



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

**Accreditation - (Cycle - 1)**

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
ANIKET COLLEGE OF SOCIAL WORK  
C-18748**

**Wardha  
Maharashtra  
442001**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL  
An Autonomous Institution of the University Grants Commission  
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

**Section I:GENERAL INFORMATION**

1.Name & Address of the institution:	ANIKET COLLEGE OF SOCIAL WORK Wardha Maharashtra 442001	
2.Year of Establishment	1994	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	1	
Departments/Centres:	5	
Programmes/Course offered:	2	
Permanent Faculty Members:	16	
Permanent Support Staff:	16	
Students:	237	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. A Professional Postgraduate College of Social Work 2. A Grant-in-aid Co-Education College located in Wardha City 3. An affiliated College of Rashtasantukadoji Maharaj (RTM) Nagpur University, Nagpur	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 22-01-2024 To : 23-01-2024	
6.Composition of Peer Team which undertook the on site visit:		
	<b>Name</b>	<b>Designation &amp; Organisation Name</b>
Chairperson	DR. SIDDEGOWDA YELIYUR SIDDEGOWDA	Vice Chancellor,TUMKUR UNIVERSITY
Member Co-ordinator:	DR. SURESH KUMAR AGRAWAL	Professor,Central University Of Gujarat
Member:	DR. JAYANT SONWALKAR	Professor,Institute of Management Studies
NAAC Co - ordinator:	Dr. Devender S Kawday	

## Section II: Metric and Criterion Analysis

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

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	<b>The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment</b>
1.3	Curriculum Enrichment
1.3.1 QIM	<b><i>Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum</i></b>

### Qualitative analysis of Criterion 1

As an affiliate Grand-in-Aid College of Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur, Aniket College of Social Work follows and implements the curriculum prescribed by the University. The College offers two programs in total, One UG and One PG Program in Social Work. It adheres to and follows the syllabus and academic schedule prescribed by the affiliating University. The strict implementation of the University Syllabus by the College ensures systematic development and monitoring of the effective curriculum delivery through well-defined mechanism. Although the college does not have proper academic flexibility in curriculum development, it follows the CBCS system with elective subjects at PG level. It sensitizes the students with the various cross-cutting issues relevant to Gender Equity, Environment and Sustainability, Human Values and Professional Ethics, etc. However, the HEI doesn't integrate the issues in the curriculum framework completely. The Feedback system is used to record responses regarding the Syllabi, instructional methods and academic facilities, and corrective measures are initiated. The Electoral Literacy Club organizes Street Plays, Posters and Songs Competition on Electoral Literacy and Awareness. The incorporation of project work, fieldwork and practical approach is minimum which needs to be increased. Concurrent Practice Learning is one of the distinct features of the College. The monitoring and evaluation of the curricular enrichment program needs to be improved. The HEI also offers a few Value-added and Online Courses. Concerted efforts are required to further enrich additional skills development for enhancing employability of the students.

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

2.3	Teaching- Learning Process
2.3.1 QIM	<b>Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT-enabled tools including online resources for effective teaching and learning process</b>
2.5	Evaluation Process and Reforms
2.5.1 QIM	<b>Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient</b>
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	<b><i>Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website</i></b>
2.6.2 QIM	<b><i>Attainment of POs and COs are evaluated.</i></b>
	Explain with evidence in a maximum of 500 words

### Qualitative analysis of Criterion 2

The Student Teacher ratio is 1:16. Students are admitted on merit basis as per the rules and regulations of the affiliating University. The admission process is carried out by the Admission Committee according to the admission policy of RTM Nagpur University, Nagpur. After admission, the college conducts an Induction Program to introduce the students to the Institutional culture and norms, subject curriculum, and examination pattern, etc. Academic Calendar is prepared at the commencement of every academic year. For slow learners, the mentors find the nature of their difficulties and help them achieve their academic goals. For slow learners, revision classes are arranged. Participative learning is achieved through cocurricular activities such as discussions, debates, presentations, and classroom seminars which ensure the involvement of the stakeholders. Experiential Learning is achieved by the blending of academic learning and field experience through a Social Work Practicum. For dissemination of information and teaching, various applications such as WhatsApp, Facebook groups, Google Classroom, ZOOM, Webex are deployed. Google Forms are used to collect Feedback from the students. The College has standardized its Continuous Internal Assessment process. For this purpose, examination committee, the reevaluation mechanism and a grievance redressal mechanism are in place. The College follows the Outcome based Education (OBE) framework where graduate attributes, Pos and Cos are well-defined. The action-taken mechanism related to Pos, PSOs and Cos consist of extending appreciation on the expected outcome/ attainment, and corrective measures on deviations for further improvement. The IQAC plays a pivotal role in analyzing the feedback received from various stakeholders. The Internal Evaluation includes the process of formative assessment via test, assignment, seminar, interactive session, and attendance. The HEI organizes several Curricular and Co-curricular/ Extension activities. The College has a strong academic record of a very good pass percentage in the University Exams. The College must organize more FDPs to improve the quality of teaching. The evaluation and assessment mechanism also needs to be improved.

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

3.2	Innovation Ecosystem
3.2.1 QIM	<b>Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident</b>
3.4	Extension Activities
3.4.1 QIM	<b>Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.</b>
3.4.2 QIM	<b>Awards and recognitions received for extension activities from government / government recognised bodies</b>

### Qualitative analysis of Criterion 3

The College needs to enhance its efforts to foster a research ecosystem. 14 faculty members of the college have acquired a Ph.D., Degree. The Faculty Members have published 93 research Papers and 30 chapters in books during the span of Assessment Period. The HEI also organizes workshops, outreach programmes and seminars to enhance the knowledge of the students. The vibrant NSS Unit of the college has organized several Outreach Programmes (45 in total). The College has consistently been appreciated for its Extension activities both by the government and the government- recognized bodies. Besides, the College has also organized six

workshops and seminars on research methodology, IPR and entrepreneurship to ensure holistic development of the students. The College has collaboration /linkages (20) for faculty exchange, student exchange, internship, fieldtrip, etc. The activities performed by the College under College-Neighborhood-Community Network includes Health Checkup Camp, Aids Awareness Camp, Voters' Day, Road Safety Week, Yoga Day, etc. besides interaction of the College Stakeholders with a diversified social group of people. The College needs to be motivated to mobilize research funds. The College also needs to encourage both the students and the faculty members to enhance their writing and creative skills both in Hindi and English. The HEI should also sign MoUs with other HEIs and business Houses. Research outcome in terms of research projects is required.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	<p><b>The Institution has adequate infrastructure and other facilities for,</b></p> <ul style="list-style-type: none"> <li>• teaching – learning, viz., classrooms, laboratories, computing equipment etc</li> <li>• ICT – enabled facilities such as smart class, LMS etc.</li> </ul> <p><b>Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)</b></p>
4.2	Library as a Learning Resource
4.2.1 QIM	<i>Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students</i>
4.3	IT Infrastructure
4.3.1 QIM	<p><b>Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection</b></p> <p><i>Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words</i></p>

Qualitative analysis of Criterion 4
<p>The college ensures adequate availability and optimal utilization of physical infrastructure. The HEI has furnished, capacious, ventilated, and well-equipped classrooms. Besides, the HEI has Indoor and Outdoor Sports and Games facilities. Separate Toilets for boys and girls, water purification and cooler facility are available. The College building is 'Divyangjan' friendly. The College uses the E-Governance System for administrative and Examination purposes to provide efficient services to the Stakeholders. The College has all IT facilities including Open-Source Software, LCD Projectors, Wi-Fi LAN, and Internet. The College has 11 computers, 4 xerox machines cum Printers. The infrastructure is conducive to facilitate effective learning-teaching process. The College has its website, and disseminates information among various stakeholders through its websites and WhatsApp groups, google meet, Webex, google classroom, Zooms app. The HEI is under CCTV surveillance. The maintenance and cleaning of classrooms and laboratories are taken care of better. It has outsourced various facilities such as maintenance of computer lab, CCTV, etc. to Third Party. The established systems and procedures of maintaining and utilizing physical, academic and support facilities like central library, sports complex, computers, classrooms should be further improved and enhanced.</p>

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.4	Alumni Engagement
5.4.1 QIM	<b>There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services</b>

Qualitative analysis of Criterion 5

Besides an active Grievance Redressal Cell, the College has an Anti-ragging Cell and ICC. A majority of the students avail themselves of various scholarships and free ships provided by the Government. The College provides ample avenues to students for developing technical skills, upgrading knowledge, personality development and service to the society through students' participation. Students Council is in place; It assists the students' participation in intra-college and inter-college competitions of Sports and Cultural activities. Students Progression is satisfactory and some of the students have joined the higher Study Courses. The placement rate is satisfactory as quite a considerable number of students have joined various government and non-government/ private sector. The College also organizes major cultural and sports events annually. The HEI has won medals/awards for outstanding performance in Sports and Cultural activities. The HEI's guidance for Competitive Examinations has benefited quite a substantial number of students. Some students have qualified competitive exams such as NET, SLET, State Government exams. The Alumni Cell is active and works towards building a strong bond between alumni and the HEI. The contribution of Alumni to the development of the College needs to be strengthened further. The College must also set up a Parents- Teachers Association to sustain its reputation in society.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	<b><i>The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.</i></b>
6.2	Strategy Development and Deployment
6.2.1 QIM	<b><i>The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc</i></b>
6.3	Faculty Empowerment Strategies
6.3.1 QIM	<b>The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression</b>
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	<b>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)</b>
6.5	Internal Quality Assurance System
6.5.1 QIM	<b>Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures &amp; methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities</b>

Qualitative analysis of Criterion 6

The Vision and the Mission of the HEI are in alignment with its strategic intent and learning outcomes. The Organization Structure of the College consists of the Trustees, Governing Body, Local Managing Committee, Principal and Faculty Members. The plans and the policies are framed by the Governing Body in consultation with the Local Management Committee. The Committee for SC/ST/ OBC, Cultural Committee, Sports Committee and Library Committee work for the smooth functioning of the College. The Local Inquiry Committee is in place to inspect the administrative and academic practices and procedures. IQAC monitors the teaching-learning process regularly by constituting Committees from time to time. E-governance is in practice. The HEI has introduced the Appraisal System as per the norms of the Affiliating University, UGC and the State Government of Maharashtra. The College has the provision for the Provident Fund, provision of Leaves to the Employees (as per the concerned university norms) and Medical Facility. The College should identify donors for sponsorships and collaborations for organizing seminars/ conferences/ workshops and other academic and research activities. The College should also conduct Internal and External Academic and Administrative Audit.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)

7.1	Institutional Values and Social Responsibilities
7.1.1 QIM	<b>Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.</b>  <i>Describe the gender equity &amp; sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words</i>
7.1.4 QIM	<b>Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)</b>
7.2	Best Practices
7.2.1 QIM	<b>Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual</b>
7.3	Institutional Distinctiveness
7.3.1 QIM	<b>Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words</b>

Qualitative analysis of Criterion 7

The College encourages Green Practices such as tree plantation (in the adopted village Ganeshpur), plastic free campus, paperless work, Parking outside the campus to achieve environmental consciousness and sustainability. The HEI has also developed an Oxygen Park. The HEI also has an efficient system of Waste Management and rainwater harvesting system. It has also put in efforts for management of liquid waste. The College has a plastic free, clean, and tidy campus. One of the distinct features of the College is Social Work Practicum through which they reach out the rural and tribal hamlets. it assists the students in applying the knowledge, values, and skills learned in theory in the classrooms in actual practice. It has also launched a campaign to arouse awareness among the students about various Central and State Government schemes of Free ship and Scholarship. The HEI celebrates National and International Days, 'Jayantis' of Great National Personalities and Festivals, organizes Annual Sports Day, Annual Cultural Day, and several Extension/ Co-curricular activities. Electoral Literacy Club, NSS and other clubs stress the importance of Constitutional ideals through various activities. The College is a non-smoking zone. The College endeavors to promote Inclusive Learning by focusing on issues related to Minorities.

### **Section III:Overall Analysis**based on Institutional strengths.Weaknesses,Opportunities & Challenges(SWOC)

#### Overall Analysis

##### **Strength:**

1. A Grant-in- Aid Co-education College
2. Very well connected by road, rail, and other transport Facilities
3. Qualified, Dynamic and Experienced Staff Members including Teaching Faculty and Supportive Staff
4. Consistent track record of a good pass percentage in University Exams
5. The College has introduced Add-On Courses for students' enrichment.

##### **Weaknesses:**

1. Lack of autonomy in Curriculum Designing
2. Limited Flexibility in Academic programs
3. Restrictive Government Policies, constraining the introduction of additional and frontier Programs.
4. Lack of Research funds and weak research and consultancy base
5. Lack of Innovation, Start-Up, and Incubation
6. Inadequate renewable and eco-friendly energy sources
7. Inadequate facilities for differently abled and transgender students

##### **Opportunities:**

1. Inclusion of Social Work in the higher education curriculum as interdisciplinary program
2. Developing the College in a multi-faculty Postgraduate College in accordance with the parameters laid down in NEP-2020
3. Better opportunities for organizing FDPs (Faculty Development Program) TTPs (Textbook Teacher Training Program) and EDPs (Entrepreneurship Development Program)
4. Better scope for collaboration and networking with academic institutions and industry
5. Ample possibilities to undertake innovative and incubation for entrepreneurship and developmental programs.
6. Ample scope of getting Research Grants from Government and non-government agencies

##### **Challenges:**

1. Enhancing student enrolment and attracting quality students from diversified backgrounds
2. Creation of vibrant research culture, motivating teachers for research projects and consultancy
3. Mobilizing funds from External Sources
4. Keeping pace with changing demands of the industry, society and higher education
5. Boosting the confidence in the socio-economically weaker sections especially girls
6. Developing Communication Skills in English and Hindi of both the students and the Faculty Members to cater to the needs of the job market.
7. Emergence of Private players in the field of higher education offering Programs with an assurance of lucrative job offers.



#### **Section IV: Recommendations for Quality Enhancement of the Institution**

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- Advertisements and other means be used to ensure diversity of student enrolment especially entry of students outside Maharashtra.
- Feedback from all Stakeholders should be online and analyzed regularly
- IQAC should be reengineered in accordance with the guidelines from the NAAC to make it the nerve center for information sharing, quality assurance and advancing concrete plans to improve academic, administrative, and financial activities.
- Library should be fully automated and augmented by adding more books and research journals
- Teachers be encouraged to undertake research projects and obtain research funds and resources from different funding agencies.
- Industry-Institute interaction be strengthened through structured system with the sole aim of the placement of students, resource mobilization, research, and consultancy.
- The industry connectivity and fund generation from external sources be strengthened
- Training/ Capacity building Program be organized for Teaching Faculty as well as Supportive Staff.
- The HEI must put in more efforts to implement the NEP-2020.
- The HEI must develop better facilities for differently abled students and make special provisions for transgender students (by safeguarding their privacy).
- The HEI must mobilise resources to construct separate boys and girls hostel.

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

**Signature of the Head of the Institution**

**Seal of the Institution**

Sl.No	Name		Signature with date
1	DR. SIDDEGOWDA YELIYUR SIDDEGOWDA	Chairperson	
2	DR. SURESH KUMAR AGRAWAL	Member Co-ordinator	
3	DR. JAYANT SONWALKAR	Member	
4	Dr. Devender S Kawday	NAAC Co - ordinator	

**Place**

**Date**