



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

**Accreditation - (Cycle - 1)**

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
GOVERNMENT COLLEGE RHENOCK  
RHENOCK  
Sikkim  
737133**

**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 RHENOCK RHENOCK Sikkim 737133	
2.Year of Establishment	2004	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	15	
Programmes/Course offered:	3	
Permanent Faculty Members:	25	
Permanent Support Staff:	9	
Students:	652	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. It is Rural college in hills area 2. It is Co-education institution 3. It Satisfies the need of students in border area of Sikkim, West Bengal Bhutan and Nepal	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 08-02-2019 To : 09-02-2019	
6.Composition of Peer Team which undertook the on site visit:		
	<b>Name</b>	<b>Designation &amp; Organisation Name</b>
Chairperson	DR. HARISH CHANDRA SINGH RATHORE	Vice Chancellor,CENTRAL UNIVERSTY OF SOUTH BIHAR
Member Co-ordinator:	DR. RAJENDRA KANKARIYA	FormerPrincipal,B J S COLLEGE OF ARTS, SCIENCE AND COMMERCE
Member:	DR. CHANDANA BHATTACHARJEE	FormerPrincipal,WOMENS COLLEGE
NAAC Co - ordinator:	Dr. Ganesh Hegde	

## 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
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross-cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

### Qualitative analysis of Criterion 1

Government College Rhenock, was established in the year 2004, having land of 32.67 acres in Rhenock, a small town in the East district of Sikkim. It is a co-educational College affiliated to the Sikkim University, offering BA, B.Sc. and B.Com. Honours programme. The college is presently having 652 students, 43 teaching faculty and 31 non teaching staff.

The college has implemented the curriculum formulated by its affiliating university. The Principal and a few faculties represent board of studies and syllabus review committees of the university. Presently the college offers 15 subjects in B.A., B.Sc. and B.Com programme. The institution ensures effective curriculum delivery through a planned and documented process. The Heads of all the departments convene a meeting of the faculty members and unitization of the syllabus is done wherein the syllabus is divided amongst the faculties. Teaching plan are designed by every faculty for timely completion of syllabus, within the academic calendar issued by the university.

Audio-visual aids are used once in a week for an effective transfer of the curriculum contents. Tutorial and remedial classes are taken by respective departments for effective implementation of the curriculum. To support student's personal and professional development, the college has established a language lab but it has not been yet utilized to full extent for running English Speaking Classes. The college has a feedback system whereby suggestions from stakeholders are collected but feedback analysis and communication is not at place.

The college has constituted various committees, clubs, units and cells that address the issues pertaining to gender, environment and sustainability, human values and professional ethics. Workshops, discussions, camps, lectures, field works are conducted as a part of the curriculum to sensitize the students about gender and also to imbibe human values amongst the students. The Gender sensitization Unit of the college organizes seminars, workshops, painting competitions, screening documentaries and movies on the issue of gender.

The College has a Yoga and Meditation Cell that promotes healthy lifestyle and human values amongst the students. Besides these, Cultural Committee and Photography club conduct various activities pertaining to their areas that seek to integrate cross cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum.

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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, after admission and organises special programs 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
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

#### Qualitative analysis of Criterion 2

The admission process of the college is centrally managed by Human Resource Development Department, Government of Sikkim and all details regarding the admission are updated in the [www.sikkimhrdd.org](http://www.sikkimhrdd.org), which is informed to students through SMS. Admission forms and supporting documents submitted by the students are scrutinized thoroughly and concerned Committee prepares a merit list for admission. Reservations of seats for different categories are strictly allotted according to the government rules. All Sikkim state students get fees from the government and a very few students get the *Ishan Uday* Merit scholarship and other social welfare department of Sikkim scholarships. Inter departmental lectures along with few special lectures from guest speakers on relevant topics are organized. Students' Mentoring and Counseling Cell formally looks into the performance, problems of the students and gives them guidance and counseling on demand. The College has a standard central library with SOUL 2.0 software but it's automation is yet to happen. The college provides opportunities to students to promote critical thinking, creativity and scientific temper amongst them through lectures, seminars, workshops, group discussions, exhibitions, etc. Most of the faculty use lecture method, interactive method and audio-visual mode of teaching in ICT enabled classroom but smart board is not used to the fullest extent.

No record of assessing the learning levels of the students, after admission is found but it is revealed that college organizes special programs for advanced learners and slow learners such as Introductory sessions, Group discussions, Remedial Classes, practical assignments, project works, academic activities like quiz, debate, poster presentation, conferences, etc. EDUSAT programmes are organized by the college for the

students. The projects are also given to students on their particular interest vis-à-vis their honours subject.

Maps, charts, audio-video clips, e-library, etc. have been adopted by the faculties in addition to traditional teaching methods. The creativity among the students is improved through Group Discussion, Term Paper presentation, industrial site visits, and debates, Quiz, Essay writing, Poetry Competition, Painting, You-Tube videos, etc. Student fests are organized to showcase their talent and leadership skills to create awareness on the latest trends on the subjects and also encourage the students to socialize for academic purpose.

The college follows the modalities of conducting the continuous internal evaluation as prescribed by the Sikkim University. Choice Based Credit System has not been introduced for undergraduate courses. The college adopts semester system of evaluation. Two internal assessments are conducted in every semester for all internal examination with predetermined dates in the beginning of the session. 25% weightage is given in each of the internal tests. First, is a written test and the second test is conducted in the form of term paper presentations, group discussions, class tests, field based activities, etc. Students are also evaluated on the basis of their participation in group discussions, term paper presentation and preparation of the given assignment.

The institution ensures that all students are aware of the evaluation process through the college prospectus which is updated annually. After checking, answer sheets / assignments of internal assessment are shared with the students and marking pattern is discussed. Transparency and security of evaluation system is ensured by the exam committee. The community work and tutorial work is assessed by the tutor.

Students need to apply to the University for Correction in marks and re-evaluation within fifteen days of the result declaration by the University. The process is governed by University. The examination committee of the college guides the students regarding the process. Grievances related to internal assessment test are solved internally. The committee promptly deals with mistakes/ errors related to internal assessment of the students. Examination squad supervises the entire affair of examinations. CCTV surveillance is always turned on to monitor any mishandling.

The college follows the Academic Calendar of the Sikkim University. The Internal Committee decides on dates during which the internal assessments are to be given to students and dates by which the marks need to be submitted to the office.

Student learning outcomes are not maintained and informed to the students. The Programme objectives and Programme outcomes and Course Learning Outcomes (CLOs) are aligned with the college vision and mission statement but these are not properly disclosed. Each department of the college has records of students' progress and performance.

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 including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

### Qualitative analysis of Criterion 3

Six faculties have been awarded PhD, Six faculties have been awarded M. Phil and four faculties are pursuing PhD. Provisions of leave are made by the management for newly registered Ph. D./M. Phil scholars to attend the M. Phil and PhD course work as per the guideline of Directorate of Higher Education, Govt. of Sikkim.

Academic leaves are granted to the faculty members to attend national, international seminars /conference. This college has organized a few seminars on Gender Issues, Geospatial Technology and sensitization programme on Intellectual Property Rights (IPRS). The institution is maintaining a healthy practice of arranging interdepartmental talk at a regular interval.

The College has invited a few resource persons from different Institute, Colleges, Universities and various Organizations to address students about research and its methodology. The College has initiated an Editorial Board to publish the 'Multi-Disciplinary Research Journal' to motivate and publish the research work carried out by faculties of various departments. The college has taken up one major and one minor research projects funded by DBT, SERB and UGC.

The college organizes different extension activities in and outside the campus throughout the year to engage the students in different community oriented activities to develop a sense of social responsibility, service orientation and holistic development of the students. The college has active NSS unit, Health Club, Eco-Club, NCC for girls, Yoga & Meditation Cell which ultimately aims to contribute something to the society.

NSS unit has undertaken cleanliness drive around the campus and conducted the awareness programmes in the neighbouring schools. Health Club works for awareness building among the students and local community about HIV/AIDS and organizes blood donations camps.

NCC cadets participate in various special camps where basic military training in small arms and parades are given to develop discipline and responsibilities among students. Their regular activity is to practice parades and they also participate in parades on Independence Day, Republic Day aiming to develop a sense of national integration among students. Two of the students have recently represented the college in RD parade of Republic day in Delhi.

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 facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
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 college has 8104.70 sq. mtr built up area on 32.67 Acre land. It includes 13 classrooms, 4 ICT-enabled rooms funded by RUSA, 1 Seminar Hall, 1 Conference Hall, Girls' hostel and a Laboratory of Geography and Psychology. However laboratories need to be equipped. Most of the infrastructure of the college is under construction like, Playground, Auditorium, Cafeteria, Fencing, Staff Quarter, etc. The College has a well equipped CCTV monitoring system. The college has Boys and Girls Common room with indoor games facilities. The college has provided filtered drinking water facility. The college has a separate space allotted for the parking.

Being located in hill the college has initiated up gradation of teaching learning facilities like classrooms, laboratories, smart board, laptops, desktops, LCD projectors, etc. The college has utilized local, state government and RUSA fund to set up audio visual aids like DVD players, projectors, etc. All the departments make use of these classrooms according to their time table. The college has one seminar cum recreation hall equipped with audio visual aid having 200 students' occupancy. A language lab equipped with 40 computers is optimally used as Computer lab however vocational computer courses which may add to soft skill development of students are not yet initiated. A few soft skill classes have been undertaken by NIELITE. The installation of smart board in 4 classrooms has aided for ICT teaching-learning process however faculties are not habitual to use it.

The college has very limited physical facilities for sports and games. Football field, badminton court as well as table tennis board have been acquired by the college. The college has a play ground which is under construction. The college has indoor facility and sport equipments to play table tennis, chess, carom board, Chinese checkers. Cultural activities are at place and some students have secured success in cultural competitions. Various cultural programmes such as, Art Competition, Photography, Exhibition, Bhanu Jayanti, Bhasa Manyata Diwas, Teachers Day celebration, Fresher's welcome, College fest etc. are observed in the college.

The college has a National Cadet Corps Senior Wing (Girls) established in 2012 with strength of Platoon (52



Cadets) and one Associate NCC Officer under 1 Sikkim Girls Battalion, Cadets regularly participate in institutional training and various camps like ATC, CATC, Adventure Training, Certificate Exam and Social Responsibility Programmes like fund raising, Awareness Program and Swachha Bharat Abhiyan. The College has a yoga committee which is conducting yoga programs in the college. The college commemorates the International Yoga Day on 21st of June every year.

The central library has been established on the first floor of Administrative block with various sections of circulation, Reading room and Reference E-library. Approximately 8332 books, some books of rare collection- Gazetteer of the Sikkim Dictionaries, Encyclopedias, etc. and a few journals are available in the library. As of today there is no permanent library staff.

Though the college has made available IT facilities and Wi-Fi facility with 20 Mbps Institutional internet connections from BSNL, Gangtok which is approved by Directorate of Higher Education, HRDD, Government of Sikkim, and the installation work is under progress. At present the College has a BSNL broadband connection to cater the need of the Exam Cell and Administrative block.

There is a committee with a convener and members from the college faculty and administrative staff which looks after the maintenance of the college campus. The committee also keeps track of cleanliness of the campus and from time to time they organize cleanliness drives. However any special budget provision for maintenance is not observed.

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	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

#### Qualitative analysis of Criterion 5

The college has an organized Student Council known as SRC (student's representative council). It is a body recognized by the Human Resource Development Department, Government of Sikkim. The SRC is elected every year by the students of the college. It consists of President, Vice-president, General Secretary, Treasurer, and Class Representatives. The SRC representatives primarily promote the welfare of the students. It is responsible for various co-curricular and extra-curricular activities within the campus in consultation with the Principal, Dean of Students' Affair, and Assistant Professors in charge of the SRCs. Furthermore, SRC assists to fight against addictions to drugs, menace of ragging, eve-teasing, alcohol, etc. by the students.

The college admits students coming from neighbouring state West Bengal and countries like Bhutan and Nepal. Keeping in view of the above, the name for the Alumni Association is "AUNUPAM" which means, *having no comparison or unparallel*. However its registration is in process. Alumni Association Meeting was held on regular basis since 2015. It plays a major role in leading and guiding their juniors to the path of *Excelsior* – the motto of our college. The Alumni as such haven't donated anything in cash but it has donated some books to the college library.

The College publishes its updated annual prospectus. Several Departments of the College publish wall magazines to encourage literary skills among students. The college has also started its Biannual Newsletter "Campus Buzz". The college has Anti Ragging committee and Anti Ragging Squad for regular monitoring

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 an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
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	Institution has 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
6.5.5 QIM	Incremental improvements made during the preceding five years ( <i>in case of first cycle</i> )  Post accreditation quality initiatives ( <i>second and subsequent cycles</i> )

#### Qualitative analysis of Criterion 6

The governance, leadership and management of the college is based on the principle of participatory, democratic and transparent approach. The college has a well-defined administrative structure. All the recruitments, transfer, Career Advancements, promotions both for teaching and non-teaching and fund allocation (five year planning) is done by Directorate of Higher Education, Govt. of Sikkim. All fund allocation and management of the college is done by the Principal, CMC, PMU, IQAC cell.

The faculty is engaged in conducting minor research projects, participating in national and international seminars and workshops/ proceedings. The management sanctions duty leaves for attending the same. The non-teaching staffs are given training regarding database entry, database development and financial analysis by NIELIT. The NIELIT has also conducted e-waste management and computer training programme for the concerned departments. No particular welfare schemes except medical reimbursement for the staff are observed.

The college has well-defined procedure for performance appraisal system for teaching staff. Regular Teaching faculties are assessed on his/her performance based on the APR (Annual Property Report) score of PBAS Performa. The API scores are endorsed and verified in the PBAS Performa act as the primary means of accessing a faculty member for the purpose of promotion under Career Advancement Scheme (CAS), increments and other incentive including key appointments assignments and deputations. Performance of Ad-hoc faculties is assessed by the Principal. There is Annual Confidential Report (ACR) and Annual Performance Report (APR) are filled every year by regular non-teaching staff.

In every financial year, the college conducts internal audit through departmental staff as well as external audit by the statutory auditors. The accounts are also audited on monthly basis by the internal auditors. The external statutory auditor visits the college office twice in a year for vouching audit and submitting the final audit reports. Any discrepancies cited in the Audit report are rectified.

The College being the Government institution, the financial requirement of the College is met by The Human Resource Department and Department of Higher Education, Government of Sikkim. Optimal utilization of funds is ensured by effective implementation of projects by procuring the suitable equipment; enhancing library facilities; development and maintenance of infrastructure.

Internal Quality Assurance Cell (IQAC) is active and discusses the issues concerned with the quality assurance strategies and processes. Under the proposal of the IQAC the college has conducted a few seminars, workshops and sensitization programmes. A record of meeting of IQAC is maintained. The college reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up. Introduction of e-library, a set up of 40 computer lab, etc are good outcomes of the IQAC meetings but the IQAC needs to be strengthened and has to be oriented in the direction of quality improvement rather than quantitative growth.

Initially the college was in rented building. In 2009 Sikkim Government allotted a land of 32.67 acres in Rhenock and thereafter Administrative and Academic blocks were constructed. The college has good ambience and natural beauty which has helped the college to attract students from the own state, West Bengal and the nearest countries. The college has profoundly worked and tried to give best to the students by providing facilities towards teaching and learning process in last five years.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> <li>1. Safety and Security</li> <li>2. Counselling</li> <li>3. Common Room</li> </ol>
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> <li>• Solid waste management</li> <li>• Liquid waste management</li> <li>• E-waste management</li> </ul>
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> <li>• Students, staff using <ol style="list-style-type: none"> <li>a) Bicycles</li> <li>b) Public Transport</li> <li>c) Pedestrian friendly roads</li> </ol> </li> <li>• Plastic-free campus</li> <li>• Paperless office</li> <li>• Green landscaping with trees and plants</li> </ul>
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

#### Qualitative analysis of Criterion 7

The college is committed towards the promotion and practice of the ideals of social and natural justice, human dignity, equality and right of all human beings. Therefore, it has established Anti-Sexual Harassment Cell, Equity Cell and Gender Sensitization Unit (GSU) to create an atmosphere free from any form of sexual discrimination and sexual harassment, prevention, prohibition and social security.

Gender Sensitization Unit of the College has taken care in sensitizing the student in regard to gender equality

and gender amity. It takes pro-active role in creating social, physical and psychological environment and awareness. The unit also encourages them to create a healthy environment in and around the campus by sensitizing the students through counseling programmes.

The college has maintained separate common room for boys and girls. Apart from these every Department of the College has separate common room for faculty members. The College has taken initiative in terms of transportation of students to the campus and closely monitors the movement of students in canteen, library, and playground without disturbing their freedom to move in and around campus. Closed circuit cameras are installed at various points to record the activities of the people moving in the campus. These ensure safety and security of the students

The College has taken due care to ensure that the campus is free from plastic items and other wastes that harm the environment. Vermin-composting (for disposing bio-degradable wastes) is adopted to produce organic manure to be used for plants in the campus. Compost pit has been constructed for other waste products. E-Waste Management training programme has been conducted for the teaching and the non-teachings staff to sensitize the hazardous consequences of Electronic -Waste. All electronics waste CPU'S, Hard disks, Laboratory equipment scrap is sent to the market for sale. For rain water harvesting and sustainable water management of rain water the pipe lines and panels are fixed however the construction of reservoir is in process.

The college has successfully retained a patch of green amidst the concrete landscape around. The college has a lush green ground surrounded by greeneries all around. The garden has tall flowering and fruit bearing plants interlaced by bushy flowering plants. A separate corner has been identified in the garden where medicinal plants are grown.

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

**Strength:**

***Institutional Strength:***

- The Government of Sikkim provides free education to all the students of Sikkim, which has given opportunities to the rural students to pursue their higher education.
- The College is located in a very eco-friendly pollution free environment with largest area coverage in Sikkim.
- The Teacher students ratio is very encouraging, by which students get individual attention from the faculties.
- Most of the faculties are very young, energetic and qualified.
- The college provides non-conventional subjects.
- The College has a well equipped CCTV monitoring system for the safety and security of the students and college.

***Institutional Weakness:***

- The college has internet problems due to the locational aspects and erratic communication network
- Use of ICT enabled classrooms is very limited.
- The number of classroom is a major constraint to accommodate the students.
- The enrolment in the college is less as per the allotted numbers.
- The library has very less number of reputed journals and reference books.
- It lacks most of the basic infrastructure facilities like, playground, Auditorium, Cafeteria, staff quarters, hostels, etc.

***Institutional Opportunity:***

- The college being under RUSA scheme, vocational subjects can be introduced.
- The College can introduce pure science subjects.
- PG courses can be introduced in few subjects.
- Since the college has a large area different innovative practices can be initiated involving the students, which can generate revenue for the college.

***Institutional Challenge:***

- The College has to be given greater autonomy for utilization of resources for development of the college under RUSA.
- Due to centralized admission system, the college is compelled to enroll students having low percentage, which is a major challenge for the faculties to motivate the students to excel in their studies.
- Due to the rural set up of the college, the faculties as well as students get less opportunity to participate in mainstream program outside the state.
- The college is in need of a greater autonomy to send the teaching fraternity to attend various courses.

#### **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)

- To introduce vocational courses like Tourism and Hospitality Management, Horticulture, Floriculture etc.
- To introduce add on courses in development of soft skills, interview techniques, personality development, etc.
- To augment and improve ICT facilities and use of smart boards.
- To initiate book bank facility for the students.
- To establish 200 meter track, play ground and gymnasium.
- To introduce a few Indian and Foreign language courses.
- To increase reference books and to atomize Library.
- To establish hostel for girls and boys with higher number of seats.
- To strengthen research by publishing in peer reviewed journals.
- To ensure acquisition of Ph. D. degree by faculty and ensure research culture.

**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. HARISH CHANDRA SINGH RATHORE	Chairperson	
2	DR. RAJENDRA KANKARIYA	Member Co-ordinator	
3	DR. CHANDANA BHATTACHARJEE	Member	
4	Dr. Ganesh Hegde	NAAC Co - ordinator	

Place

Date

NAAC