

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
GOVERNMENT COLLEGE KARSOG  
DIST. MANDI (HIMACHAL PRADESH)-175011**

Section I : GENERAL	Information
1. Name & Address of the Institution	Government College Karsog Dist. Mandi HP
2. Year of Establishment	1994
3. Current Academic Activities at the institution(Number)	06
Departments/Centers	18
Programmes/ Course offered	Under Graduate =3(Humanities, Science, Commerce) Post Graduation=3(English,Hindi and Political Science)
Permanent Faculty Members	24 ( Regular Teachers=17, PTA Teachers=7)
Permanent Support Staff	18
Students	1926
4. Three major features in the institutional Context  (As perceived by the Peer Team)	<ul style="list-style-type: none"> <li>• A rural hilly area College catering to socially and economically backward and rural area students.</li> <li>• Participation in cultural, sports &amp; extension activities with value based education.</li> <li>• Created very good physical and ICT infrastructure through RUSA grants</li> </ul>
5. Date of Visit of the Peer Team  (A detailed visit Schedule may be included as Annexure)	23-24 March, 2018
6. Composition of the Peer Team which undertook the on-site visit:	
Chairman:	Prof. Bhabesh Chandra Goswami
Member Coordinator :	Dr. Aravind Joshi
Member:	Dr.(Mrs.) Taranjeet Sood
NAAC Co-ordinator:	Dr. Mohit Tiwari, Assistant Adviser, NAAC

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*Dr. Aravind Joshi*  
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## 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 (Q <sub>1</sub> M) in Criterion I)	
1.1.	<b>Curricular Planning and Implementation :</b>
1.1. 1 Q <sub>1</sub> M	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	<b>Academic Flexibility:</b>
1.3	<b>Curriculum Enrichment:</b>
1.3. 1 Q <sub>1</sub> M	Institution integrates cross cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	<b>Feedback System:</b>

### Qualitative analysis of Criterion I (300 to 500 words)

The Government College, Karsog located in hilly rural area caters needs of education of this area in humanities, basic Sciences and commerce at undergraduate level with CBSC system along with M.A. in English, Hindi and Political Science. The curriculum at UG & PG level is designed and developed by parent university i.e. H.P. University. The college provides diverse and flexible programmes of study as envisaged in CBCS guidelines by the H.P. University. All three PG Courses are introduced in last two years only. College regularly organizes experts lectures on human and legal right and also on gender equality to sensitize students and celebrate different days. Environmental Science is a part of the college curriculum, compulsory for all irrespective of streams. Social responsibility and sensitization towards environmental issues, society and health in students is well invoked through NSS, NCC, Rovers & Rangers units and Eco Club. To encourage girl students to pursue higher education, Government has waived tuition fee for them.

College have introduced few value added causes in IT but has discontinued them since 2016-17. However they introduced ability/skill enhancement courses on writing skills, communication skills and creative writing, book & media reviews etc. For holistic development of the students, college may introduce some mandatory non-credit courses on human values, professional ethics & related to sports. Formal feedback mechanism on curriculum etc. from stakeholder should be developed at the earliest.

**Criterion 2 – Teaching-Learning and Evaluation**  
**(Key Indicator and Qualitative Metrics (Q<sub>1</sub>M) in Criterion II)**

2.1	<b><i>Student Enrolment and Profile:</i></b>
2.2	<b><i>Catering to Student Diversity:</i></b>
2.2. 1 Q <sub>1</sub> M	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	<b><i>Teaching-Learning Process:</i></b>
2.3. 1 Q <sub>1</sub> M	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3. 4 Q <sub>1</sub> M	Innovation and creativity in teaching-learning
2.4	<b><i>Teacher Profile and Quality:</i></b>
2.5	<b><i>Evaluation Process and Reforms:</i></b>
2.5. 1 Q <sub>1</sub> M	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5. 2 Q <sub>1</sub> M	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5. 3 Q <sub>1</sub> M	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5. 4 Q <sub>1</sub> M	The institution adheres to the academic calendar for the conduct of CIE
2.6	<b><i>Student Performance and Learning Outcomes:</i></b>
2.6. 1 Q <sub>1</sub> M	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	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution

*Qualitative analysis of Criterion II (300 to 500 words)*

Admission is done through merit and as per rules laid down by the university and state government. On the commencement of session principal addresses to the students. Care is taken by the college to encourage slow learners by arranging remedial classes, assignments etc. to improve their performances while advance learners are given extra assignment & are encouraged to take part in activities such as quiz, essay writing, different competitions and seminars. Peer group learning is promoted amongst slow & advance learners. Collaborative learning is promoted through participation in NSS, NCC, Rovers & Rangers activities, red ribbon club, Sports & cultural activities. The college magazine Kamaksha Published annually. Educational tours, fields visits for plant collection, bird watching etc are also organised. There are 08 teachers having Ph. D.'s out of 27 full time teachers. Permanent teacher's recruitment process as per the Govt. norms. However more teachers on permanent basis are needed, although they have sanctioned posts but could not filled due to government constraints. Evaluation process as formed by the affiliating university is followed. CCE & internal evaluation carries waitage of 30% in UG and PG . There are many indicators faculty keep in mind while evaluating, such as class attendance, class assignments, scores in mid- term examination etc. All grievances regarding internal examination are redressed by the examination committee & HOD's while in external examination, the university rules are followed. Average pass percentage is almost 100% of outgoing (final Year) student. The conductance of student satisfaction survey is not evident. PSO, CO of all courses are decided by the university and is on university's website which is communicated to students through IT lab & ICT resource centre of the college. Preliminary analysis are made to assess attainment of POS, CO'S etc. which seems to be based on scattered oral data. Proper documentation needs to be done for exact evaluation.

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**Criterion 3 – Research, Innovations and Extension  
(Key Indicator and Qualitative Metrics (Q<sub>1</sub>M) in Criterion III)**

3.1	<i>Resource Mobilization for Research</i>
3.2	<i>Innovation Ecosystem</i>
3.2.1 Q <sub>1</sub> M	Institution has created an eco system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge
3.3	<i>Research Publications and Awards</i>
3.4	<i>Extension Activities</i>
3.4.1 Q <sub>1</sub> M	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	<i>Collaborations:</i>

*Qualitative analysis of Criterion III (300 to 500 words)*

One of the teacher is recognized as research guide and none of the faculty is working on any funded Projects. Four teachers have few publications in research journals in last five years, one teacher has published book and have also contributed in book chapters, articles and presented papers in conferences & symposia. The faculty need to be familiarised the intellectual property rights. College may organize some seminars/conferences to create interest of research among students. Non Ph.D. teachers should be encouraged and facilitated to enrol for Ph.D. and pursue doctoral research. Although teachers are supported financially to attend seminars/ conference/ orientation and refresher programme. Major extension activities are done through NSS, NCC and Rovers & Rangers. In seven days residential camp of NSS, college adopts one of the nearby village and spread awareness amongst villagers towards hygiene, health, digitisation etc. It also conducts Blood donation camp, thalassemia awareness, cleanliness & plastic free drive involving community people. The college does not have any linkages for faculty exchange, student exchange, Internship, field trip, on-the-job training etc. during last five years. No functional MOU's yet with any Institution or Industry.

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**Criterion 4 – Infrastructure and Learning Resources  
(Key Indicator and Qualitative Metrics (Q<sub>1</sub>M) in Criterion IV)**

<b>4.1</b>	<b><i>Physical Facilities:</i></b>
<b>4.1.1</b> <b>Q<sub>1</sub>M</b>	The institution has adequate facilities for teaching - learning viz., classrooms, laboratories, computing equipment, etc
<b>4.1.2</b> <b>Q<sub>1</sub>M</b>	The institution has adequate facilities for sports, games (indoor, outdoor, gymnasium, yoga centre etc.,) and cultural activities
<b>4.2</b>	<b><i>Library as a Learning Resource:</i></b>
<b>4.2.1</b> <b>Q<sub>1</sub>M</b>	Library is automated using Integrated Library Management System (ILMS)
<b>4.2.2</b> <b>Q<sub>1</sub>M</b>	Collection of rare books, manuscripts, special reports or any other knowledge resource for library enrichment
<b>4.3</b>	<b><i>IT Infrastructure:</i></b>
<b>4.3.1</b> <b>Q<sub>1</sub>M</b>	Institution frequently updates its IT facilities including Wi-Fi
<b>4.4</b>	<b><i>Maintenance of Campus Infrastructure:</i></b>
<b>4.4.2</b> <b>Q<sub>1</sub>M</b>	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 IV (300 to 500 words)***

The existing infrastructure of the college includes court yard for volleyball/badminton, Language lab, computer lab (ICT) with Wi - Fi internet facility, laboratories for other practical subjects along with 22 class rooms in which 01 is the smart classroom and 05 having OHP facility. It also has a multipurpose hall with capacity of 140 - 300 students. Separate ICT centre for conducting examination & teaching work with DTC, printers, broadband connection, and with reprographics facilities. Gym & other fitness equipment, common room for girls are there. Two computer labs working on Windows & Linux have been instituted . Software like WORD, Tally, Sci lab are there. A public address system has also been installed. Library is computerized with an e- corner for browsing. All students and staff have access to INFLIBNET. Very few students use these facilities. Number of walks in per day in the library is moderate i.e 20-25% only. Rare book/manuscript could not be found in the library. College does not have playground for outdoor sports of its own but is being shared with school in the neighbourhood. Few numbers of sports and cultural activities organized in the institution per year.

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**Criterion 5 - Student Support and Progression  
(Key Indicator and Qualitative Metrics (Q<sub>1</sub>M) in Criterion V)**

<b>5.1</b>	<b><i>Student Support</i></b>
<b>5.2</b>	<b><i>Student Progression</i></b>
<b>5.3</b>	<b><i>Student Participation and Activities:</i></b>
<b>5.3.2</b> <b>Q<sub>1</sub>M</b>	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
<b>5.4</b>	<b><i>Alumni Engagement:</i></b>
<b>5.4.1</b> <b>Q<sub>1</sub>M</b>	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 V (300 to 500 words)***

The college has a "College Students Central Association" (CSCA) to address the problems of students, chosen on merit basis. The association acts as link between the students and the administration of the college. The council organises different cultural, literary function and civic activities throughout the year in consultation with the teachers. In various college committees CSCA have students as representatives. College does not have any placement cell & no such activities.

The GC Karsog do not have any Alumni association though they formed it in 2009-10 but did not get any momentum. College needs to make good efforts to revive the same and make them functional actively.

**Criterion 6 – Governance, Leadership and Management  
(Key Indicator and Qualitative Metrics (Q<sub>1</sub>M) in Criterion VI)**

<b>6.1</b>	<b><i>Institutional Vision and Leadership:</i></b>
<b>6.1.1</b> <b>Q<sub>1</sub>M</b>	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution
<b>6.1.2</b> <b>Q<sub>1</sub>M</b>	The institution practices decentralization and participative management
<b>6.2</b>	<b><i>Strategy Development and Deployment:</i></b>
<b>6.2.1</b> <b>Q<sub>1</sub>M</b>	Perspective/Strategic plan and deployment documents are available in the institution
<b>6.2.2</b>	Organizational structure of the Institution including governing body,

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Q <sub>1</sub> M	administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 Q <sub>1</sub> M	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	<b>Faculty Empowerment Strategies:</b>
6.3.1 Q <sub>1</sub> M	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 Q <sub>1</sub> M	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	<b>Financial Management and Resource Mobilization:</b>
6.4.1 Q <sub>1</sub> M	Institution conducts internal and external financial audits regularly
6.4.3 Q <sub>1</sub> M	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	<b>Internal Quality Assurance System:</b>
6.5.1 Q <sub>1</sub> M	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 Q <sub>1</sub> M	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 Q <sub>1</sub> M	Incremental improvements made during the preceding five years (in case of first cycle) Post accreditation quality initiatives (second and subsequent cycles)

**Qualitative analysis of Criterion VI (300 to 500 words)**

The vision & mission of the college is clearly defined. The Directorate of Higher Education is the policy making / controlling authority. Overall management of the college is rested with the State Govt. At Institutional level, the principal is responsible for day-to-day administration of the college. Important administrative and academic processes are duly managed by the college in a decentralized and participative mode. Strategic plans developed & deployed successfully majorly through RUSA grant. The recruitment, transfers and promotions (procedure & policies) of staff are directly controlled by the Department of Higher Education, Government of H. P. The Institution does not have any authority in this regard. E-governance is at rudimentary stage. College had implemented Welfare measurement of Himachal Govt. and the affiliating university. College is lacking in effective union of its teachers or say do not have their strong representation. Provision for financial support for attending conferences, seminar, workshops is there but none has utilized it till date. Faculties are regularly attending orientation programmes but more faculties need to encourage to attend orientation & refresher courses. Local audit department of state government of Himachal Pradesh conducts thorough audit of the all funds

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at regular intervals. The college does not have any resource mobilization policy of its own. It is fully funded by H. P. Govt. & Department of Higher Education. College also receives development grants from UGC & the MHRD, GOI under RUSA infrastructure development grant from time to time. Additional resources like engaging teachers on need basis etc. are generated through Parent – Teacher – Association (PTA). The Internal Quality Assurance cell (IQAC) needs to be strengthened. Details of quality initiative by IQAC to be documented. No policy in place for the periodic review/ audit of administrative and academic departments.

<b>Criterion 7 – Institutional Values and Best Practices (Key Indicator and Qualitative Metrics (Q<sub>1</sub>M) in Criterion VII)</b>	
<b>7.1</b>	<b><i>Institutional Values and Social Responsibilities:</i></b>
	<b><i>Gender Equity</i></b>
<b>7.1.2 Q<sub>1</sub>M</b>	Institution shows gender sensitivity in providing facilities such as: a) Safety and Security b) Counselling c) Common Room
	<b><i>Environmental Consciousness and Sustainability</i></b>
<b>7.1.5 Q<sub>1</sub>M</b>	Waste Management steps including: • Solid waste management • Liquid waste management • E-waste management
<b>7.1.6 Q<sub>1</sub>M</b>	Rain water harvesting structures and utilization in the campus
<b>7.1.7 Q<sub>1</sub>M</b>	Green Practices • Students, staff using a) Bicycles b) Public Transport c) Pedestrian Friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants.
	<b><i>Differently abled (Divyangjan) friendliness</i></b>
	<b><i>Inclusion and Situatedness</i></b>
	<b><i>Human Values and Professional Ethics</i></b>
<b>7.1.1 8 Q<sub>1</sub>M</b>	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities.

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7.1.1 9 Q <sub>1</sub> M	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	<b>Best Practices:</b>
7.2.1 Q <sub>1</sub> M	Describe at least two institutional best practices (as per NAAC format)
7.3	<b>Institutional Distinctiveness:</b>
7.3.1 Q <sub>1</sub> M	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

**Qualitative analysis of Criterion VII (300 to 500 words)**

The college has a Women cell that counsels and sensitises the girl students from time –to-time. This cell organises programmes for gender sensitivity and also appoint a girl student as ‘Gender Champion’ who will coordinate the events related to this. The boy students should also be sensitised about Gender equality. College has a Common room for girl students with minimum facilities. The concerned department take appropriate measures while handling bio and non bio degradable waste. A committee may be formed who take care to dispose of hazardous and E- waste with zero compromise with the environmental issues. The college does not have rain water harvesting as they have water resources in abundance quantity in and around the campus. College has green practices like No plastic zone (As such whole state is declared as No plastic zone), Staff and students are using public transport. Most of them generally walk to the college. At present college office is not paperless. The college has a clean and green campus with adequate tree plantation. Tree plantation programmes are carried out by students and staff in collaboration with villagers of local panchayat, forest department, Local NGO’s etc. The college uses 50% LED for energy savings. Alternative energy line Solar may be implemented. Institute organises birth and death anniversaries of great Indian personalities like Mahatma Gandhi, Subhash Chandra Bose, rajiv Gandhi, Dhyan Chand, Jawaharlal Nehru etc. Being a Government institute local audit department of state government conducts periodic audits to ensure transparency and efficacy of all financial matters. The transparency in financial functions will improve through online financial transactions.

The college has subsequently instituted and augmented an ICT infrastructure. Second best practice adopted by the college is the development of an active institution – community interface. The college emphasis social upliftment by community service by spreading awareness about the various issues which impact the lives of the people in general including social and gender equity,

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environmental concerns, cleanliness etc. The distinctness of the college is to attend social upliftment by empowering local rural youth through value and skill based education.

**Section III: OVERALL ANALYSIS** based on *Institutional Strengths, Weaknesses, Opportunities & Challenges (SWOC) (300 to 500 words)*

**Strength :**

- 1) The college has sprawling, beautiful pollution free and eco - friendly campus.
- 2) Good ICT infrastructure with adequate number of computer systems.
- 3) More than 55% Girl students.
- 4) It provide value based education to poor and local rural students.
- 5) Enthusiastic young Faculties.
- 6) Girls hostel in a remote rural area.

**Weakness :**

- 1) College has no autonomy in financial and academic matters.
- 2) College does not have innovative add on / skill based courses.
- 3) The college has no registered Alumni Association.
- 4) College lacks formal linkages with centres and organisations of excellence and industries i.e. Industry – academia interface.
- 5) Inadequate faculty and their occasional transfer.
- 6) Unavailability of boys hostel.
- 7) Lack of research culture in the college.

**Opportunities :**

- 1) Opening of area specific new courses.
- 2) Wide publicity of organic farming including creation of Vermi – compost facility.
- 3) More involvement of students in Personality Development & carrier counselling.
- 4) Extra rural funding research and infrastructural developmental schemes.
- 5) Being an only higher education institution in the area ample possibilities to innovative and incubation centres for entrepreneurship and developmental programme.

**Challenges :**

- 1) Teachers should explore the avenues for taking up major and minor projects from different funding agencies.
- 2) Poor Socio – economic background of the students.
- 3) First generation students.
- 4) Time management in CBCS and semester system for other activities.
- 5) Availability of adequate, able, hardworking and qualified faculty.

**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)

- 1) Communication skill, computer literacy among the students and more use of ICT in teaching learning, personality development need to be initiated.
- 2) Regular training or workshop on Himachal's Folk songs.
- 3) New courses like Travel & Tourism, Organic farming, Horticulture research initiative have promising future.
- 4) Forming an effective registered Alumni association is also suggested.
- 5) Hostel facilities should be provided for Boys.
- 6) UGC consortium and UGC electronic class room excess to be requested for the exposure in the area where teachers are not available and otherwise too.
- 7) Library be enriched in terms of text books, reference books, journals and periodicals and be automated.
- 8) Indoor and outdoor sports facilities need to be strengthened.
- 9) IQAC be made more effective for quality enhancement and research environment in the college.

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

  
Signature of the Head of the Institution


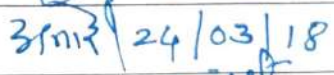
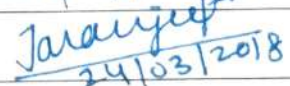
Seal of the Institution

Principal

Govt. College Karsog

24/03/2018

**Signatures of the Peer Team Members:**

Sl. No	Name		Signature with date
1	Prof. Bhabesh Chandra Goswami	Chairperson	 24.3.18
2	Dr. Aravind Joshi	Member Co-ordinator	 24/03/18
3	Dr. (Mrs.) Taranjeet Sood	Member	 24/03/2018
	Dr. Mohit Tiwari	NAAC Co-ordinator	

Place: KARSOG

Date: 24/03/2018