SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

SAROJINI NAIDU COLLEGE FOR WOMEN

SAROJINI NAIDU COLLEGE FOR WOMEN 30 JESSORE ROAD, DUM DUM,
KOLKATA - 700028 NORTH 24-PARGANAS
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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Sarojini Naidu College for Women was established in 1956 with a goal of empowering the refugee women of erstwhile East Pakistan. It is one of the premier institutions for women's education in the northern suburbs of Calcutta. Initially affiliated to Calcutta University, it now enjoys affiliation under the West Bengal State University and offers quality education in Arts, Commerce, Science and Management streams.

Apart from Honours and General courses in different subjects, the college also presently runs postgraduate courses in Bengali, English and Psychology and a one year PG diploma course in psychological Counseling.

SNCW is dedicated to the advancement of knowledge, learning and understanding in the service of society. The college has a dedicated and sincere faculty for whom the general well-being of the students is of utmost importance.

While excellence in academics is prized, all students are encouraged to explore a wide range of extra-curricular and cocurricular interests, which is reflected by our students' success in various activities like music, elocution, debate, sports and games, NCC and NSS activities, self defense, yoga, physiotherapy and so on.

Sarojini Naidu College for Women is committed to ensure that students from every background achieve their full potential. Since establishment, students have progressively demonstrated their talent in both academic and other fields and commitment towards the larger society irrespective of their social, religious or economic background.

Vision

- Develop, support, and deliver curricula, programs, and services designed to prepare our students for professional and personal success.
- Attract, develop, and retain a diverse student population and promote its success.
- Attract, develop, and retain highly qualified, diverse faculty and staff who are committed to our mission.
- Ensure facilities and operations support our College's current needs and anticipated growth.
- Proactively position our College to communicate its value and benefits and build this identity and image among our many constituencies.
- We continually strive to innovate – finding new and more effective ways to educate and serve students
- We sustain rigor in our work – holding high standards and expectations for both our students and for ourselves
- We approach our work with compassion – acknowledging the whole person, working with integrity and caring, accepting people where they are and moving them forward without sacrificing standards or expectations; bringing joy, honesty, and understanding to our work.
- We will become known nationally as an institution that "makes a difference"

Mission

By adopting a need based approach, synthesis of academics and ethics, innovation in learning methods and a diversified curriculum, the College aims at providing a learning environment that integrates body, mind and spirit.

The College is committed to the highest ideals of collegiate education. It aims at the development of each student and focuses on a comprehensive and balanced education. The college strives to inculcate ethical and moral values in the students and encourages them to become integrated and wholesome individuals capable of handling their careers and lives effectively

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- After a glorious journey of 66 years, the college is now reputed as one of the premier centres of learning in the North 24 Parganas of West Bengal, and produced a galaxy of successful contributors in various fields.

- The college is also proud of it's learned faculty members; 66.23% of faculties in substantive post have Ph.D degrees. A few of them have been recognized nationally and internatinally.

- The college welcomes learners from all weaker and diverse sections of the society, which stands testimony to our social commitment.

- The college library is stationed in a separate in-campus building with 24X7 OPAC facilities, INFLIBNET and British Council Library access.

- The college has an in-campus hostel facility and a staff quarter.

- The college has several in-campus free wifi zones apart from the dedicated optical fiber based high speed internet lines connected with internal LAN network spanned over all the departments, library, offices and hostel.

- The college has a dedicated students' aid fund on its own, apart from different scholarships from government and private agencies, and also a mechanism to provide free studentship (fully or partially) on merit cum means basis to support students from financially weaker backgrounds.

- The college regularly organizes seminars/ webinars on academic and other social, national and environmental issues, to enhance independent thinking abilities of the students. There is a strong focus on extracurricular activities like community work, cultural competitions, sports and games, as well as to commemorate nationally important days.

- The college has an active Placement Cell which organizes regular career-counseling sessions by reputed organizations as well as annual in-campus job-fair and campus recruitment drive to facilitate direct

student-recruiter interactions.

- The college has a dynamic website along with SMS facilities to update the students about college events.

- A committed set of Non-Teaching Staff is one of the greatest assets of the College.

- PG departments organize drama workshops every year as part of their curriculum.

- Teaching-Learning environment is conducive.

- Coaching for professional and competitive exams is arranged.

- The college campus, though located in an urban area, supports a significant amount of biodiversity both with regards to flora and fauna.

Institutional Weakness

- Our greatest weakness is our financial constraints and dependence on government approvals and funding. Generation of funds is often a serious limitation in expansion, upgradation and maintenance of infrastructure.

- We are still lagging behind in enriching the college with sufficient modern tools of learning though we have acquired a number of PCs, Laptops, Projectors, Smart Boards, Xerox Machines, Printers but it is not proportionate to our student strength.

- Number of academic publications proportionate to the faculty strength is unsatisfactory as senior faculties are often burdened with adminisrative duties along with their academic responsibilities. Junior faculty members, specially the State Aided College Teachers, engaged in research work under universities, publish under the affiliation of such universities. Moreover, building of infrastructure for high level research is very difficult due to financial constraint.

- The college is located just outside the jurisdiction of one of the oldest and reputed Universities of India, University of Calcutta, and is presently under the affiliation of recently established West Bengal State University. Hence, it is somewhat handicapped in attracting the best students of the adjacent localities.

- Most students studying in the college are from fringe areas and hence come from a background where they lack proficiency in English. Since most subjects at the Honours level are taught in English and the reference books are also mostly in English, it affects the overall result.

- There is an unexpected decline in the number of new students admitted in the first semester of this session, specially, student intake in basic science subjects is highly alarming. This may be due to a huge number of dropouts caused by the dire financial crisis faced by the lower middle class families, a constituency to which most of our students belong.

- Our college lacks an auditorium and a seminar room with proper infrastructural facilities for holding scientific and cultural events.

Institutional Opportunity

- The college is preparing for implementation of National Education Policy-2020

- The college has a large campus, which may be utilized for future infrastructure development.

- Large number of faculties can ensure proper guidance of the students.

- The proper implementation of the CBCS with about 4000 subject combination choices can encourage a multidisciplinary approach to higher education.

- Collaboration with other academic institutions of repute can help in resource optimisation, faculty development and academic flexibility.

- The safe atmosphere of the college can be highlighted to encourage more students to get admitted.

- Scope for augmentation of programmes for preparing students for different competitive examinations, which may attract a larger number of students for better academic performances.

- Scope to introduce internship programmes to make the students more employable.

- To encourage faculty to qualify themselves for awards and honours.

- Executing more MoUs /Collaborations with Industry, Institutes etc. to focus more on skill enhancement and capacity building.

- Exploring the possibility of collaborative research with research institutions.

- More opportunities for innovation in pedagogy and usage of ICT for quality teaching.

- Initiating special Start Up mentoring and coaching for students.

- Nurture students as future leaders who are responsible citizens with national pride, sensitivity and awareness.

- There is scope for enhancement of alumni involvement in the development of the college.

- There is further scope to increase outreach activities from the departments.

- Scope for extension of present hostel facilities to increase student intake and attract more good students from distant corners of India.

- Opportunity for building an auditorium in the ground floor of newly constructed PG Arts building to host larger seminars and conferences of national and international level, for scholarly interaction and collaboration with academic communities and to enhance the overall research and teaching environment of the college.

Institutional Challenge

- The promulgation of new private universities with infrastructural and financial resources provides a great challenge to the college.

- Dealing with a heterogeneous population of students from diverse socio-economic backgrounds and with diverse learning abilities remains a challenge for the college.

- Lack of awareness among the parents/guardians about the performance of their wards in the college.

- Limited resources and infrastructure available to the faculties for promotion of research.

- To bring the various disciplines under one roof for promotion of collaborative and interdisciplinary research by developing the Research Ecosystem in the college in order to generate more productive and cost-effective technological solutions for the betterment of the society.

- Due to worsening economic conditions during Covid-19 pandemic, participation in higher education for most students coming from low income families has drastically reduced. As a result, student intake is greatly influenced in most of the colleges of West Bengal. Our college, being a women's college, has been mostly affected by this. The dismal situation for job opportunities in academic institutions is also a deterrent for study in the main stream subjects.

- Blended form of learning in the face of the pandemic situation has created a void in the target group i.e girl students coming from lower income group. To attract them to the mainstream of educational field is a real challenge.

- Limited scope for curriculum designing, development and delivery.

- To initiate Ph.D. programs in the Institution. There are a number of faculty members who are eligible for supervising Ph.D program. However, the University is the sole authority to recognize them as Ph.D guides and the process is very long.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Our college is affiliated to the West Bengal State University and follows the evaluation scheme designed by the University. CBCS system has been successfully implemented and all UG/PG courses are running under this system. Internal mid-term evaluation, end-sem evaluation, uploading of marks on the university portal are

regularly carried out as per the requirements of this system. While revision and upgradation of the syllabi is done at the University level, the college has a mechanism for effective, documented curriculum delivery. The college plays a vital role in curriculum designing as faculty members of some departments are members of Board of Studies actively engaged in syllabus revision, curriculum updating etc. Timetable is prepared strictly in accordance with the guidelines of the University. The Academic Calendar for each semester is prepared and published on the college website. To provide high-quality education, we strive to strike a balance between transmitting knowledge and boosting skill development by allowing students to explore a variety of subjects.

29 certificate and value added courses have been conducted for the last five years in order to make the students acquire hands-on knowledge on various subjects in order to make them capable of thinking outside the box. In the last academic year, we have conducted 15 such courses.

Students are regularly trained to enhance their cognitive skills by project work, field work, survey, industry tour, educational tour etc. organized by the concerned departments. Teachers actively monitor and participate in updating the knowledge base of the students by implementing healthy discussion on various topics in the form of seminars and extension lectures for the students.

Each department has tried to address the concerned issues, wherever possible, in classroom teaching and out-reach programmes to integrate major social issues like gender, professional ethics, human values, environmental issues etc. Through student participation in seminars/ webinars/ awareness programmes/ out-reach programmes these issues have been addressed.

Teaching-learning and Evaluation

The college has an excellent teacher-student ratio of 17.61 as the number of faculty members is 137 against a student strength of 2413.

The college is enriched by a number of qualified teachers who have expertise in several fields. Around 48.90% of full-time teachers (teachers in substantive post and State Aided College Teachers - SACT, who bear 90% class load) and 66.23% of teachers in substantive post possess Ph.D. degrees and several others are undergoing the degree. Apart from that 24.09% of our full-time teachers and 24.67% teachers in substantive posts have NET or SET as their highest qualification. Many of them are actively involved in various research work.

To make the teaching- learning process more effective, various student centric methods are used in addition to the traditional methods, such as Workshops, Seminars, Students' seminar, Video Demonstration, Activity-based learning, Extension Lectures, Posting Study Materials on Google Classroom, Project-based learning, Language games, Viva, Poster presentation etc. to encourage participative, problem solving and experiential learning. Appropriate measures are taken accordingly to address the needs of students with different levels of competency. During Lock-down, teaching-learning mode was switched to online and students' performance was assessed through online methods, such as Google Classroom, Google Form Questionnaire etc. Project work is assigned in some practical subjects to encourage teamwork and participative learning. Use of ICT & E-resources by students is encouraged.

Research, Innovations and Extension

Our college encourages faculties across the various streams to involve in research activities that have both

scientific and socio-economic dimension. The college has allocated seed money for research activities of the faculty members to be distributed on the basis of the recommendation of the Research and Ethics committee. The faculties are encouraged to apply for various projects for external funding so as to improve the infrastructure within the college laboratories and encourage our teachers to supervise external students for various masters and doctoral programmes. At present one major research project and one minor research project is running by two of our faculty members and another major research project has been sanctioned.

The college has an Innovation cell which encourages faculty members to apply for patents for innovative projects. Some faculties across the disciplines have already come together for various ongoing innovative projects. Our college has also conducted workshops and seminars on Intellectual Property Rights (IPR) to provide awareness about the same.

We perform various extension activities to inculcate moral values and provide community services by students along with teachers and non-teaching staff through our NSS teamwork, as well as through the Teachers' Council and Students' Council. Special sessions on moral values are being conducted to motivate our students in various spheres. They are being taught sustainable resource management through various activities of Eco-club of our college and knowledge on gender equality, equity, social issues etc are imparted through street plays,seminars etc. Collaboration has always been on a top priority list of our college as we believe through faculty exchange, student exchange, resource sharing etc.

Infrastructure and Learning Resources

The college has been doing a mammoth task to provide the best infrastructure possible for the smooth conduct of the teaching-learning process. Annually a fixed amount of funds is being provided by the finance committee for the maintenance. Non-teaching staff work continuously for the efficient and smooth running of the administrative framework of the college along with the IQAC. Since the COVID lockdown there has been a paradigm shift in the way of teaching and learning process by the introduction of various ICT technologies for carrying out educational activities through virtual means. Besides a huge offline collection of books, magazines etc for the students as well the teachers, our library was highly instrumental in providing a continuous source of materials and information through our digital e-library books, notes, articles and magazines etc. The staff and students of the college worked vehemently in adapting to the new technologies for overcoming the digital divide for the students coming from financially weak backgrounds. They cooperated with each other and our teachers were highly supportive who gave every possible aid by providing notes through Google Classroom, Whatsapp groups etc to ensure the quality of the standard is maintained.

ebinars were conducted to make the college stakeholders aware of the various technologies that crept in during the COVID phase and also the various schemes and platforms of the Central Government for better education such as MOOCs, SWAYAM portal, Gyan darshan, various other schemes.

The college has campus development and campus infrastructure committees, environment committee, IT cell, Website designing committee etc who work continuously to maintain the standard and address any grievance regarding the infrastructure.

Student Support and Progression

As we know education is the passport to the future for tomorrow belongs to those who prepare for it today, on the basis of this thought our college provides utmost efforts for the welfare of students through various means. Regular seminars and workshops are conducted where esteemed speakers highlight the various aspects, also several value-added courses are run by the college in collaboration with external institutes which immensely render help to the students.

Various state, central and private scholarships are being provided and students are encouraged to apply for various such schemes. Also, the college provide scholarships and other infrastructural support to the below poverty level students for their education. Concession is provided by the college during climatic emergency to all those who fall victim. The college has various committees who looks after the various welfare and problems, grievances of the students and work sincerely to address the issue at the earliest. The college encourages the students to take part in various competitions and prepare for various competitive examinations at state and national level. The college provides NET coaching for few subjects and the college has recently become a nodal center for IAS preparation. Besides this the college is the study center for Netaji Subhas Open University, which encourages working students to pursue education through distance mode.

Students take part in various cultural and extra-curricular activities, participate in various competitions at university and state level which help them in their overall development. Some of our NCC students have competed in the national level and earned accolads.The college has a registered alumni association who organize various programmes and is a resource for earning money by means of art mela, exhibitions etc. Also, the placement cell helps the students to face interviews and be ready for recruitment in various sectors. We are in constant touch with our students and counsel them from time to time both at professional and personal level.

Governance, Leadership and Management

The college has an academic sub-committee where the members look into intricate details and advice for changes in the curriculum and take several important decisions. Academic audit is being conducted annually by the members. The faculties from time to time go for various orientation programmes for their betterment and updates.Some of our faculties are BOS members, who are instrumental in designing the curriculum for the benefit of the students. The college has a very active IQAC who are working day and night for the improvement of quality and achieving academic excellence as well as other sectors.

The IQAC undertakes various surveys for teachers, students and other stakeholders and assesses the problems and the present working condition of the college. The mission and vision of the college is accomplished by strict leadership of our administrative heads. The college has a finance committee who scrutinizes every expense and allocates funds after proper evaluation and mandates a time-to-time audit for transparency in the process. The college authority ensures that faculty members have no hurdles in official activities and provide utmost support .

Institutional Values and Best Practices

The college authority ensures that the institution is run by strictly adhering to the stated mission and vision in the college website. As the college was established to achieve empowerment of women, the main thrust of all activities is towards gender equity and empowerment of our students.

Various activities are taken up to enlighten the students towards a value system which is both empowering and

emphatetic towards people. The students are encouraged to go out to the society and spread awareness about national integration, Swacchhata, road safety, clean environment etc. Within the campus, they are guided to observe national and international important days like Independence Day, Republic Day, birth anniversaries of Rabindranath Tagore, Netaji Subhas Chandra Bose, Sarojini Naidu, Sardar Ballavbhai Patel and such other stalwarts.

Our students are inspired to pay homage to the martyrs who have dedicated their lives for our nation. We salute our brave soldiers by remembering those who laid down their lives at Pulwama and Kargil.

Great endeavour is also made to pay homage to our cherished heritage. Heritage walk and talks on local heritage are organised to celebrate the rich heritage of DumDum, which happens to be a cantonment of the British era.

We pay our homage to our Vedic heritage by chanting Sanskrit invocations during inauguration of our programs.

Sincere efforts are made to keep our college campus environment friendly by planting trees, rain water harvesting, installing solar panels, bio toilets etc.

The institution is trying to be highly inclusive by admitting students from all strata of the society; irrespective of religion, caste or econoic status. Efforts are being made to keep harmony among the students and any effort to damage this harmony is strictly dealt with. There is anti ragging committee and sexual harassment redressal committee to deal with any such ocurrence.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SAROJINI NAIDU COLLEGE FOR WOMEN
Address	Sarojini Naidu College for Women 30 Jessore Road, Dum Dum, Kolkata - 700028 North 24-Parganas
City	KOLKATA
State	West Bengal
Pin	700028
Website	www.sncwgs.ac.in

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Principal	Urmila Ukil	033-25592583	9339491161	-	sarojininaiducollege@gmail.com
IQAC / CIQA coordinator	Sudeshna Chatterjee	033-25291985	9831418756	-	sudeshna.chemistry@sncwgs.ac.in

Status of the Institution	
Institution Status	Grant-in-aid

Type of Institution	
By Gender	For Women
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
West Bengal	West Bengal State University	View Document

Details of UGC recognition		
Under Section	**Date**	**View Document**
2f of UGC	14-08-1956	View Document
12B of UGC	14-08-1956	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	**Recognition/Approval details Institution/Department programme**	**Day,Month and year(dd-mm-yyyy)**	**Validity in months**	**Remarks**
No contents				

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	**Address**	**Location***	**Campus Area in Acres**	**Built up Area in sq.mts.**
Main campus area	Sarojini Naidu College for Women 30 Jessore Road, Dum Dum, Kolkata - 700028 North 24-Parganas	Urban	3.39	12868

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BA,Bengali	36	Higher Secondary	Bengali	715	204
UG	BA,Bengali	36	Higher Secondary	Bengali	100	23
UG	BA,English	36	Higher Secondary	English	100	59
UG	BA,History	36	Higher Secondary	English,Bengali	86	19
UG	BA,Geography	36	Higher Secondary	English,Bengali	86	29
UG	BSc,Geography	36	Higher Secondary	English,Bengali	86	34
UG	BA,Political Science	36	Higher Secondary	English,Bengali	86	27
UG	BA,Philosophy	36	Higher Secondary	English,Bengali	86	4
UG	BA,Hindi	36	Higher Secondary	Hindi	86	7
UG	BA,Sanskrit	36	Higher Secondary	Bengali,Sanskrit	86	3
UG	BA,Sociology	36	Higher Secondary	English,Bengali	86	21
UG	BA,Education	36	Higher Secondary	English,Bengali	86	32
UG	BSc,Physics	36	Higher Secondary	English,Bengali	86	10
UG	BSc,Chemistry	36	Higher Secondary	English,Bengali	86	15
UG	BSc,Mathematics	36	Higher Secondary	English,Bengali	86	4
UG	BSc,Zoology	36	Higher Secondary	English,Bengali	86	42

UG	BSc,Zoology	36	Higher Secondary	English,Bengali	500	16
UG	BSc,Botany	36	Higher Secondary	English,Bengali	86	12
UG	BSc,Economics	36	Higher Secondary	English,Bengali	86	2
UG	BA,Economics	36	Higher Secondary	English,Bengali	40	0
UG	BSc,Anthropology	36	Higher Secondary	English,Bengali	86	14
UG	BCom,Commerce	36	Higher Secondary	English,Bengali	143	19
UG	BA,Computer Application	36	Higher Secondary	English,Bengali	35	13
UG	BSc,Computer Application	36	Higher Secondary	English,Bengali	35	17
UG	BSc,Computer Science	36	Higher Secondary	English,Bengali	35	9
UG	BSc,Food And Nutrition	36	Higher Secondary	English,Bengali	30	20
UG	BA,Psychology	36	Higher Secondary	English,Bengali	86	59
UG	BSc,Psychology	36	Higher Secondary	English,Bengali	86	58
UG	BBA,Business Administration	36	Higher Secondary	English,Bengali	62	29
PG	MA,Bengali	24	BA Honours in Bengali	Bengali	52	50
PG	MA,English	24	BA Honours in English	English	53	51
PG	MSc,Psychology	24	BSC Honours in Psychology	English,Bengali	18	18
PG	MA,Psychol	24	BA Honours	English,Ben	5	4

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ogy		in Psychology	gali			
PG Diploma recognised by statutory authority including university	PG Diploma, Psychology	12	Graduation	English,Bengali	30	10

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				1				32				104
Recruited	0	1	0	1	1	31	0	32	33	68	0	101
Yet to Recruit				0				0				3
Sanctioned by the Management/Society or Other Authorized Bodies				1				0				7
Recruited	0	1	0	1	0	0	0	0	1	6	0	7
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				39
Recruited	17	5	0	22
Yet to Recruit				17
Sanctioned by the Management/Society or Other Authorized Bodies				15
Recruited	4	11	0	15
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				18
Recruited	6	4	0	10
Yet to Recruit				8
Sanctioned by the Management/Society or Other Authorized Bodies				9
Recruited	6	3	0	9
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	1	25	0	12	28	0	67
M.Phil.	0	0	0	0	2	0	2	7	0	11
PG	0	0	0	0	3	0	19	33	0	55
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	0	0	0	1	3	0	5
M.Phil.	0	0	0	0	0	0	1	0	0	1
PG	0	0	0	0	0	0	3	0	0	3
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	1	0	0	1

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	0	0	0	0	0
	Female	2184	29	0	1	2214
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	199	0	0	0	199
	Others	0	0	0	0	0
PG Diploma recognised by statutory authority including university	Male	0	0	0	0	0
	Female	10	0	0	0	10
	Others	0	0	0	0	0
Certificate / Awareness	Male	0	0	0	0	0
	Female	1035	0	0	0	1035
	Others	0	0	0	0	0

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Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	0	0	0	0
	Female	125	116	165	120
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	4	4	7	8
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	90	81	104	53
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	705	705	899	801
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		924	906	1175	982

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Sarojini Naidu College for Women envisions transforming itself into a holistic multidisciplinary institution. With this objective, the college has introduced new subjects like Physical Education, Computer Application, Environmental Science, BBA (Tourism, Aviation and Hospitality) Management courses where students across various streams can enroll .Beside this traditional courses like PG courses in 3 departments, Honours courses in 28 departments and General courses in 32 departments across the disciplines of Science, Arts and Commerce are already run by the College.The total number of combinations offered by the college is 3981 at the UG level, which is one of the highest among the

	colleges in our state. The college offers courses on a CBCS pattern. Students are also offered value-based courses that are holistic and multidisciplinary in nature and inculcate moral and traditional values in the minds of the pupil. By constituting Ethics Committee and an Innovation Cell with faculties across the departments working together so as to encourage multidisciplinary research activities as per the mission and vision of NEP 2020 the college.The college offers maximum flexibility to its students to choose their subjects as per their choice.
2. Academic bank of credits (ABC):	. The college is upgrading its Student Management Software to fulfill the needs of Academic Bank of Credits (ABC) as envisaged by NEP 2020 .As the college is affiliated to West Bengal State University and has to follow its curricula the option for introducing Academic Bank of Credits (ABC) lies with the University. The college is ready to introduce ABC once the parent university deems it fit..
3. Skill development:	Each department offers Skill Enhancement Courses which are vocational in nature. 4 Credits are allotted for Skill Enhancement Courses to ensure that all students take at least one vocational course before graduating. The Skill Enhancement Programs are divided into modules to provide on-campus training.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The college percolates the Indian Knowledge System and cultural system by teaching ancient Indian texts in the departments of Sanskrit and English. Beside this the department of Philosophy teaches Indian philosophical thoughts. All the subjects are taught in bilingual mode i.e. English and Bengali. The college deals with slow learners and helps students through mentor-mentee approach. Beside this, NCC and NSS are actively promoting humanistic, ethical, constitutional, and universal human values, scientific temper, citizenship values, and also life-skills etc.
5. Focus on Outcome based education (OBE):	Teachers undergo various training from time to time towards the overall development of the education system in view of implementing outcome based education.
6. Distance education/online education:	Our college is the study center for the Netaji Subhas Open University which offers courses in the form of distance learning in different subjects. During Covid-19 period, all the faculty members, especially the teachers with less technological knowhow toiled

	enormously to adapt themselves to the online teaching-learning regime.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	No
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	NA
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	NA
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	NA
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	NA

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
2413	2139	2984	2213	1883

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 135

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
133	134	132	56	55

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
390.16159	278.05797	371.26291	199.12848	256.66731

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

Upholding its legacy of being a pioneer in women's education , Sarojini Naidu College for Women is committed to providing quality education that is as new-age as it is future-ready. Regardless of its history, any subject must evolve to fulfill the demands of its pupils. The college has gradually expanded its domain by introducing PG courses, Career Oriented Courses, relevant Diploma courses etc over the last few years.Our college is affiliated to the West Bengal State University and follows the evaluation scheme designed by the University. CBCS system was successfully implemented as well as internal evaluation, online feeding of marks etc. and all UG/PG courses are running under this system.

While revision and upgradation of the syllabi is done at the University level, the college has a mechanism for effective, documented curriculum delivery. The college plays a vital role in curriculum designing as faculty members of some departments are members of Board of Studies actively engaged in syllabus revision, curriculum updating etc.

The timetable is prepared strictly in accordance with the guidelines of the University. The Academic Calendar for each semester is prepared and published on the college website. To provide high-quality education, we strive to strike a balance between transmitting knowledge and boosting skill development by allowing students to explore a variety of subjects.

Students are regularly encouraged to enhance their cognitive skills through project work, field work, survey, educational tour etc. organized by the concerned departments. Teachers actively monitor and participate in updating the knowledge base of the students by implementing healthy discussion on various topics in the form of seminars and extension lectures for the students.

During the Lockdown following Covid-19 Pandemic, Online Assignments were given to the students. It is worth reporting that despite the problems that some of the students faced regarding WiFi or internet connection or not having Laptops, the submission of assignments was almost cent percent.

The college adheres to the policies of student attendance in all assessments, which serves as an incentive for regularity and academic discipline. The specific methods of assessment vary from subject to subject according to the recommendations of the respective board of studies of the affiliating University but the methods include performances in regular assignments, class tests, viva etc. The performance of the students are closely monitored by the departmental teachers and internal marks are uploaded in student management system portal and the marks awarded in continuous internal assessment (formative assessment) are being shown on the marks transcript, along with the candidate's performance in end-semester examination (summative assessment) to determine the grade and grade point in each respective course (paper).

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 18

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 22.55

1.2.2.1 **Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
891	1001	314	391	26

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

Response:

Sarojini Naidu College for Women is affiliated to the West Bengal State University and hence has to follow the Curriculum as laid down by the parent University. However, the college has actively tried to integrate issues relevant to Gender, Environment and sustainability, Human Values, and Professional

Ethics in the curriculum.

In the curriculum of various subjects there are certain units already incorporated related to the concerned issues under this criterion. However, apart from that each department has tried to address the concerned issues, wherever possible, in classroom teaching and out-reach programmes to integrate major social issues like gender, professional ethics, human values, environmental issues etc. through student participation in seminars/ webinars/ awareness programme/ out-reach programme.

Gender sensitivity and gender sensitization is accomplished through amalgamation of theory and practice. Some Departments, e.g. English, Political Science and Sociology have gender studies in their syllabus. Events such as quizzes and debates are held as part of the curriculum in order to make students aware about gender equality.

The Department of Psychology arranged a Workshop on Gender Sensitization, in collaboration with SAPHO, an NGO.

The Department of Environment Science inculcates courses on Environmental Sustainability. The Department of Zoology has modules on Environment and Public Health and has conducted a number of seminars, webinars and workshops on environmental issues. The Department of Political Science has modules related to Environmental movements and treaties and the Department of English has a module related to Ecocriticism in their curriculum.

Departments of Philosophy and Political Science, for example, impart courses on Media and Business Ethics.The Departments of Sanskrit and Philosophy have courses to inculcate ethical and human values in students. The PG syllabus in English covers a course on Plagiarism, which is related to the ethics of academic writing.

The English Post Graduate syllabus also has a section on the literature from the margins, which involves the writings of the various Dalit and other marginalised writers.

To inculcate values and ethics and make students socially responsible, the college encourages students to enroll as NSS or NCC volunteers, so that they can take part in various extension activities in surrounding areas and socially relevant activities within the college campus.

A certificate course on Value Education is conducted by the college to impart ethical values among the students, which is very important in every aspect of life. The curriculum is related to national integration, social justice, productivity, and cultivation of moral and social values among the students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 9.32

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 225

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)

Response: Yes

File Description	Document
Upload supporting document	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 31.21

2.1.1.1 **Number of students admitted year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
924	906	1175	982	852

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
3471	3443	3342	3115	2133

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 15.4

2.1.2.1 *Number of actual students admitted from the reserved categories year - wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
219	201	276	181	264

2.1.2.2 **Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1642	1628	1628	1488	1024

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 18.14

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools

Response:

Students are encouraged to inculcate in self-motivated, problem-solving approaches for pragmatic use of their knowledge. To make the teaching- learning process more effective, various student centric methods are used. Classroom lectures are held in interactive mode, allowing students to engage in meaningful discussions, thereby converting a typical classroom into a space for knowledge enhancement. In addition to the traditional teaching-learning methods, the college provides innovative student centric methods such as Workshops, Seminars, Students' seminar, Video Demonstration, Activity-based learning, Extension lectures,Virtual Excursion , Posting Study Materials on Google Classroom, Project-based learning, Language games, Viva, Poster presentation and debates to encourage Participative, Problem solving and Experiential learning. Online resources such as YouTube videos and channels such as National Geographic, Animal planet, History Channel are used to facilitate learning. We encourage our students to gain knowledge through all virtual platforms like Google scholar, SHODHGANGA, Virtual Labs, and Governmetal initiatives viz. SWAYAM portal, Gyandarshan, SWAYAMPRAPHA etc. We keep updating ourselves and our students about the developments in the ICT enabled teaching-learning process. Appropriate measures are taken accordingly to address the needs of students with different levels of competency.

Excursions, Educational trips, field visits are organized each year to create a convivial student-teacher relationship in advanced levels of knowledge and skill requirements of the industry. Field trips to geomorphosites, biodiverse Zones, heritage sites, etc. are organized to promote experiential Learning which builds their ability to relate and apply the theories and knowledge learned in the classroom to real-world situations. In this regard the departments of Geography, Botany, Zoology and Anthropology organise field trips every year to expose the students to widen the arena of their knowledge and provide

exposure to the practical situations. This helps the students to keep themselves updated, encompass the dynamic changes in these fields and aid them to enhance the process of cognizance.

In addition to this, the Department of Zoology organizes events, such as the Bird Watching Program in the college campus and outside to inculcate a sense of one-ness with nature among the students. The department of Botany takes their students to Botanical garden,nursery in regular basis for identification of various plant species. The Department of History took part in museum visit to inculcate a sense of visual insight into our rich heritage.

Department of English organises Cerificate Course in Communicative English to help the students to master spoken English, develop soft skills and make them industry ready.

Guidance is provided by various departments including Botany, Zoology, Chemistry, Geography, Anthroplogy, BBA, Food and Nutrition, Computer Science, Computer Application, English to prepare project reports, which constitute a vital part of the curricula. Academicians and experts from other colleges, institutions and universities are invited to deliver extension-lectures from time to time. This enables students to have a wider exposure to the subject and come across other teaching methodologies.

Students from the departments of BBA, Psychology, Food and Nutrition are provided support to serve as interns in other industries.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years

Response: 90.43

2.4.1.1 **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:**

2021-22	2020-21	2019-20	2018-19	2017-18
136	137	137	77	77

File Description	Document
Upload supporting document	[View Document](#)

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 73.33

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
99	92	88	48	47

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

Evaluation is an innate part of the teaching learning process. The academic performance of the students is evaluated throughout the session by the teachers for upgrading and improving the quality of the students. Continuous information regarding evaluation on the basis of internal examination, attendance, projects, presentation etc. provided to the students. Formative assessment is done through regular class tests and scripts are shown to the students so that they can work on their weaknesses. The teachers discuss the paper in detail with the students and give them tips to attempt the paper in a more effective manner. If required, remedial testing is also practised by the teachers. Summative assessment is done through end- semester examinations for both theory and practicals.The overall performances of the students and related lacunae are discussed in the meeting of the Academic Subcommittee and remedial measures are discussed and recommended to the college authority.

1. **Maintenance of transparency:** The College has a transparent and continuous internal assessment system. 33.33% marks in each paper are awarded through internal assessment while the remaining 66.67% are awarded by University appointed examiners on the basis of performance of students in semester-end examinations.
2. **Continuous process of evaluation:** Continuous evaluation is incorporated into teaching plans. Each Department holds meetings to ensure that teachers take regular class tests, assignments, presentations etc. as a part of the initiative taken by the college for effective evaluation of the students.
3. **Attendance Requirements:** Every student is required to attend a minimum of 75% lectures delivered to that class in each paper as well as 60% of the laboratory work, seminars etc. 20%

marks of internal assessment is allotted for attendance. Deficiency in attendance is condoned by the Principal for special reasons as per the relevant ordinances on the subject. As per UGC recommendations, all students were awarded 100% attendance during Covid"19 period.

4. **Parent Teacher Meetings:** Parent teacher meetings are arranged to familiarize the parents of the students about the performance of their wards. It is done with the view that the parents can ensure better learning outcomes with the cooperation of teachers. Feedback regarding the teaching process is also taken from the parents and their suggestions are incorporated.

5. **Grievance Redressal:** The college has a Grievance Redressal Cell to look after the grievances of the students. There is a Grievance Box kept in front of the Principal's office to which students submit letters regarding their grievances. The box is opened regularly and the committee is directed to redress their grievances within a short time period. The committee recommends the solution to the authority and measures are taken in that direction. Sometimes, the hostel students have some grievances regarding the quality of food or some other issues, which are taken care of by the Hostel Committee.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

Response:

The College is functioning as the vanguard for providing standard tertiary education in view of shaping a green/viable future. These are a set of competencies, skills and abilities that the students develop, along with disciplinary and inter-disciplinary knowledge that they procure through their educational programmes. The attributes can be classified under the following domains.

1. Employability aspect.

2. Community participation and development.

3. Creating integration, leadership and qualities.

4. Development of personal, intellectual, cognitive and collaboration skills

5. Development of ethics within and love for the Environment.

College has made holistic and balanced Programme Outcomes for the various Programmes offered based

on the pedagogical attributes of the revised Blooms Taxonomy. Based on these Programme outcomes, the Departments formulated the Programme Specific Outcomes (PSO) and Course Outcomes (CO). Valuable insights from the BOS and the Departmental Staff are taken into consideration while finalizing the COs .

The College has clearly stated learning outcomes for its Honours and PG academic programmes. These expected learning outcomes are uploaded on the website. The syllabi of courses are designed based on desired learning outcomes. The Internal Assessment component enables students to continuously assess their attainment of course outcomes and programmes specific outcomes. It also helps them to bridge gaps in attainment and improve on the same over the academic session. Faculty feedback through various processes at regular intervals enables an add on for various aspects of student learning.

The attainment of outcomes is achieved through examination results. The Course outcomes are meticulously enlisted after taking the Programme Outcomes into consideration.

The College offers 3 Post Graduate Masters level Programs in Humanities, 1 Post Graduate Masters level Program in Science, 1 Post Graduate Diploma level Program in Science, 14 Honours level Under Graduate Programs in Humanities, 12 Honours level Under Graduate Programs in Science, and 1 General level Program in Humanities, 1 General level Program in Science and 1 General level Program in Commerce.

The Undergraduate as well as Postgraduate programmes aim to prepare the students for Research activities, Industrial jobs and a panoramic development of the inquisitive mind.

UG AND PG PROGRAMMES IN HUMANITIES: UG and PG programmes in Humanities help to enhance the students' ability in Cultural aspects, develop Literary sense, and nurture History, Politics, and Social qualities. This also helps the students to inculcate a spirit of critical evaluation and acclimatize with the changing scenario. The dedicated faculty members of our college attempt to foster these qualities amongst the students.

UG AND PG PROGRAMMES IN SCIENCE: UG and PG programmes in science train the students in scientific skill both in theory and practice. It develops their aptitude for Chemical and Material science, Astrophysical Science, Science of Nature, Environment and Biodiversity, Agricultural and Floral science, the Parasitological and Molecular aspects of life forms-its problems, solutions and the science of Economics and mathematical analysis and human psychological attributes.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2 Pass percentage of Students during last five years

Response: 85.15

2.6.2.1 **Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
733	542	708	370	462

2.6.2.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
739	542	754	620	651

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.59

File Description	Document
Upload database of all students on roll	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 *Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)*

Response: 5

3.1.1.1 **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
0	3.0	2.0	0	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Response:

Sarojini Naidu College for Women has started to take initiative towards creating an ecosystem for innovations and generation of intellectual property. To achieve this goal an Innovation and Incubation Cell has been created, and all faculty members are being encouraged to conduct research that may potentially generate intellectual property in the form of process and product patents, design patents, and copyrights. They are also encouraged to participate and attend national and international conferences. An in-house faculty research grant has been introduced which sponsors research projects from faculty members of both Arts/Humanities , Science and Commerce departments.

Application for one process patent **on 'A Process for Preparing Vegan Curd' and** two design patents **' Device for Recording Locomotion 1 and 2' under 'Data Processing Equipment as well as Peripheral Aparatus and Devices'** have already been filed. In addition to creation of innovative knowledge, commercialization of such knowledge holds the promise of earning revenue for the college.

Process patent application no 202231049607 filed on 30.08.2022.

Design patent application nos. 370202-001 & amp; 370203-001 filed on 31.08.2022.

Further research activities in the process of preparation of vegan curd are being carried out, so that permanent patent can be obtained.

The Alumni Association has created a Self Help Group consisting of its members with an aim of making pass out students self-dependent, and encourages others to create products and sell them by taking part in different fairs and exhibitions. The members regularly participate in State Govenment organized fairs like 'Sabala Mela', where they hire stalls and sell their products.Every year, the Alumni Association organizes a reunion cum exhibition (Anandadhara), where they exibit their produce and sell them.

Department of Physics has designed some virtual experiments of paper PHSACOR03P and PHSGCOR02P so that during pandemic students can get introductory knowledge on those. The designed experiments have been uploaded in the college website (Virtual Lab on Electricity & Magnetism | Sarojini Naidu College for Women (sncwgs.ac.in)) to make those available to all willing students and thus created a knowledge base for undergraduate students to have an idea about experiments in Physics Laboratories.

In response to the Covid situation the students of the Department of Chemistry manufactured sanitizer under the guidance of the departmental faculty in 2020 and was distributed to the local people through NSS. Ethyl alcohol, Glycerine and Hydrogen Peroxide were the chief ingredients.

The following year the process was repeated by the Department of Chemistry in collaboration with the Alumni association of the college. The alumni were also involved in preparation and distribution of masks. A separate workshop was organised to teach alumni to prepare masks.

The institution fosters a culture of innovation by encouraging creativity and experimentation among the students through in-house and field projects, wall magazines, poster presentation in seminars etc..

The institution encourages collaboration and partnerships with different departments, colleges, organizations to create cross-disciplinary innovation and knowledge transfer to the wider community.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2 *Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years*

Response: 41

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
13	9	9	4	6

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1 *Number of research papers published per teacher in the Journals notified on UGC care list during the last five years*

Response: 0.08

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
4	3	1	1	2

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.73

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
08	32	29	14	15

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.4 Extension Activities

3.4.1 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.

Response:

Sarojini Naidu College has a long tradition of bearing institutional social responsibility. The college takes up outreach programs and social activities through NSS, NCC, Alumni Association, Teachers' Council, Students' Council etc.

Awareness programs

The NSS unit carries out various Awareness campaigns all round the year. Some of these are - Thalassemia Awareness, Women's Health and Hygiene, Dengue, 'Safe Drive, Save Life', 'Importance of Cleanliness, Plastic Management and Personal Hygiene' etc. The departments of Political Science and History took their students to the adjacent slum area to aware the people about their electoral responsibility.

In light of Covid 19 situation, Poster campaign on prevention of Covid 19, 'Fit India Campaign' involving Yoga and Zumba were also carried out.

Health related programs

The NSS unit of the college undertook a Health check-up camp among the children of the slum dwellers of the Mall Road area of DumDum, Eye check-up camp was conducted for students with the help of ASG Eye Hospital, Laketown by NSS unit of the college in collaboration with the IQAC and Health Committee of the college.

Tree plantation

Tree plantation drives were conducted every year by NSS in collaboration with Teachers' Council and other Staff members in and around the college.WWF has collaborated with the College in the drive to plant trees in and outside the campus.

Online campaigns

The NSS conducted the following online activities during the lock down period:

Online seminar on the importance of mental health during lockdown period, online AIDS awareness program, online observation of Constitution Day.

Social activities

The Students' Council of the college distributed food items to the poor people of DumDum area during the lockdown period and celebrated Christmas Day with street children of the area. They also distributed Winter Clothes to poor children in DumDum Cantonment area. Text Books were distributed to the flood affected students in the Gosaba area. A fund raiser programme in collaboration with an NGO "Bondhu Ek Asha '' was organized for distribution of clothes to the underprivileged children.

Survey and Follow-up

The NSS unit of the college conducted the following surveys:

Quality of healthcare facilities available to the slum dwellers, online survey on problems faced by students from the slums to access education.

Books were also distributed to the needy students of DumDum areas.

Relief activities

The Teachers' Council and some NSS volunteers conducted relief work after the devastation by cyclone Amphan and conducted relief work in the cyclone devastated people of North 24-Parganas . The Teaching and Non-Teaching Staff of the college donated one day's salary to the Chief Minister's Relief Fund and the PM Care Fund for the Covid affected people. Teachers' Council along with NSS volunteers participated in the relief work in South 24 Parganas after cyclone "Yaas". Some electric pumps were distributed in the Gosaba area to flush out saline water from the submerged areas after the Cyclone "Yaas" and Saplings were distributed to the villagers of the Namkhana area of South 24-Parganas to uplift the financial condition.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

1. NSS Unit, SNCW was certified by Chairman, Dum Dum Municipality for taking up several extension

programs in DUM DUM area like Hospital ground cleaning (Swachh Bharat Abhijan), 'Safe Drive: Save Life' campaign and spreading awareness about primary education among the children of nearby slum area.

2. Jaya Mishra (REGIMENTAL NO WB20SWA113880), 5th Semester student of our college was selected for TSC-IGC (Sikkim Namchi) in Health and Hygiene competition and successfully got 1st place in Debate competition at (CATC) Annual Training Camp KB-04 (12th November - 21st November) held by 4 WB (TECH) AIR SQN NCC in Jadavpur Baghajatin High School.

3. Senjuti Dey (Regimental No. WB20SWA113882), 5th Semester student of our college was selected for an Inter Group Competition (IGC) at Asansol from 10th June to 19th June. She participated in a 10 days CATC (COMBINED ANNUAL TRAINING CAMP) camp along with the competition. Senjuti held the 9th position in the "Prone Position Firing SW", competing with National Rifle Shooters. She was also selected in the TSC (Thal Sena Camp) 2022.

4. Lipi Bardhan (Regimental No. WB20SWA113876) , 5th Semester student of our college was selected for Ek Bharat Shreshtha Bharat Camp from 25th Oct-29th Oct 2021. There were cadets from West Bengal, Sikkim, Tamil Nadu, Pondicherry, Andaman and Nicobar Islands. She achieved First position in the Poem Recitation Competition. She was also selected for TSC-IGC in the Health and Hygiene competition from 17th August to 28 August 2022.

5. Hrishita Mukherjee (Regimental No. WB20SWA113885), 4th Semester student of our college was selected for ALC Camp (ADVANCE LEADERSHIP CAMP) at Kharagpur (28th May – 8th June) . She received a silver medal in the Badminton Competition. She was selected in the TSC (Thal Sena Camp) 2022.

6. Indira Halder (regimental number - WB20SWA113874) , 5th semester student of our college, got selected in the TSC (THAL SENA CAMP) 2022 at Sikkim from 17th August to 27th August.

7. Annesha Paul (REGIMENTAL NO. WB20SWA113875), 5th Semester student of our college has successfully got 3rd place in Debate competition (16th November 2021) at CATC (Annual Training Camp KB-04) by 4 WB (TECH) AIR SQN NCC and participated in a 10 days camp (12th November - 21st November). She achieved third position in the Debate competition.

8. Bina Shrestha (Regimental No. WB21SWA113869), 3rd Semester student of our college selected for IGC TSC (THAL SENA CAMP) 2022 at Sikkim from (17th August – 28th August).

9. Piyasa Das (Regimental No. WB21SWA113874), 3rd Semester student of our college selected for IGC TSC (THAL SENA CAMP) 2022 at Sikkim from (17th August – 28th August).

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3 Number of extension and outreach programs conducted by the institution through

NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organised in collaboration with industry, community and NGOs) during the last five years

Response: 27

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
7	4	5	5	6

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.5 Collaboration

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.

Response: 16

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

The college has constantly strived to upgrade its physical infrastructure and learning facilities to keep pace with the modern advancements in pedagogy and provide a good teaching learning environment.

During the last sixty-six years, our college has expanded both quantitatively and qualitatively as well as vertically and horizontally. There are six existing buildings including a three-storied staff quarter, one hostel for students and a central library with modern amenities. In addition to this, construction of two buildings have been going on for Post Graduate teaching purposes, which have been partially completed. There are 90 classrooms and 2 galleries. There are 21 spacious and well-equipped laboratories where assets and stock registers are maintained at regular intervals. Almost all the departments have computer facilities and presently, 108 computers are being used for the teaching-learning process. We have tried to use ICT in all the classrooms and 65 classrooms have been made ICT enabled. Classes are held regularly from 10 am to 5 pm except Sunday.

In addition to undergraduate laboratories, there are two research laboratories for faculty members belonging to science faculty, a separate research room for faculty members of Arts and Social Science faculties and a room with a computer for theoretical research.

The institution endeavours to create a new generation of enlightened citizens who are physically strong and mentally alert. In order to do that, the institution has created facilities for extra-curricular activities. There is a large playground within the college premises where students engage in outdoor games like basket-ball, kabaddi, table tennis, badminton etc. Indoor game facilities with Table Tennis Chess and Carrom Boards are provided in the Common Room. There is a large seminar hall equipped with projector and audio system where lectures, seminars and cultural competitions are held. There is a Yoga Centre in the College where Students and Staffs practice Yoga , meditation and Aerobics.

There is a gymnasium in the college with modern facilities and equipments. **There is a butterfly conservation area and a garden of medicinal plants within the campus maintained by the departments of Zoology and Botany respectively.**

Faculty use ICT enabled classrooms with audio-visual systems and wi-fi facilities for student centric learning through power-point presentations, e-learning platforms, films and deployment of other innovative programme media. Smart Tv's are installed at every department which are used effectively to give them visual insight .

The entire campus is Wi-Fi enabled. There are altogether 65 ICT enabled classrooms on campus. These classrooms are equipped with a range of tools inclusive of over-head projectors as well as sound arrangements like audio-microphones and speakers. Also, there are many Smart Classrooms that are equipped with digital displays, whiteboards, speakers and microphones. Apart from this, there are three well equipped AV rooms and the Seminar Room. The institution also houses computer labs: two classroom

Computer labs Maths lab and one computer labs in the Knowledge centre. Students can also avail themselves of the computers or browse the Web.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 27.59

4.1.2.1 **Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
124.72918	115.34908	140.23292	23.71817	8.53626

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

The Central Library is situated as a separate building within the college premises so that users (Students, Teaching and Non- teaching staff members) can access easily. A ramp is also present in the Library so that physically disabled persons can use the Library as per their requirement. There are also departmental libraries in all honours departments. Acquisition work of Documents (Mainly Books and Journal purchase) is being done from the Central Library and as per requirement of the students and teachers, some copies of books and journals are sent to the Departmental Libraries. The Library uses open source software Koha and hosts the services into Cloud so that users can access library OPAC (Online Public Access Catalog) at any time, from anywhere. (OPAC link is http://www.sncw-l2c2.co.in). Every year the Central Library purchases books and journals as per departmental requirement. Our College has taken N-List Membership for accessing E books and E-journals. OPAC is designed as a single user's search interface system so that any user can access different informative sources from a single page. In the OPAC under "E-Resources"

different sites like DOAJ, DOAB, NDLI, SWAYAM, Shodhganga and many other important open sources links are present. (https://sncw-opac.l2c2.co.in/pages.pl?p=eres). Besides these, a number of membership subscriptions in the British Council Library have also been taken in most of the years.

In the year 2017-2018, 2018-2019, 2019-2020, 2020-2021, and 2021-2022 the book purchased amount was Rs 1,26,396/, Rs 7,96,364/- , Rs 31,960, Rs 65,470/-, and Rs. 93227/- respectively whereas the journal purchased amount is near about 25000/- in each and every year. Previously the Library received P C Chandra Grants for purchasing books and journals. Books and journals are mainly purchased by the College fund and the funds given by UGC. Subscribed journals are Economic and Political Weekly (hard copy), Desh, CMS (Calcutta Mathematical Society), Current Sciences, Journal of the Indian Chemical Society, etc.

 Daily newspapers like 'Anandabazar Patrika', 'The Telegraph', 'The Statesman', weekly newspapers like 'Karmakhetra', 'Karmosamasthan', and 'Employment News' are also subscribed here. Cataloging is done using Koha and Circulation is also done by using the barcode of the book and Scanner. In the Central Library a reading room is present where teachers and students can sit and read documents as per their requirement. During Covid situation, the library rendered its service to the users in online mode. Mainly open source e-books and e- journals met the demand of the users. The librarian created WhatApp groups with students of different departments and supplied links of various online resourses.

Different Reference books like Encyclopedias, Dictionary, Atlas, Yearbooks etc enrich the library collections as well. For the post graduate students, a separate PG section is also present in the Library. Every Postgraduate student is bound to use and access N-List for their academic purposes. Whatsapp groups for each course are present so that students can demand online services any time for their academic purposes.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Response:

The institution has a very robust and updated IT facility that is comprehensive as well as secure.

The college has expanded as well as upgraded its IT infrastructure within the last five years. Some of the initiatives taken are tabulated below.

LAN Infrastructure detail:

The Institution has four different broadband services, distributed to all rooms of 6 buildings located inside the campus, through 28 High speed (1000Mbps) Wi-fi routers and 4 different 24 port GIGA Switches. Detailed specification of the broadband connections are provided below.

Institutional funding is being made available for renewing the Broadband services on a monthly basis.

IT Infrastructure detail:

The institution had engaged CoSMat Software Development & Consultancy Services to build and maintain a tailor-made Software package for smooth operation of academic, administrative and financial tasks in 2019. CoSMAT has developed CLERK (*College Logistics Expert Record Keeper*) for the institute.

The CLERK software is compatible on WINDOWS OS (both WIN8 and WIN10) and it also has a web interface i.e., *sncwgsportal.in* developed by Skill Hut.

Apart from CLERK, some departments also use specialized softwares for academic purposes, details of which are given below

DEPARTMENT	OS USED BY THE DEPARMENT	APPLICATION SOFTWARE USED	TEACHING SOFTWARE	BIOINFORMATICS SOFTWARE	PROGRAMM SOFTWARE
Library	WINDOWS	OTHERS	No	No	No
Computer Science	LINUX and WINDOWS	PROGRAMMING SOFTWARE	NS2, Computer Simulator - By Dr. Nicholas Duchon		Codeblocks, R, Oracle, Java
Computer Application	LINUX and WINDOWS	PROGRAMMING SOFTWARE	NS2		Codeblocks, R, Oracle,JAV
Physics	LINUX and WINDOWS	Qtiplot, Gnuplot(Plotting Software), Tex studio-Latex(Document Processing Software)	Mimiostudio Notebook(for smart board), Xournal(for wacom tab), Glowscript(vpython)	NO	Spyder(for programming). Octave, Codeblocks(C programmimg)

Chemistry	Windows	PROGRAMMING SOFTWARE	No	No	FORTRAN
Mathematics	Windows	PROGRAMMING SOFTWARE	No	No	Code Blocks, C++, Text mak

File Description	Document
Upload Additional information	[View Document](#)
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4.3.2 Student – Computer ratio (Data for the latest completed academic year)

Response: 18.85

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 128

File Description	Document
Upload supporting document	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

Response: 66.98

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
265.43241	162.70890	231.03000	94.27452	248.13106

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 74.94

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
2413	2139	2984	525	656

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.2 *Capacity building and skills enhancement initiatives taken by the institution include the following*

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 12.86

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
107	413	137	312	527

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 18.42

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
154	198	104	91	62

5.2.1.2 **Number of outgoing students year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
739	542	754	620	651

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 100

5.2.2.1 *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
14	13	03	07	05

5.2.2.2 **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
14	13	03	07	05

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3 Student Participation and Activities

5.3.1 Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 18

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at*

national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
07	03	04	01	03

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 7.6

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
13	10	5	7	3

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.4 Alumni Engagement

5.4.1 There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

The College Alumni Association was established in 1996 and registered in 2015 under the West Bengal Act XXVI of 1961 and West Bengal Societies Registration Act, 1961. It boasts over 100 members, many of whom hold important positions in various fields such as teaching, entertainment, sports, politics, journalism, and law.

The Alumni Association has taken several initiatives to support its community. Annually, it contributes

funds to the college to aid needy students in their studies. In 2021 and 2022 it contributed Rs. 60,000 and Rs. 55,000 respectively to the college fund from which needy students received financial assistance. To stay connected with its alumni, it circulates google forms to gather information about their post-graduation profiles. In response to the COVID-19 pandemic, the Association arranged for making face masks to be distributed to the college students on the day of the opening of the college after pandemic. They also helped in preparation of sanitizer with the help of department of Chemistry and distributed masks and sanitizers to the staff and students of the college.

During lockdown, Alumni Association organized a webinar "Overcoming pandemic Depression" in collaboration with the department of Psychology. Ex students of the college united under the aegis of Alumni Association to celebrate the college foundation day on 14th August 2020 through an online program in which Sm Dipali Sen Sharma, student of the first batch in 1956, reminisced about the early days of the college.

The Association also holds an annual reunion cum exhibition called "AnandaDhara," where alumni showcase their hand made products and become self-sufficient. However, during the pandemic, this event could not be held. Additionally, the Association has created a self-help group called the "Sarojini Naidu College Self-Help Group" to empower women through participating in fairs and selling their products.

Overall, the College Alumni Association has taken several steps to support its community, including providing financial aid, staying connected with its alumni, addressing the COVID-19 pandemic and empowering women.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

Sarojini Naidu College for Women is one of the premier institutions for women's education for imparting formal and social ability to female students in both undergraduate and postgraduate level. The institution is run by adhering to the vision and mission of the college.

Vision: To stand out as a pioneering institute for women in West Bengal by emphasizing on teaching-learning, training, sports and cultural activities, research and other academic and co-curricular activities through innovation, diversity and flexibility.

- Develop, support, and deliver curricula, programs, and services designed to prepare our students for professional and personal success.
- Attract, develop, and retain a diverse student population and promote its success.
- Attract, develop, and retain highly qualified, diverse faculty and staff who are committed to our mission.
- to produce highly competent, environmentally and socially committed individuals with enhanced employability skills.
- Ensure facilities and operations support our College's current needs and anticipated growth.
- Proactively position our College to communicate its value and benefits and build this identity and image among our many constituencies.
- We continually strive to innovate – finding new and more effective ways to educate and serve students
- We sustain rigor in our work – holding high standards and expectations for both our students and for ourselves
- We approach our work with compassion – acknowledging the whole person, working with integrity and caring, accepting people where they are and moving them forward without sacrificing standards or expectations; bringing joy, honesty, and understanding to our work.
- We will become known nationally as an institution that "makes a difference"
- **Mission**: By adopting a need based approach, synthesis of academics and ethics, innovation in learning methods and a diversified curriculum, the College aims at providing a learning environment that integrates body, mind and spirit.
- Empowerment of all sections of women through value-based holistic education. For the next five years the mission of the college is to further upgrade the infrastructure of the college as well as invigorate the existing skill/value added courses, basic arts and sciences and introduce additional, more innovative, inter-disciplinary programmes/courses including PG courses.

Governance: The governance of the college is driven by a well-written policy on admission, Teaching-Learning and Evaluation. The Principal, the Governing Body, the IQAC, Teachers' Council and other committees are responsible for the daily functioning of the College.

The Governing Body, consisting of representatives of the Government, University, Teaching- Staff, Non-teaching Staff and the students provide the leadership in the Governance of the college. The Academic Subcommittee and the Finance Committee are involved in the academic and financial decision-making processes. The Principal acts as the executive head. The IQAC looks after quality enhancement and provides the blueprint for holistic education of the students. The Teachers' Council and the various sub-committees are involved in the ground level implementation of the plans and programs envisioned at the higher levels.

At present there is no elected Students' Union as per the order of the W.B Govt. However, there is a nominated Students' Council, which looks after welfare of the students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

Sarojini Naidu College for Women is a Government sponsored college affiliated under West Bengal State University. The college, therefore, abides by the administrative guidelines and policies provided by the Ministry of Higher Education, Government of West Bengal, West Bengal Higher Education Council, West Bengal State University and the University Grants Commission.

- **The Principal** acts as the executive head of the college and is responsible for day to day functioning of the college.
- **The Governing Body** makes the policy decisions of the college, sanctions budgets for administrative, academic, infrastructural and research activities, ratifies appointments and promotions of the staff members, submits proposals to start new programs and so on.
- **The Internal Quality Assurance Cell (IQAC)** provides proposals for holistic development of the college.
- It inspires teachers to upgrade themselves by taking part in research activities and undertaking different minor and major projects from Government and Non-Government organizations.
- It also inculcates social and environmental awareness among students.
- It is actively engaged in documentation of various activities of the college, collection and analysis of feedback mechanisms from various quarters.
- IQAC organizes seminars, webinars, workshops, staff development programs, in collaboration with departments and other institutions and so on.
- The college has designated Nodal Officers and other officials for **NIRF, AISHE** and **RUSA.**
- **The Bursar** of the college looks after the financial aspects of the college. He is responsible for

preparing the budget, looking after the financial health of the institution and collaborates in the process of financial audits.

- **Various committees:**
- **Academic subcommittee:** Looks after maintenance and betterment of academic atmosphere.
- **Finance committee:** Looks after financial management of the college.
- **Internal Complaint Committee:** Consists of **Anti-Ragging Cell** and **Sexual Harrassment Redressal Committee** and deals with related complaints coming from students and staff of the college.
- **SC and ST Committee, Minority Cell and OBC Cell**: Looks after the scholarship and general welfare of the SC and ST Minority and OBC members respectively of the college community.
- **Placement Cell:** Organizes Counseling sessions, job fair and arranges for in-Campus and off-Campus Recruitment**.**
- **Grievance Redressal Cell:** Looks after students' grievances regarding the physical infrastructure and internal problems.
- **IT Committee:** Looks after IT-infrastructure of the college. Upgraded the Students' portal to cloud based during pandemic.
- **Teachers' Council, Admission Committee, Library Committee, Games and Sports Committee, Cultural Committee, Website Committee, Magazine Committee, PF committee, Environment Committee, Canteen committee** etc. greatly contribute to the academic and administrative setup.
- All full-time faculty including the Principal are appointed on the recommendation of West Bengal College Service Commission. Their terms of eligibility and promotion are as per the norms set by UGC. State approved contractual teachers and non-teaching staff members are appointed as per the norms of the Ministry of Higher Education, Government of West Bengal and non-teaching staff members are appointed. The Service rules framed by the Ministry of Higher Education, Government of West Bengal and the Statute of West Bengal State University govern all staff members.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Response:

The college has undertaken a wide range of welfare measures for its employees:

Promotion Benefits and Performance Appraisal: - The college has introduced a well-defined Annual Appraisal System and Career Advancement Scheme (CAS) for its faculty members based on the UGC regulations. Accordingly, each faculty member of the college is assessed and promoted to the next higher level based on the Academic Performance Indicators (API) as derived from the Performance based Assessment (PBAs).

There is also an Annual Appraisal system for Non-Teaching Staff of the college through which the promotion of Skilled Staff in the science laboratories is awarded.

Leave Benefits - Various types of leaves like Casual Leave, Earned Leave, Study Leave (for Ph.D. research work/FDP/FIP to permanent teachers), Maternity Leave: 180 days (for all female staff), Paternity Leave: 15 days (for all male staff), Child Care Leave: 730 days (for all female staff), Medical Leave (for all staff), Duty Leave: 30 days for attending seminars/conferences, Orientation/Refresher courses and examination works (for all teachers) are awarded.

Retirement Benefits - As per the WB Govt. Rules, GPF (General Provident Fund), Gratuity, Encashment of Earned Leave, Pension benefit is provided to all employees after superannuation.

Medical Benefits - Staff members can avail Medical reimbursement under either West Bengal Health Scheme or Swastha Sathi Scheme or enjoy Medical Allowance. Group Medical Insurance is provided for the non-teaching staff, as well as for students and faculty members participating in Educational Excursion/Field work.

Loan Benefits - The non-teaching staff can avail Loan facilities from college funds in case of dire financial crisis. Donations are collected to address certain problems of the employees as and when need arises.

Professional Development Benefits - Teachers are encouraged to participate in Refresher Courses/ Orientation Programmes/ Short Term Courses for professional development. Seed money is provided to the faculties for undertaking research activities, attending and presenting papers in seminars and workshops. The administrative staff is encouraged to take up training programmes on computers, e-filing of income tax, e-tendering, GST etc offered by different organizations and State Govt. for their career advancement.Staff Development Programs for Non-teaching staff were organized in collaboration with Hiralal Majumdar Memorial College for Women and on the initiative of the college itself. The college also organized two short-term courses for teachers. The first one was in collaboration with Kolkata Society for Asian Studies and Indian Academic Researchers Association and the second one was in collaboration with UGC-HRDC of North Bengal University.

Campus   **benefits**

- Residential Quarters are provided to the teaching and non-teaching staff in the campus. Provision of clean drinking water facility, gymnasium facility, emergency first-aid facility, bank facilities, ramp facilities for differently-abled persons are also available within the campus.

One-day annual get-togethers for both teaching and non-teaching staff are organized during the winter months.

Due to Covid-19 pandemic situation, adequate automatic hand sanitizers are installed at strategic places. Thermal scanning is done at the gate and masks are made available for free.

File Description	Document
Upload Additional information	[View Document](#)
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6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 21.96

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
52	42	06	12	00

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

Response: 12.42

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
36	22	7	7	2

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
22	0	34	30	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The institution is run by mobilizing funds primarily from grants obtained from the Govt. of West Bengal and fees received from the students. The salary component is bourn entirely by the W.B. State Government. There are other sources for mobilization of funds for scholarships endowed to the students like the scholarship from Udaan Foundation, apart from various scholarships directly transferred to the students' accounts from the State Government. The college has also received funds from M.P Lads, used for augmanting laboratory in the Department of Food and Nutrition and a new Students' Union Room. The state Government has also sanctioned some funds for development work like the building of new floors in the PG Arts Building in the college campus.

P.C.Chandra Group regularly endows some funds to the college for various development purposes like books for the library, creating washroom for disabled students. The Alumni Association regularly helps needy students to submit their examination fees. In 2021 and 2022 the Association donated a sum of Rs. 60,000 and Rs. 50,000 to the college fund for this purpose.

The college was allocatted an amount of Rs. 2 crores from RUSA out of which Rs. 1.5 Crores is already received.

Institution conducts internal and external financial audits regularly Institution conducts internal and external financial audits on a regular basis. Internal audit is a continuous process which ensues after each

and every financial transaction, whereby the college itself carries out the initial stage of the internal audit. At the initial stage, the Head of the Department or any other teacher from the department certifies that the material has actually been delivered or the service has actually been provided. For office purchases this certification is done by a responsible office staff or a member of the Finance Committee. This is again scrutinized by the Accountant, Bursar and the Principal for clarity, authenticity, transparency and financial accuracy. Income/Expenditure is closely monitored by the Bursar, the Principal and the Accountant. Proper procedure for purchases is adopted. Quotations are called for and prices are compared.

For the grants received from the UGC, West Bengal Government or other sources, utilization certificates are prepared according to the allowed expenditure under various heads. The Utilisation Grant Certificates are duly submitted to the concerned agency. The external audit takes place annually after the completion of every financial year. The Chartered Accountant, who works as an auditor is appointed by the College on the recommendation of the Higher Education Department, Government of West Bengal. The college has no say in appointing the auditor. The bills and vouchers of the revenue expenditure are checked. The vouchers and properrecord with the concerned Department of the capital expenditure is also checked and verified. Accession Register, Dead Stock Registers/Purchase Registers are physicallychecked. The Utilisation Grant Certificates are also audited by the external auditor. Statutory external audit and assessment of Income-Expenditure and Receipt-Payment is also done by the external auditor. The audit objections/compliance, if any, is handled by the Accounts Department.

File Description	Document
Upload Additional information	[View Document](#)
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Founded on 26th September, 2009, the IQAC has been consistently trying to transform the institution to a citadel of higher learning sticking to the highest academic standards and upholding the social ethos as envisioned in the NEP.

- IQAC encourages departments to organize national and international seminars and also to undertake various certificate courses. Faculty members encourage students to enroll in them, so that they go beyond the syllabus and earn extra credit. They are also encouraged to participate in various extra-curricular activities under SNCWECS scheme. In the last five years, a significant number of students have taken part in such activities and also in on-line mode during the Covid'19 period.

- IQAC organized one National level seminar on "Challenges of Contemporaization In Higher Education Institutes in India" sponsored by NAAC in which the modalities of running HEIs were discussed in detail, as also a national level webinar on National Education Policy, in which detailed discussions were held on the pros and cons of NEP.
- During pandemic period IQAC organized a national webinr on, "Quality Enhancemenrt in Higher Education; How to make a successful journey".
- IQAC encourages faculty members to undertake research projects and arranged for some seed money from the college fund for expenses of research work of the faculty members.
- IQAC has encouraged the department of Food and Nutrition to undertake innovative mode of competition like the Nutriception'20 and Nutriception'21 in which a large number of students from out of state had taken part.
- The IQAC also collects regular feedback from the students, faculty members and alumni regarding the syllabus, academic and physical infrastructure of the college and the quality of teaching in the institutions and analyze them.
- The learning outcome is calculated on the basis of formative and summative assessments. The teachers are encouraged to undertake research work in order to better their quality of teaching.
- IQAC arranges for Academic and Administrative Audit each year where representatives from the University take stock of the quality of Teaching-Learning process and Administrative practices of the college.
- While excellence in academics is prized, all students are encouraged to explore a wide range of outside interests, and students have achieved success in many extra-curricular activities like music, elocution, quiz and debating.
- IQAC also validates the statements provided by the teachers during CAS so as to ensure quality assurance.
- Physical education is an indispensable part of this holistic education. IQAC has taken initiative to introduce Physical Education as a general subject. Students are also encouraged to take part in activities like Yoga and Self-defense (Karate, Judo and Muathayi) in the form of certificate course.
- IQAC encourages all stake holders to help keep the college campus clean and environment friendly. Green Audit is done by registered environmental auditors which involves Water and Wastewater Audit, Waste Management Audit, Electricity and Energy Audit, Air Audit, Biological Diversity Audit etc. IQAC has arranged for MOU with Hulladek for disposal of e-Waste.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
2. **Collaborative quality initiatives with other institution(s)/ membership of international networks**
3. **Participation in NIRF**
4. **any other quality audit/accreditation recognized by state, national or international agencies**

such as NAAC, NBA, ISO Certification etc

Response: A. All of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

1. **Gender Equity:** The college continuously endeavours to make our students socially conscious and empowered citizens. Gender Equity is one of the most important issues for empowering women. Various activities have been taken up in which the issues of gender equity are discussed, like **Celebration of International Women's Day**; Seminar on "**Legal Awareness of Women's Rights**" etc. The Department of Psychology organized a One Day Seminar on "**Gender and Sexuality Sensitization**" in collaboration with SAPHO, an NGO. The institution has a designated **Internal Complaints Committee (Sexual Harassment)** which plays a crucial role in ensuring gender equity by addressing and resolving complaints related to sexual harassment in the workplace. The ICC is responsible for creating a safe and harassment-free workplace environment, investigating complaints, and making recommendations for appropriate action to be taken against the accused. This helps to prevent discrimination and promote gender equality, and ensures that all stakeholders, regardless of gender, feel safe and respected in the workplace.

Initiative on Celebration of International and National Commemorative Days:

- **Celebration of Republic Day**: Each year Republic Day is celebrated by hoisting the National Flag and parade by NCC Unit of the college followed by a cultural program. During Covid'19, Republic Day was celebrated online.
- **International Women's Day :** Each year, International Women's Day is observed on 8th March by various programs and discussions.
- **Basanta Utsab (Spring Festival):** The Students' Council organizes Basanta Utsab each year on the occasion of Holi and through festivities and cultural programs.
- **Rabindra Jayanti (Rabindranath Tagore's Birthday):** On 8th or 9th May, each year Rabindranath Tagore's Birthday is celebrated through different cultural programs.
- **World Environment Day:** World Environment Day is celebrated on 5th June each year through plantation of saplings.
- **Rabindra Tirodhan Divas (Death Anniversary of Rabindranath Tagore):** Rabindranath Tagore's Death Anniversary is commemorated on 8th August by the Department of Bengali.
- **College Foundation Day:** 14th August is celebrated as College Foundation Day through different programs.
- **Independence Day:** 15th August is celebrated as Independence Day through hoisting of National Flag and Parade by NCC unit of the college followed by cultural program.
- **Teachers' Day:** On 5th September, the birthday of Dr. Sarbapalli Radhakrishnan, Teachers' Day is celebrated through different programs. Students' Seminars are held in which students talk on different topics.
- **Vidyasagar's Birth Anniversary:** 22nd September is observed as Iswar Chandra Vidyasagar's Birth Anniversary.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2 The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	[View Document](#)

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Sarojini Naidu College for Women enrolls Students from various parts of India irrespective of caste, creed, religion, sect etc which ensures an inclusive environment for all the students and staff by arranging different cross-cultural discourses, cultural programs on communal harmony etc., observation of various days, seminars on tolerance towards different kind of diversities present in our country and community outreach programmes.

- The college celebrates **International Mother Language day and Hindi Divas** on 21st February

and 14th September, respectively to foster diversification in language and culture to form a conducive environment of mutual respect across linguistic diversities.
- The college observes **National Youth Day** and **Hiroshima Day**, on 12th January and 6th August respectively to celebrate national integration, and promote world peace.
- **Nazrul Jayanti** is celebrated every year to promote communal harmony. Rabindra Jayanti, Vidyasagar Jayanti etc. are celebrated to promote our rich culture, literary tradition and heritage.
- **National Science Day** is celebrated as part of Fundamental Duty to develop Scientific temper.
- The College celebrated **Constitution Day** to make the students aware about the various duties and rights enshrined in the Constitution for the teachers as well as for the students.
- The college tries to obey all the moral and civic Fundamental duties as enumerated in Article 51A of the Constitution through its various programes and activities in daily basis.
- The College has a minority cell and cells for other backward classes to safeguard their cultural ,moral and educational rights.

Sarojini Naidu College for Women also celebrated the bicentenary of Pandit Iswar Chandra Vidyasagar from 20th – 26th September 2020 and remembered his contribution to Indian Renaissance. Various departments viz. English, Bengali, History, Education, and Sanskrit participated in the online program along with the Cultural Committee and IQAC of the college. Cultural programs, lectures and discussions were organized to commemorate the occasion.

The college also celebrated the birth centenary of Satyajit Roy on 23rd June 2021. The Department of Bengali organized a seminar "**Janma Satabarshe Satyajit**: Sradhyay o Smarane Phire Dekha" (Satyajit and his Birth Centenary: Remembering the Maestro). Prof. Basab Chaudhuri, Honourable Vice Chancellor, along with other academicians and actors discussed about the creations of the mastero, including his relentless struggle for social justice and upliftment of the downtrodden.

The Department of History and the Department of Anthropology of Sarojini Naidu College for Women, along with its IQAC jointly commemorated the **131st birth anniversary of Dr. B R Ambedkar on 29th April 2022** to draw attention to the caste-based prejudice that persists in our society. Dr. Subrata Shankar Bagchi, Dr. B R Ambedkar Chair Professor from the Anthropology Department of the University of Calcutta was the speaker on the occasion. He discussed in detail about the socio-economic background prevailing during the period of independence and struggle for social justice led by Dr. Ambedkar.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Response:

Best Practice: 1

1.   Title of the Practice: Sobujer Majhe (Green Campus Initiative)

The molecules of life are organized in a definite pattern to form cells, tissues, organs, system culminating into an organism. Interactions of different organisms and with the surrounding environment forms populations, community and ecosystem successively and all together form a biosphere in the planet. In order to maintain a balance and integrity between each of these components, our college has taken initiatives for maintaining a healthy ecosystem that is also necessary for sustainable development of the society and environment.

2. Objective:

The institution is incessantly working to conserve the natural environment, inculcate the idea of sustainable environment and train the youth in smart management of the renewable and nonrenewable resources for a clean and green environment.

3. The Context

Situated on a national highway, thousands of automobiles pass the college gate every hour, leaving behind a stream of carbon dioxide rich air. The trees and herbs of the college campus not only counteract pollution, but also supply oxygen to the college community and its surroundings. The practice is to maintain the existing greenery and help flourish the biodiversity of the college which serves as an oasis amidst polluted environment.

4. The Practice

- Restriction on the number of vehicles entering the campus to combat air and noise pollution

- Water Conservation - Rain water harvesting for use in gardening and in the toilets.

- Eco Club Activities

    - Awareness campaign

    - Plantation program

    - Organizing seminars

    - Combating malaria and dengue by testing water samples and searching for mosquito larva

- Waste recycling and management -

    - Maintenance of a compost peat

    - Usage of empty plastic bottles as planters for sapling plantation

- E-waste disposal through electronic waste recycling company Hulladek.

- Energy conservation

    - Installation of two solar panels on the rooftop of New building and Annex building

    - usage of LED lights

- Celebration of Environment day, "Aranyo Saptaha"

- Green Auditing:

    - waste management

    - water management

    - energy management

    - evaluation of carbon footprint.

- Documentation of Biological diversity in the college campus by the teachers and students of the Botany and Zoology Departments.

- Setting up of a medicinal plant garden by the Botany Dept. and butterfly conservation area by the Zoology Dept.

- A plantation drive comprising 50 plant saplings sponsored by the WWF

- Air quality monitoring by a display board set up by the State Pollution Control Board

- Installation of two Bio-Toilets

5. Evidence of success: There are more than one hundred species of trees and plants, 12 species of butterflies, 31 species of birds, mammals like Indian Civette thriving within the college campus. New trees are planted in the campus every year on the occasion of World Environment Day and Aranya Saptaha as a significant number of trees and solar panels have been destroyed by the cyclones Amphan and Yaas.

The State Biodiversity Board has sanctioned an amount of Rs. 1,20,000/- for the establishment of a new butterfly conservation area after the demolition of our old butterfly garden in Amphan during 2020.

6. Problems Encountered and Resources Required:

Awareness about environmental conservation is a continuous process and needs a dedicated team of environmental soldiers, which is somewhat difficult to maintain under the CBCS system of higher education. There is also financial crunch to meet the need of the hour.

Best Practice: 2

1. Title of the Practice: Flipped Classroom

Each department of the college organizes students' seminars every year to observe Teachers' Day on or around 5th September. Students are asked to prepare a presentation on a topic, mostly at popular level or related to their curriculum and deliver a lecture of 10-15 minutes duration. The best presenter is selected by each department and is awarded in the annual prize ceremony.

2. Objectives of the Practice

Although students' seminars are not a mandatory component of the undergraduate curriculum, it plays an important role in the training of the students to communicate with a large audience and also widens their knowledge in different thrust areas.

3. The Context

At the entry level, the students come from diverse socio-economic background trained in different subjects of science/humanities/commerce under various boards/councils of school education. As such, some students have good communication skills whereas others lack behind. In this context, students' seminar serves as a training platform to orient themselves to recent advancements in different fields and also shape their future career by enhancing their communication skills.

4. The Practice

Every year on the occasion of Teachers' day, all departments of the college arrange students' seminars. Students are informed to choose their topics for presentation well in advance. Normally 10 to 15 minutes duration is allotted for each student for their presentation. Sometimes the weaker students are guided by the teachers for their presentation. The discussion session at the end of each presentation is most interesting where there is an exchange of ideas among the teachers and the students. To encourage the students, the college awards prizes for the best presentation in the annual prize distribution ceremony.

5. Evidence of Success

There is a field project component in the curriculum of some subjects and students are encouraged to present the outcome of the field projects in various national and international level seminars organized by other colleges or universities. In the recent past some of them have also received awards for best presentations.

6. Problems Encountered and Resources Required

There is a limitation of allocated slots for every student due to the fixed number of teaching days in the semester system. In some cases, departments select only a few students for presentations and in others, a group of students prepare a single topic to accommodate all of them within a specified duration.

All departments do not have a projector of their own and the only seminar room of the college is not sufficient enough to support the shortage of projectors of those departments. So, funds are required to procure more projectors so that students of every department can get equal opportunity to take part in this exclusive and rare practice.

File Description	Document
Best practices as hosted on the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Sarojini Naidu College for Women was established in 1956 by the then Chief Minister of West Bengal, Dr. Bidhan Chandra Roy,as an institution for the education and empowerment of women refugees, who migrated in large numbers from erstwhile East Pakistan, presently Bangladesh, to settle in and around Kolkata who were the worst sufferers of the partition of India. The first Principal of the college was Sm. Latika Ghosh, Niece of renowned freedom fighter and philosopher Rishi Aurobinda.

Apart from imparting holistic education to the students, the college has since its inception endeavoured to stand beside all those who face some constraint, be it within the college family or the society at large, with the motto of svasmai svalpam sam?j?ya sarvasvam (a little bit for yourself and everything for society).

Laxmi Vikash:

Though a substantial number of students receive various scholarships from the different schemes of the Governments and other institutions, the college still provides relief to the students by providing them concessions in their payable fees. During the Covid period, the tuition and other fees were drastically reduced so as to provide relief to our students, many of whom were suffering from economic distress due to the ongoing lockdown and health related issues. Needy students are provided help from the Student Aid Fund maintained by the college. Amounts of Rs. 64,98,417/- and Rs. 88,37,436/- were provided as relief to the students during the years 2020-21 and 2021-22 respectively.

The college had adopted a primary school in Mall Road, at the vicinity of the college. However, the school has closed during the lock down period due to extreme poverty and migration of the families of the students.

Alumni Association of the college provides the examination fees for the students, who cannot provide for the same.

The NSS unit carries out various Awareness campaigns all round the year. Some of the important awareness campaigns were organized on:

- Thalassemia, Women's Health and Hygiene, Dengue, 'Safe Drive, Save Life', 'Importance of Cleanliness, Plastic Management and Personal Hygiene' etc. In light of Covid 19 situation, Poster campaign on prevention of Covid 19, 'Fit India Campaign' involving Yoga and Zumba and so on were also carried out.

Aarogyam:

The students of the college are universal members of Students' Health Home, a hospital at Moulali, the centre of Kolkata. The students get doctors' consultation free of cost, medicine, pathological services and operations at nominal charges.

The following health related programs were conducted by NSS unit of the college in collaboration with the IQAC and Health Committee of the college:

Blood test of students for Thalassemia, Health check-up camp in adopted school , Eye check-up camp in collaboration with ASG Eye Hospital.

The college also took part in the Covid 19 vaccination drive. A Vaccination camp was organised at the college campus on 08/10/2021 for faculty, staff and students. The total number of vaccines adminstered was 82. 44 people received the first dose and 38 people received 2nd dose.

Brikshayan (Tree Plantation):

Tree plantation drives were conducted every year by NSS in collaboration with the department of Environmental Science, Teachers' Council and other Staff members in and around the college.

Kaachhe Dure (Near and Far):

The college was active even during the lockdown period. The NSS conducted the following online activities during the period:Online seminar on the importance of mental health during lockdown period, online AIDS awareness program, online observation of Constitution Day.

Sunhera Bachpan:

The Students' Council of the college distributed clothes to the poor children during the lockdown and celebrated Christmas Day with street children of the area in collaboration with the NSS unit of the college.. Students' Council members distributed Winter Clothes to Poor Children in DumDum Cantonment area. In 2021, Students' Council distributed festival clothes to poor children before Durga Puja.

Samikshan: (Survey)

The NSS unit of the college conducted the following surveys:

Quality of healthcare facilities available to the slum dwellers, online survey on problems faced by students from the slums to access education.

Books were also distributed to the needy students.

Sahamarmee (Empathisor) :

The NSS in collaboration with Teachers' Council and an NGO "Bondhu Ek Asha" organized a fund-raiser to distribute clothes to the underprivileged children. The NSS unit of the college donated musks to the cyclone affected people. The Teachers' Council and some NSS volunteers also actively participated helping the community after the devastation by cyclone Amphan and conducted relief work among the cyclone devastated people of North 24 Parganas. The Teaching and Non-Teaching Staff of the college donated one day's salary to the Chief Minister's Relief Fund and the PM Care Fund for the Covid affected people. NSS volunteers, in collaboration with Teachers' Council participated in the relief work in South 24 Parganas after cyclone "Yaas".

Hamesha saath mein:

Again, the teaching members of the college stood by other fellow teachers and staff members, while they faced personal problems. About Rupees One Lakh was raised by the teaching members for the cancer treatment of the mother of one of our colleagues Sri Tamoghno Roy. Smt. Uma Bhattacharyya was provided with help when her brother was affected by Covid. Again, the colleagues stood by the family of Janaki Ravidas, a staff of our college, who accidentally passed away during his service. Needy students get monetary help from the Alumni Association and Teachers' Council for filling up examination forms.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

- Dr. Jhuma Bhadra, Assistant Professor in Chemistry, has been granted a major research project from SERB under 'Empowerment and Equity Opportunities for Excellence in Science'.
- Title of the project: " Design and Synthesis of a New class of Aminoglycoside-nucleolipid conjugate as potential antimicrobial therapeutics"
- Amount: Rs. 48.9 lakhs;
- Duration: 36 months

Concluding Remarks :

The college has made a glorious journey of 66 years and created a bunch of able citizens who have made their presence felt in all walks of life. There is a conducive atmosphere for teaching-learnig, which is constantly evolved so as to adapt to changing conditions like the online teaching method in the pandemic situation. The students management system is also adaptive and well organized.

The central library, situated in a separate building is run by a very active librarian and her team.

The college has a very active NCC and NSS team who participate in various awareness and social outreach programs.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.3.2	**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)** 1.3.2.1. **Number of students undertaking project work/field work / internships** Answer before DVV Verification : 279 Answer after DVV Verification: 225
2.4.1	**Percentage of full-time teachers against sanctioned posts during the last five years** 2.4.1.1. **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>138</td><td>139</td><td>139</td><td>79</td><td>79</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>136</td><td>137</td><td>137</td><td>77</td><td>77</td></tr></table> Remark : As per document
2.4.2	**Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)** 2.4.2.1. **Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>100</td><td>94</td><td>94</td><td>48</td><td>48</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>99</td><td>92</td><td>88</td><td>48</td><td>47</td></tr></table> Remark : As per document
3.1.1	*Grants received from Government and non-governmental agencies for research projects /*

endowments in the institution during the last five years (INR in Lakhs)

3.1.1.1. **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
0	5.39	3.35	0	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
0	3.0	2.0	0	0

Remark : as per the document

3.3.1	*Number of research papers published per teacher in the Journals notified on UGC care list during the last five years*

3.3.1.1. **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
29	11	16	20	23

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
4	3	1	1	2

Remark : Other publications are not published in the UGC CARE list Journals

3.3.2	**Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

3.3.2.1. **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
08	33	29	14	15

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18

08	32	29	14	15

Remark : One publication is in press. Hence, it is not counted

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.** Answer before DVV Verification : 18 Answer After DVV Verification :16
5.1.1	**Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years** 5.1.1.1. Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>3173</td><td>2543</td><td>3631</td><td>525</td><td>656</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>2413</td><td>2139</td><td>2984</td><td>525</td><td>656</td></tr></table> Remark : as per the documents
5.2.2	**Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)** 5.2.2.1. *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years* Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>13</td><td>10</td><td>03</td><td>06</td><td>02</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>14</td><td>13</td><td>03</td><td>07</td><td>05</td></tr></table> 5.2.2.2. **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State**

government examinations) year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
13	10	03	06	02

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
14	13	03	07	05

Remark : as per the document

6.3.3	**Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

6.3.3.1. Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
55	43	12	8	2

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
36	22	7	7	2

6.3.3.2. Number of non-teaching staff year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
22	0	38	30	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
22	0	34	30	0

7.1.3	**Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**

4. **Beyond the campus environmental promotion activities**

Answer before DVV Verification : A. All of the above
Answer After DVV Verification: A. All of the above

2.Extended Profile Deviations

ID	Extended Questions
1.1	**Number of teaching staff / full time teachers during the last five years (Without repeat count):** Answer before DVV Verification : 137 Answer after DVV Verification : 135
1.2	**Number of teaching staff / full time teachers year wise during the last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>137</td><td>138</td><td>135</td><td>56</td><td>56</td></tr></table> Answer After DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>133</td><td>134</td><td>132</td><td>56</td><td>55</td></tr></table>