction programme, remedial classes, expert guest lectures, seminars, field visit, etc for the slow learners.
2. The advance learners are also given opportunities to take leadership roles in curricular and extracurricular activities.
3. The College has adopted and implemented all three student centric methods like experiential learning, participative learning and problem solving.
4. The College has invited the successful leaders from NGOs and partnering institutions for experiential learning and students are allowed to participate in the discussions, debates and other open forums to express their viewpoints on various social issues.
5. As part of curriculum, a student is normally required to undertake a field/in-house project in their final year of study. Students are encouraged and assisted to identify and solve the problems by defining scope of project clearly.
6. Students are actively engaged to address problems faced in fieldwork and find the solutions of the problems through their independent project work in the final year
7. The College uses ICT tools to make teaching- learning process more effective and impactful. There is a practice of innovative teaching methods by making extensive use of technological aids.
8. Faculty members use PPT and video lectures on social work topics very effectively.
9. Continuous Internal Evaluation system is done by referring guidelines given by RTM Nagpur University.
10. Performance of students is displayed and teachers share the internal results with the students.
11. There exists a well-defined and structured system to attend grievances of the students pertaining to internal results, examination application form, hall tickets, revaluation or recounting of marks, etc as per university norms.

12. The College follows Bloom's Taxonomy for preparation of curriculum and course outcomes.
13. The College displays at key locations the notice of students, teachers, parents and recruiters.
14. The institution takes much interest in evaluation of programme and course outcomes. The process of evaluation is very scientific and teachers use prescribed and advanced methodological tools to evaluate outcomes of students in taking a programme and learning the course.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)

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| 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

1. The College has made efforts to build an ecosystem for the faculty, and the students to come out with great ideas to solve societal problems in the realm of social work.
2. The College extends supports in all possible ways to encourage faculty and students to think beyond and evolve innovative mechanism to deal with the problems. Similarly, there are efforts to help transfer knowledge to the field.
3. The teaching faculty constantly strive for generating novel ideas, learn from the field work programmes undertaken and craft innovative approaches in social issues
4. The NSS Unit and Extension Activity Cell have made organised efforts to sensitize the students and faculty about their social responsibilities and seeks their active participation in the activities such as tree plantation, blood donation, health check up, cleanliness drives, health and hygiene awareness programs in nearby villages, career guidance and awareness about higher education to aspirants from rural area etc.
5. Four faculty members are recognised Ph.D research guides.
6. Faculty members are capable of getting extra mural funds for running independent projects.
7. The College has taken timely initiatives to motivate and train faculty members to prepare and submit research proposals to the funding agencies.
8. 75 research papers have been published in journals by the faculty during the assessment period.
9. 73 chapters in the edited volumes/books and papers have been published by the faculty.
10. 13 workshops and seminars have been conducted in the last five years in the area of research methodology, intellectual property rights and entrepreneurship
11. 19 awards/ recognitions have been received for extension activities.
12. As many as 67 extension activities through the NSS have been conducted during the assessment period.
13. The NSS Unit has received awards from the local Gram Panchayat and Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.
14. The College has signed 17 MoUs with the local agencies and academic institutions.

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| 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

1. The College has developed physical infrastructure in meeting the norms of the University and other statutory bodies. Classrooms and seminar halls have the provision of installing LCD projectors and they ventilated and illuminated.
2. The College has built a library, automated with software, with collection of books, selected journals, & magazines, CD's, selected E-books etc. as per university norms. The library subscribes selected e-resources and provides minimum amenities.
3. The College has developed facilities for conducting sports and cultural events.
4. The Library is automated with LIBMAN Integrated Library Management Systems (ILMS). ILMS are user friendly software's developed to work under client server environment.
5. The College has made provisions for computing facility with required configuration in the computer systems.
6. The College has high speed internet of 50 Mbps to cater the need of academics as well as allied processes. The Library has a separate computer lab to facilitate internet access.
7. E- Governance system by the use of ERPs is implemented in administration office, Exam, Library and for Academic Processes usable by faculty as well as students.
8. LCD Projectors, Printers, Scanners, CCTV, Wi-Fi, LAN, etc are available as part of ICT enabled teaching-learning.
9. The College has developed a standard methodology for utilization & maintenance of all physical, academic & support facilities available in the campus.
10. There is weekly doctor's visit to the campus.
11. The language laboratory needs to be enhanced for the benefit of the students learning English to meet the global challenges and expectations of the recruiters.

| Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5) | |
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| 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 | |
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| | <ol style="list-style-type: none"> 1. More than 50% of students are getting scholarships from the government of Maharashtra and the Board of Management of College. 2. Various capacity building and skill enhancement programmes have been conducted by the College. These include-soft skills, life skills, language and communication skills and ICT/ Computer skills. 3. Students have the benefit of coaching/ guidance for the competitive exams and career counselling from the College. 4. The College has an active Student Council which participates actively in the College affairs. 5. The College has formed various Committees such as Grievance Redressal and Anti Sexual Harassment Committee, Anti Ragging Committee, Library Committee, IQAC, SC/ST Cell for the benefit of the staff and students. However, no such grievances of serious nature have been received by the College administration/ formed Committees. 6. Regular meetings are conducted by the Committees. 7. The College makes possible efforts for the job placement of its students which are in NGOs, Government and private organizations etc. The College has been successful in job placements of one fifth of its final year students. Significant number of students gets into higher education, for instance out of batch of 60 MSW students, 16 went for higher education. 8. The College actively promotes participation of the students in various sports. Seven awards have been received by the students for their participation in sports and cultural activities. 9. The College gives lot of space to the students for reaching out to the communities by enhancing and supporting their creativity expressed through extra curricular activities like street plays, debates, yoga, folk dances etc. 10. The College has a registered Alumni Association which works towards establishing a strong alumni network through social media, and physical interactions. 11. The Association meets every year to discuss and strengthen the job placements for the students, interactions with the students to support the students career advancement. 12. The distinguished alumni members need to be engaged with the students more frequently. 13. The Placements need to be further strengthened with the initiative by the College administration in association with the alumni and industry around Wardha, Nagpur. |

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| 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, service rules and 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

1. The College has an active Management Body. The Chairperson and the Secretary are visionary and democratic, guiding the College to achieve higher standards of education.
2. The history of the College and the vision and mission help the students imbibe a sense of civic consciousness and social responsibility.
3. The College maintains its accounts systematically, has trained office staff and regular external financial audit of the College is done annually.
4. The College has effective welfare measures for its teaching and non-teaching staff as per the norms of the Government of Maharashtra.
5. Meetings of the IQAC and the Management Council are conducted and need to be further strengthened.
6. The College has a governance system to decentralize responsibilities among the staff members.

7. The College has introduced bio-metric attendance system.
8. The College has a fully automated library, along with office administration.
9. The College needs to mobilise financial resources from external agencies for the development of its infrastructure such as –construction of a permanent building.
10. The College has developed IQAS.

| Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7) | |
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| 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 | |
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| <ol style="list-style-type: none"> 1. The College a Sanitary Vending Machine for its girl students. 2. The College has adopted solar energy system to reduce the cost of power. 3. The College has eco-friendly practices such as the management of solid waste, liquid waste, e-waste, etc. 4. The College harvests rain waters through a well in the campus. 5. The College is actively engaged in implementing transgender quota of 5 % for admission. 6. The College Library has the practice of inter-library loans for the benefits of the students. 7. The College Library has organised book exhibition programme and has digitalised research outputs of M.Phil., Ph.D., and dissertation works of the students. 8. The College has a policy of weeding out of damaged books. 9. The NSS Unit has conducted various extension activities such as blood donation, tree plantation, health camps, celebration of forest week, etc through the students as a part of instilling values, ethics | |

and leadership.

10. The College has done a pivotal role during Covid-19 to help the Covid patients through its students.

11. The Office maintains and updates records and accounts very methodically.

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

Overall Analysis

Strength:

1. The College has earned reputation of being a preferred College for the students to pursue social work studies in Wardha and its surroundings.
2. The College caters to the educational needs of students including girl students, belonging to rural and backward areas.
3. The College has core strength of full time teaching faculty to train the students to build career in social work.
4. The College has advantage of its location and road and rail communication for students, parents and field supervisors.
5. The College organises community outreach programmes through extension activities undertaken by the social work students and NSS volunteers.
6. The College has a supportive Management Body to strengthen academics and extension activities.
7. The College gets connected with the NGOs, local primary schools, hospitals, Khadi societies, etc for internship of the students and extension activities.
8. The College has a system of delegation of authorities and responsibilities.
9. The College has signed 17 MoUs with the partnering agencies.
10. There is no attrition of staff members.

Weaknesses:

1. The College has limited space due to rented building.
2. The College lacks research facilities and research ecosystem.
3. Publications by faculty members are limited.
4. The College receives scanty grants from the government.
5. The College does not have hostel facilities for the students.
6. The Students need to be trained to speak English.
7. There is a lack of diversity of the students and faculty.
8. The College limited sports facilities.

Opportunities:

1. The College has potential to offer job-oriented specialisation subjects in BSW, MSW and MA (TTM).
2. Skill-based programmes in the area of textile, dying, weaving, etc in collaboration with Skill Corporation of India and other agencies.
3. There are opportunities for getting research grants and publication of research papers by the faculty members based on indigenous work.
4. The College can network with the local and outside organisations and its alumni for job training, internship and final placements.

Challenges:

1. Creating a permanent campus and requisite space for student learning and co-curricular activities.
2. Research publications in peer reviewed/UGC care List/ Scopus Indexed journals and funded projects.
3. Grooming and training the students to more employable.
4. Meeting the demand of students and faculty with limited funds
5. Making the students to speak English and learn skills to be independent in their own ventures.
6. Connecting with alumni and organising activities leading to expand network of placement and funding.
7. Getting the students for the admission in MA(TTM) programme.

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 College should develop its permanent campus.
- The College should strengthen its alumni-student and industry interface.
- The College should strengthen job placement of the students.
- The faculty should strength publications and research work.
- The College needs to have more space for sports and co-curricular activities.
- The College should create disable-friendly environment.
- The College should establish counselling services and career guidance of the students with the support of faculty, alumni and other stakeholders.
- There should be more MoUs with industries, Community-Based Organisations, and other academic institutions.
- More attention needs to be given towards creating digital friendly transactions and e-governance system.
- Faculty Development Programmes should be conducted on regular intervals.
- To draw strategies to attract students to pursue career in MA(TTM) programme.
- The faculty members should be encouraged to be the members of professional bodies.

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

Signature of the Head of the Institution

| Sl.No | Name | | Signature with date |
|-------|-------------------------|---------------------|---------------------|
| 1 | DR. PROF PAMELA SINGLA | Chairperson | |
| 2 | DR. SAMPADA KUMAR SWAIN | Member Co-ordinator | |
| 3 | Dr. Priya N | NAAC Co - ordinator | |

Place

Date