

Peer Team Report on the Institutional Accreditation of R. B. Narayanrao Borakwake College, Shrirampur, Ahmednagar Dist, Maharashtra on 21st and 22nd January 2004.

1. Introduction

Started in 1960 with just 187 students, R. B. Narayanrao Borawake (RBNB) College, Shrirampur is a major center of learning in Ahmednagar Dist. The College was started by the Rayat Shikshan Sanstha which itself was founded in 1919 by the well-known social worker and educationist, Padmabhushan Dr. Karmveer Bhaurao Patil. The Sanstha is one of the largest educational agencies in the country with reportedly about 40 colleges, a number of junior colleges (Secondary Schools), high Schools and other educational establishments starting from primary schools to Senior college. Located in a 42.27 acre attractive plot, the College campus provides a congenial atmosphere for peaceful and purposeful academic pursuits.

The RBNB College conducts both UG and PG courses in Arts and Science faculties. There are 16 Depts, 4 in Arts 9 in Science and 3 in languages. Of these, Chemistry, Marathi, Hindi, English, Economics, History and Political Science are PG departments offering M. Sc. and M. A. degrees. Degree courses available are B.A. and B.Sc. with various combinations of seven science subjects (Physics, Chemistry, Botany, Zoology, Mathematics, Statistics, and Computer Science), six subjects in humanity disciplines (Economics, Politics, History, Geography, Psychology and Education) and three in languages (Marathi, Hindi and English). Recently the College has introduced B.C.S and Functional English that are job-related. The college is a fully grant-in-aid institution of the Government in Maharashtra. It is affiliated to the University Pune. The students of the college have regularly secured different ranks in different university examinations. Twenty nine students from B.A., B. Sc., M.A., and M. Sc. have obtained ranks since 1985. Presently, there are 1512 students in the UG and 317 in PG courses. Nearly 45 percent of the students are girls. The college has 123 members on the staff including temporary and part-time teachers. Of the 54 permanent teachers, 7 hold Ph.D. and 23 M. Phil. There are 40 technical and 13 administrative staff to support the faculty.

Over the years the RBNB College has built up a good infrastructure. It has adequate number of classrooms, spacious laboratories, administrative space, a library, health center, hostels for boys (1) and girls (2), printing press (for whole Sanstha), some housing facility, separate parking space for males and females, a computer lab, a separate Information centre, workshop, guest house, canteen non-residential center etc. The sports facilities built up are good and contain gym and play grounds and tracks for different sports and games. Apart from the regular academic activities, the College offers its space for many social activities.

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With this confident past, the RBNB College decided to go for assessment and accreditation by the national body, NAAC. The authorities believed "*A rigorous process of evaluation by an outside body will enable us to understand ourselves better and attain that which is required for rising to the expectations and demands of the accreditation council*" Accordingly, they prepared a Self-Assessment Report (SSR) and submitted it to the NAAC. which constituted a peer team with the following members for the purpose: Dr. A. N. P. Ummerkutty, former Vice Chancellor, Calicut University, Kerala (**Chairman**), Prof. S. Moharana, Head , Post Graduate Dept of Commerce, Utkal University, Vani Vihar, Bhubaneshwar (**Member**) and Rev. Fr. Dr. Lawrence Amalraj s.j. Principal , Arul Anandar College , Tamil Nadu. (**Member-Coordinator**).

The peer team visited the College on 21st and 22nd of January 2004. Before arriving at the campus, the members of the team had studied the SSR thoroughly. During the visit the team went round all the facilities in the institution including the academic buildings, the administrative blocks, the library, the computer lab, the sports facilities, the canteen, health center Dishdarshak Prakalp (Teak, Tamarind Aloe, Vermiculture Botanical Garden with rare medicinal plants nursery etc.) and all other functional units of the College. The members also held detailed discussions with the Principal, the management, the faculty members, the non-teaching staff, representatives of the students, parents and alumni and others. They also scrutinized the documents displayed before them. On the basis of all the above, the peer team has pleasure in presenting the following report.

2. Criterion-wise Analysis

Criterion I: Curricular Aspects.

The college offers three UG Programmes in Arts, Science and Computer and seven Post Graduate Programmes. The range of programme options available in BA are Marathi, Hindi, English, Economics, Politics, History, Geography, Psychology and Education; B.Sc. – Physics, Chemistry, Botany, Zoology, Mathematics and Statistics. and one in BCS. Marathi, English, Hindi, Economics, Politics and History are offered in M.A. and Organic Chemistry is offered in M.Sc. Beside the computer science course, which is mostly a career oriented course, the college is also offering Functional English at the UG level as modular course. The M.Sc.(Chemistry) course has been designed to equip the students with the knowledge and skill that is necessary to start their own units in the chemical sector. The B.C.S. Course is offered on self financing basis. Besides the above, the English department offers vocational course in Functional English.

Being an affiliate institution of Pune University, the college follows the course curricular as approved by the Board of Studies of Pune University. All the new courses / new papers have to be approved by BOS before its introduction. Normally it takes one year to introduce new course. A number of teachers of different departments of the college are members of respective Board of Studies. They make necessary suggestions for changes, additions, omissions etc. in the existing courses in the BOS meeting. As the BOS of Pune University has adopted the new UGC model curricular for different UG and PG courses .

The college has introduced the same from 2003-2004 with minor modifications in different subjects. Some departments have conducted "syllabus restructuring workshops" before restructuring.

The college has included practical project works in different science subjects at UG level and at M.Sc. (Chemistry) level. However there is no institutional level linkage between the college and other industrial units. The students of B.Sc. and M.Sc. (Chemistry) visit different industrial units in the neighborhood for their field study and project report preparation. There is a need for feed backs from prospective employers and parishioners on a continuous basis for making the course curricula market oriented.

The college being an old and established educational institution in Shrirampur continues to offer the various courses to its target people in this predominantly rural and agriculture dominated region. The various academic programmes offered by the college at the UG and PG level are generally in conformity with the objective of the institution to provide liberal education to all classes of societies especially those coming from down trodden, economically and socially backward sections of the society.

Criterion – II : Teaching, Learning and Evaluation

Admission to various UG and PG courses of study in the college is in accordance with the admission policy of Govt. of Maharashtra and Pune University. The Admission Committee of the College looks after the admission work. Admission to all UG courses is based on past academic record. In P.G. courses, besides academic record, oral tests are conducted. Admission to F.Y.B.A. Functional English (Vocational Courses) is based on written test.

The college identifies educationally disadvantaged students after the admission is over. There is no structured mechanism to identify the students. The subject teachers identify weak students through various periodic tests, tutorials, seminars and group discussions. Remedial classes are held as per the Pune University scheme.

At the beginning of each academic year, the teachers prepare month wise teaching plan and submit monthly progress report at the end of every month. The course syllabi is unitized and the HODs monitors the course completion. The teachers submit the course coverage report at the end of every term.

The teaching pedagogy followed in the college is mostly lecture based. This is supplemented by classroom seminars; paper reading sessions and role-playing activities. English Department has a language laboratory with all facilities of teaching aid like TV, VCR, CD Player, tape records etc. A few other departments also use OHP slide projector and other audio –visual aids to make teaching more effective. The students in Chemistry,

Botany, Geography, Computer Science, Politic, Economics etc. have been enriching their knowledge and skill through training /field survey/project assignment in different business, industrial units, financial institutions and the market.

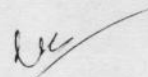
There are 65 qualified teachers in the college. Out of which 54 are permanent, 04 temporary, 06 CHB and 01 part time teachers. On average, teachers spend 40 hours in a week with the students. During 2001-2002, the college had 210 teaching days. A majority of the teachers of the college have attended different refreshers courses and orientation programmes, seminars, conferences, and workshops to up date themselves with the latest developments, in their field and to upgrade their teaching skills. The college has a policy of encouraging the teachers to attend different seminars, conferences etc by granting them duty leave. Besides, department seminars and work shops have been organized at regular intervals by few science departments for their students.

The college follows the evaluation method as framed by the university from time to time. For BA, B.Sc., B.C.S. and all MA subjects, the annual system of evaluation is followed. In M. Sc. (Chemistry), the college has adopted semester system. Besides, periodical tests and mid term different departments conduct evaluation. All information regarding evaluation methods like syllabus, dates of terminal examination, practical examination, examination question pattern and evaluation methods are communicated to the students at the beginning of the year through notice board circulars and a copy kept in the library for their information.

The college is a grant-in-aid institution of the State Government. It does not enjoy any power to recruit teaching staff. As and when new posts are created due to extra work load, resignation, retirement or termination, the teachers are appointed by the Rayat Shikshan Sanstha as per the provisions of Maharastra University Act and the relevant regulations of Pune University. The teaches appointed are liable to be transferred from one college to another college. For courses run on self-financing basis e.g. Functional English and B.C.S., the college has freedom to appoint teachers on Clock Hour Basis.

The college has a system of evaluating the performance of the teaching staff through self appraisal. At the end of the academic year, the teachers fill up the self appraisal form which are examined by the HOD and subsequently by the principal. The self appraisal reports are basically used for career advancement of the teachers to higher scales of pay.

A number of teachers of the college have received teaching awards, Young Scientist award from the State of Maharastra, Zilla Parishad, Municipal Corporation and various social and charitable organizations. Mention may be made of a teacher from Botany department who has received the best product patent award from Science and Technology Park of University of Pune. It is also available on the University Web Site.



Criterion III: Research, Consultancy and Extension

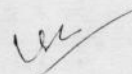
The college has 54 permanent teachers, out of which , only 7 are Ph. Ds. and 23 have M.Phil degree. More than 25% of the teachers are actively engaged in research. Teachers are given study leave for Ph.D. / M.Phil. research work. At present 03 teachers are full time research scholars and 04 have registered as part time research scholars. Teachers from Hindi , Marathi, History Chemistry, Mathematics and Botany Departments have published quite a good number of papers in reputed Journals and Newspapers. The department of Botany and Chemistry have also to their credit 12 books written by the teachers which are prescribed as text books at the B.Sc. level by Pune University. There is enough scope and facilities for the teachers of the college to more actively engage in different research activities.

The college has a research committee comprising of teachers of science and arts faculty which scrutinizes the research proposals submitted by different faculty members. Three faculty members from the Department of Chemistry, Mathematics and Marathi are engaged in minor research projects funded by the UGC to the tune of Rs. 1,33,000.00.

The faculty of the department of Chemistry, Botany, Physics, Zoology etc have good competency to provide institutional consultancy. Some type of informal relationship exists between these departments and outside agencies. However, the college authorities should encourage institutional consultancy both at individual teacher an at department level. This will add value to the knowledge and skill of the teachers and students.

The various extension activities of the college are in additional charge of a faculty member who is assisted by a committee consisting of NSS officer, NCC officer, medical consultant and the teacher in charge of earn and learn scheme. The college has undertaken various types of extension activities namely, Community development, Environmental awareness, Health and hygienic awareness, Medical camp, Adult education and literacy etc. The college has a provision of learn and earn scheme where 44 students help the college authorities to keep the campus and its environment clean and green. In most of the extension activities, the NCC and NSS volunteers and teachers take active part. Assistance from organizations like Rotary Club, Lion's Club, Panchayat Samiti etc. are also taken as and when necessary.

The NCC and NSS wings of the college are very active. Every year, a number of NCC cadets take part in advance level training programme and also represent in the Republic Day Celebrations. Similarly the NSS persons participated in the RD parade in Mumbai. The NCC and NSS volunteers have undertaken various socially useful activates like pollution control, collection of donations for different natural calamities, flag day fund for soldiers, assisting the local police in traffic control during important festivals and organizing different developmental activities inside and outside the campus.



Criterion IV: Infrastructure and Learning Resources.


Over a period of time, the college has developed adequate infrastructure facilities for its different academic activities. It has its own campus of 42.97 acres with its administrative building, class rooms, science laboratories, computer center, health center, library, hostels, meeting hall, waiting room, non-resident students center, canteen, parking sheds etc. The physical facilities have been created and augmented out of the funds provided by the parent institution (RSS) and out of the grants received from UGC. Funds are also generated by giving on rent different facilities of the college to outside agency and selling different types of agricultural products produced inside the campus.

The various physical infrastructure facilities of the college are maintained by both own staff and outside agencies, wherever needed. The fund for maintenance is mostly provided by Govt., the parent institution and from recourses generated from self-financing courses.

The college has attempted to optimally used its infrastructure facilities. The classes are held in two shifts : 7.45 AM to 12.30 PM for Arts, 12.30 to 5.30PM for Science. The YCMOU has a study center in the college offering BA and B.Com. courses through distant education. External agencies are allowed to use college playground and NRS center for sports and cultural activities. The campus development committee through the NSS and NCC volunteers and earn and learn scheme students keep the campus clean and beautiful.

The college has a central library in charge of a librarian. The Advisory Committee in charge of library looks after activities like purchase of books and journals and creation of additional facilities for students in the library. The library has 68,918 books and 85 periodicals. The facilities like inter library borrowing, book bank for SC, ST and other backward students are available in the library. The library is kept open from 8.30 am to 5.30 pm and this timing is extended during examination days. The library has reprographic facility for the students. It has a computer and the process is continuing for computerisation of the stock records. The activities like lending, stock maintenance and verification should be fully computerized and open access system be provided to the students so as to optimally use the library facilities. The old books of the Library need to be properly bounded and kept carefully for reference by the students.

The college has a central computer facility. There is also a separate computer science department with 20 computers and other accessories. Some other departments also have computers. It is necessary to provide computers to all the departments to develop the computers awareness among teachers and students. The computer department can also develop different computer aided learning packages for use by the students.



The college has a part time medical practitioner who visits the campus at periodical intervals. The first year students undergo compulsory health check up as per the requirement of the university. The Pune University operates a health insurance scheme for all the students.

The R.B.N.B. college has extensive infrastructure facilities for different types of indoor and outdoor games like cricket, football, volley ball, basket ball, badminton, table tennis, boxing, weight lifting, etc. Besides all the sports equipments, it also has a multi-gym with all different required equipments. The college has a 400 meter eight lane athletics track.

The college has been organizing various state and zonal level sports meet during the last three years. Many students were selected to represent district, Pune University, West-Zone, and National team in Cricket, Football, Boxing and Athletic meets.

The college provides independent hostel facilities for both boys and girls in the campus. The boys hostel has a capacity of accommodate 96 students and the girls hostel has 105 seats. The hostel are provided with all the necessary furniture and other facilities like inside mess, study room, telephones, hot water and facilities of indoor games.

Criterion V : Student Support and Progression

The college has a fairly good record in the university examination in both UG and PG. On average, 95% of the admitted students appear at the university examinations. The drop out rate is low. A number of students of Chemistry, Hindi, Botany and Marathi department have been universally rank holders during the last ten years.

The students are well informed about all the rules and regulations of the college through the prospectus, which is updated and printed every year. It contains information regarding all the courses conducted by the college, admission and eligibility rules, fee structure, library facility, examination programme, academic calendar and financial aids.

Different types of financial aids and scholarship are available to the students from Govt. of India, Govt. of Maharashtra, and Charitable institutions and from the college authorities. During the year 2002-2003, a total of 1253 students of the college have received different types of financial help like GOI scholarship, EBC free ship, STW scholarship, Eklavya Scholarship, Hindi Scholarship, State Government Open Merit Scholarship, Jindal Scholarship. A number of cash prizes have been instituted in the name of different persons. The college has the provision of providing nominal amount of financial assistance to the needy students through the earn and learn scheme. During 2002-2003, 26 boys and 18 girls received the financial assistance under the above scheme.

The various sporting facilities provided by the college for different indoor and out door games and the provision of different type of sports equipments and incentives have

motivated a large number of students to achieve good results in their fields. Specific mention may be made of cricket, ladies foot ball, and athletics where the students have won a number of tournaments.

The college has a competitive examination guidance center. It provides the necessary academic counseling to the students either for higher study or for appearing at different competitive examinations by inviting different reputed persons from the industries, Govt. , professionals and alumnus of the college. During the last 5 years, 28 students of the college have got through the NET / SET examination. Besides many other students were successful in GMAT, GATE, IRS, MPSC and other examinations. The college does not have any employment cell or placement officer. This cell should be created to provide the necessary career counseling to the students.

There is a system of collecting unstructured feed back from the UG and PG students about the teaching programmes and other facilities available in the college. As a result of the student feedback, the college has introduced more written assignments, group work and class seminars.

Very recently, an Alumni Association has been formed. A large number of alumnae are well placed in the societies. There has not been any serious effort by the college to develop the relationship for the mutual benefits. Besides employment & fund raising, the alumnae should be actively associated in the academic and other curricular activities.

The college has a provision for providing value education to the students for developing their all-round personality and developing their intellectual pursuits. The various cultural programmes, debate competition, dance and music competition, essay writing, celebration of birth or death anniversary of great scientists, saints, freedom fighters, poets, educationist etc. are organized regularly. To encourage the creative literary talents among the students, the college publishes its annual students magazine "Purtee" to which students from all disciplines contribute articles. Wall Papers on different important themes are published on 15th August, 26th January, 22nd September and other important celebration days in the college. During the year 2001-2002, the college has spent 49% of the total budget on various types of student welfare activities.

Criterion VI : Organization and Management

The R. B. N. B. college is run by the Rayat Shikshan Sanstha of Satara, which also runs a large number of other educational institutions in Maharashtra. The Local Management Committee with the Principal as its Secretary supervises the day to day administration of the college. The LMC meets 3 or 4 times in a year and provides necessary directions for over all administration of the college. The LMC has representations from both teaching and non-teaching staff. The internal management of various functions of the college have

been entrusted to different committees consisting of faculty members from different departments. All the committees function under the over all control of the Principal.

The recruitment of non-teaching staff is done by R.S.S. as per the guidelines of the Govt. of Maharashtra and Pune University. The college conducts different computer training programmes and work shops for the professional development of the non-teaching staff. There is an in-built mechanism to check the work efficiency of the non-teaching staff through the annual confidential report which is used for promotion and transfer.

A number of welfare schemes are available for the employees of the college. In special occasions, financial assistance is available from Employees Welfare Fund and Rayat Sevak Family Welfare Fund. All the employees are covered under the employees and students insurance scheme of the parent institution. Permanent employees are also offered different types of loans like vehicle loan, emergency loan, housing loan, PF loan, etc from the Rayat Sevak Co-operative Bank, in which all staff of the RSS are members.

The college has a grievance redressal cell which deals with the various grievances of the employees and students. While the principal personally looks after the grievance of the employees, the Heads of the Departments look at the grievances of students. There is no structured format for grievance redressal .

The LMC prepares the annual budget of the college,. The college receives the salary grants from the state govt., and collects tuition fees from students as per the government guidance. The college generates internal recourses from B.C.S. and Functional English, and all M.A., M.Sc. courses which are offered on self finance basis. The accounts of the college are regularly audited by internal auditor and the external auditor.

Criterion: VII Healthy Practices

During the last nearly four and a half decades of its existence, the RBNB College has taken care to create some good traditions that are likely to stand it good stead in the coming years as well. Though there are rank holders, the general result was not as good since the student population comes from a rural background. The College has, therefore, taken good care to improve the results. One of the methods it has adopted is to compare its results with that of the University. Extra coaching and remedial classes are organized for the benefit of the educationally disadvantaged students.

Cultural programmes, invited lectures, celebration of birth and death anniversaries of nationally prominent personalities, literary figures, freedom fighters, leading educationists etc exposed the students to a wider academic environment. The earn-and learn scheme practiced in the College is helpful not only in financially supporting nearly fifty students, but it has also been an instrument in creating a love of labour and an

economic sense. The institution also encouraged the students to participate nationally valuable endeavours like fund raising for good causes like the earthquake assistance, Kargil Relief Fund etc. Through such participative activities a sense of civic responsibility is thus cultivated among the students. A wall magazine entitled, 'Nikhare' and students magazine 'Purti' are being brought out by the students every year. They are also persuaded to participate in debating competitions, story telling etc at the University and inter-collegiate levels. Many of the students have won prizes in such competitions.

In the classrooms, discussions, paper reading by students, role-playing etc are conducted to add value the teaching-learning process. Science students are give opportunities to use computer and Internet. Chemistry students are prompted to take part in Chemiad and the Competition Exam Committee prepares them to write various competitive exams.

The College has given facilities to YCMOU to conduct their contact classes in the campus. This adds more academic ambiance in the campus.

Staff members often make donations to help deserving causes and also to support financially disadvantaged students. This includes donations to the National Association of the Blind, leprosy patients etc. It is good to know that many members of the teaching and non-teaching members extended financial help whenever some of them fall sick or were in dire financial difficulties.

3. Overall Analysis

The RBNB College, Shrirampur has made significant contributions to the general educational advancement of the area. In association with its sister institution spread all over the Dist., the College has played a crucial role in the overall educational progress of the area. It is interesting to know that Sri Karmveer Bhaurao Patil, who was later honoured with Padmabhushan by the Central Govt, started the chain of institutions with just one student (that too belonging to an educationally and socially disadvantaged section) community in 1919. Growing with the times and responding to the educational needs of the local people, the institution has done justice to the founding father. It has now reached a stage from which it could take off to greater reputation and service. In addition to its regular academic activities, the institution has also played a central role in the cultural and sports concerns of the local people. During the course of the study of the SSR and observations made during the visit, the peer team found a number of features in the functioning of the College that are worthy of mention. They are, therefore, given below as commendations. The peer team has also added a list of suggestions in the present report for the consideration of the management. The members of the team believe that these suggestions would be of use in planning further growth of the institution.

Commendations

- Over the years , the college has built-up extensive physical infrastructure facilities to meet the need of its various academic programmes.

- It is satisfying to note that the college is sensitive to the needs of the educationally backward students. They conduct bridge / remedial courses under the University scheme for their benefits.
- In 1996 it has introduced the UGC-sponsored vocational Functional English course at degree level and set up a language lab in the English Department.
- Half a dozen seminars were organized by different departments since 1998 – Economics, Chemistry, Political Science, Botany, English and Marathi.
- Several teachers of Chemistry, Mathematics, Marathi, Botany and Hindi Departments have presented research papers in national/university level conferences in Maharashtra and outside. The publications of quite a good number of books by the teachers of Botany, Chemistry and Marathi departments need to be appreciated.
- The teachers of the Chemistry, Marathi and Mathematics Departments have initiated the research culture through their three ongoing minor research projects funded by UGC. The dept. of Botany has already completed a major project.
- The College conducted short-term Faculty Development Programmes in collaboration with the University and Regional Center of the UGC.
- Quite a good number of teachers including the Principal secured various Awards such as Hindi Bhushan Puraskar by Hindi Rashtra Bhasha Parishad, Adarsha Shikshak Award by the Govt of Maharashtra, Best Teacher Award by the Ahmednagar Zilla Parishad, Best Teacher Award by the Pune Municipality, Young Scientist by the Conference of Indian Council of Chemists, Phule-Ambedkar Puraskar etc.
- It is a matter of satisfaction to note that the 'Earn and Learn' project is yielding good results. In the last five years an amount of Rs. 2,16,000/- has been received and about 150 students will be there. Two students (a boy and a girl) obtained first ranks in Degree exam from among the earn-and-learn scheme members. Many others well employed.
- The College has been very active in organizing many functions on a variety of subjects enlightening to the students. Eminent personalities and experts are invited to deliver lectures and hold dialogues with the students on different subjects such as Indian Agriculture and Modern Technology, Glory of Growing Talent, Rural Poverty, Creative Poetry, the Role of Education, Education and Entrepreneurship, Business and Ways for Employment, Fruit Processing Industries etc.
- It is really noteworthy that the College raised funds for letting out their premises whenever it is unused, by sale of agricultural products etc in addition to receiving grants from the parental body.
- The college has an impressive sports infrastructure both indoor and outdoor games. It has done extremely well by winning various awards at intercollegiate, zonal and University levels. Its players were selected to State and national teams

in various events like cricket, football etc. In individual athletic items, many students, both men and women, have brought laurels to their alma mater. The College gives good encouragement to sportspersons, offering them cash, colors, traveling allowances and various prizes. They are also honoured on the Annual Day of the College.

- A number of welfare scheme are available to students and staff. Playground is excellent. Different courts and tracks have been developed and are made good use of.
- The students are supported through different types of scholarships, freships etc are available. Almost three-fourth of them are getting some financial benefits. The College has also created a number of merit scholarships and endowments (seventeen of them).
- The College also has instituted prizes for the rank holders in the annual class exams.
- One notable feature is that prizes are instituted separately for hostel students, thereby creating a healthy competitive academic atmosphere in the hostels.
- The Botanical Garden and the Gym are very good.
- The Beauty Parlour run by the Coolege and attached to the Ladis' Hostel is unique to the town. It conducts a 3-month course for the students and others.
- The Governing Council is organized in a democratic way. There are over 350 members of which many are Life Members, some are retired teachers from various institutions of the Sanstha, thus ensuring continuity of the work of the Sanstha over the years.
- The LMC has the practice of inviting experts, ex-Principals and others to its regular meetings to get the benefit of feedback on educational matters.
- During the discussions with the Management, the per team was informed that the Snatha has undertaken a large project, Dishadarshak Prakalp, to study the various developmental requirements of the region and to evolve suitable academic strategy to meet those requirements.

Suggestions

- Course diversification at degree level appears to be an urgent necessity in the RBNB College. Except B.C.S. and Functional English all subjects are of traditional type. Since the Govt assistance may not be available for more aided programmes, the authorities may consider introducing a few unaided subjects on modest fees in line with the UGC vocational programmes. If one unaided programme is combined with two aided ones, a number of new permutations are possible. This will increase the job potential of the learners.



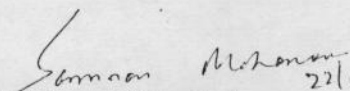
(like vermiculture , Pisciculture , Floriculture Poultry , medicinal plants , perfume and detergent powder preparation etc. during the afternoon hours when most of the facilities remain idle. This will help the college to generate some internal resource but more importantly create more employment opportunities for the rural youth.

- Possibilities of offering consultancy services on nominal payment basis may be explored. This can be initiated by the chemistry, botany, zoology and physics department after ascertaining the requirement of the prospective customers.
- Empowerment of village women being one of the major objectives of the college, it should examine the feasibility of introducing different women empowerment courses through the help of self-help groups.
- The process of students appraisal of the performance of the teachers could be made systematic , regular and structured.
- Institutional level linkages through MOUs should be entered into with reputed industrial , trading and financial institutions in the nearby areas for training , field study and possible placement of the students. The college should use the services of its alumni , local management committee members and all its well wishes for the above purpose.

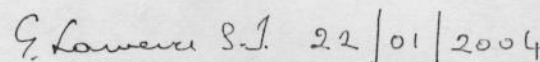
The Peer Team wishes to thank the Principal, the Management, the faculty, the students, the non-teaching staff and all others for the excellent cooperation extended to the team during their work in the College and for the many courtesies shown to the members during their stay in the campus

 22/11/04

Dr. A. N. P. Ummerkutty (Chairman).

 22/01/04

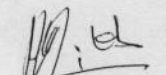
Dr. S. Moharana (Member)

 22/01/2004

Rev. Fr. Lawrence Amalraj sj (Member-Coordinator)

I agree with the Report




Principal

R. B. N. Dorawake College
SHRIRAMPUR.