

PEER TEAM REPORT

ON

INSTITUTIONAL RE-ACCREDITATION

of

St. Xavier's College – Autonomous
5, Mahapalka Marg,
Mumbai-400 001 INDIA

(Visit Dates: 19 – 21 July, 2013)

National Assessment and Accreditation Council

Bangalore-560 072, India

PEER TEAM REPORT ON Institutional Re-accreditation St. Xavier's College – Autonomous 5, Mahapalika Marg, Mumbai – 400 001	
Section I : GENERAL	Information
1.1 Name & Address of the Institution	St. Xavier's College – Autonomous 5, Mahapalika Marg, Mumbai – 400 001
1.2 Year of Establishment	1869
1.3 Current Academic Activities at the Institution (Numbers):	
• Faculties / Schools :	(Science, Arts & Commerce)
• Departments / Centres :	Arts:11 Science:11 Commerce:02
• Programmes / Courses offered :	U.G.- 06 , P.G. – 07 , M. Phil – Nil, Ph.D. – 07 Others :- Certificate Courses – 02 P.G. Diploma –03
• Permanent Faculty Members :	Permanent(Sanctioned) :98, Management : 13
• Permanent Support staff:	Non-teaching –Permanent Sanctioned : 85 Technical Staff: Sanctioned-55
• Students :	UG –3076 , PG –231, M. Phil – , Ph.D. –25
1.4 Three major features in the institutional context (As perceived by the Peer Team) :	<ul style="list-style-type: none"> • 144 year old college renowned for its rich heritage and recognized with Potential for Excellence by UGC and the first Autonomous College in Mumbai University. • Secular College promotes educational needs of socially disadvantaged and disabled students • Providing value based, need-based courses in tune with the changing global scenario and market demand • More than 50% of the student and faculty strength are female
1.5 Dates of visits of the Peer Team (a detailed visit scheduled may be included as annexure) :	July 19 - 21, 2013

C. Sranganathan
21/7/13

1.6 Composition of the Peer Team which undertook the on-sight visit :	
Chairperson :	Prof. C. Thangamuthu (Former Vice-Chancellor, Bharathidasan University), No. 43, VI Main Road, Lakshminagar Extension, Porur, Chennai-600116, Tamil Nadu
Member Coordinator :	Prof. M.C. Sharma (Professor, Department of Accountancy & Business Statistics) P.G. School of Commerce, University of Rajasthan, Jaipur-302004, Rajasthan
Member :	Prof. I. Ramabrahmam Professor & Head, Dept. of Political Science, School of Social Sciences, University of Hyderabad, P.O. Central University, Hyderabad-500046 Andhra Pradesh
Member :	Prof. Shankar Lal Gargh Principal, Government Arts & Commerce College, A.B. Road, Indore – 452017, Madhya Pradesh
NAAC Officer :	Dr. Jagannath Patil Deputy Adviser, NAAC, P.O. Box 1075 Nagarbhavi, Bangalore -560072 Karnataka



Section II : CRITERION WISE ANALYSIS	Observations (Strengths and / or Weaknesses) on Key-Aspects
2.1. Curricular Aspects :	
2.1.1 Curricular Design and Development :	<ul style="list-style-type: none"> • The curriculum is designed by the College's Board of Studies, being a Autonomous College, each subject's BOS have 2 Industry Experts and 3 subject experts and it is affiliated to University of Mumbai. • The vision of the College is translated into academic programs offered • Involvement of all Stakeholders and the UGC guidelines in designing the curriculum
2.1.2 Academic Flexibility :	<ul style="list-style-type: none"> • As an autonomous college it enjoys a full academic flexibility in designing and introducing new courses • UG/PG courses follow the semester system and UG courses offer choice based credit system • Freedom to choose cross-faculty courses.
2.1.3: Curriculum Enrichment :	<ul style="list-style-type: none"> • Curriculum/syllabi are reviewed every year and revised accordingly. • Practical /Skill components built in • Connect between core values and curriculum needs to be focused
2.1.4 Feedback System:	<ul style="list-style-type: none"> • Feedback is obtained from students at the end of each semester. • Syllabi uploaded into the College Website and feedback elicited from alumni and others. • Action taken on feedback needs transparency

2.2. Teaching, Learning and Evaluation :	
2.2.1 Student Enrolment and Profile :	<ul style="list-style-type: none"> • Admissions is done as per Maharashtra Govt. norms and reservations policy • On-line admission process, notified through college website and notice boards. • Admissions strictly on merit basis and for self financing courses through entrance test
2.2.2 Catering to Student Diversity::	<ul style="list-style-type: none"> • Special assistance is provided to students lacking competence in English through Language Lab by the trained personnel • The College takes care of differently abled students. The Resource Centre for visually

	<p>challenged is remarkable and vibrant facility.</p> <ul style="list-style-type: none"> • Mentoring process has been adopted to meet slow learners needs.
2.2.3 Teaching-Learning Process :	<ul style="list-style-type: none"> • The College adheres to Academic Calendar with rigour • The College has integrated ICT in teaching-learning process. One online tutorial course initiated in B.Sc. (IT) • Students present seminars, submit assignments and project reports
2.2.4 Teacher Quality:	<ul style="list-style-type: none"> • The College has effective mechanism to recruit adequate qualified teachers • In College the teachers have opportunities for continuous academic growth and professional development • Sustainable good practices in teaching & learning have been adopted towards academic excellence
2.2.5 Evaluation Process and Reforms	<ul style="list-style-type: none"> • The evaluation process is transparent and clearly defined on the website • Innovative practices i.e. presentations, field trips, exhibitions and written projects are used in Continuous Internal Assessment • Separate Examination unit takes care of series of activities connected with examination quite systematically.
2.2.6 Student Performance and Learning Outcomes	<ul style="list-style-type: none"> • In UG learning outcomes and students' progression is commendable. • Dropout rate in UG, especially in Science and Commerce is high, because of migration to professional courses whose admissions are time-lagged.

2.3. Research, Consultancy and Extension :	
2.3.1 Promotion of Research :	<ul style="list-style-type: none"> • Limited research at some of Departments. • One US Patent obtained by Chemistry department. • The College encourages faculty members to participate in professional academic programs for promotion of research
2.3.2 Resource Mobilization for Research :	<ul style="list-style-type: none"> • No regular budget for research • UGC, DST under FIST and University of Mumbai and alumni contribute significantly.

2.3.3 Research Facilities:	<ul style="list-style-type: none"> • Three separate research laboratories, one for Indian Culture & Heritage and another two for Sciences. • Five departments are recognized as research centres. • Centralized Instrumentation Facility exists for sharing specialized equipments for research
2.3.4 Research and Publication and Awards :	<ul style="list-style-type: none"> • Faculty members have published research papers in national and international journals • A reputed Journal "Indica" published by the Department of History and Indian Culture for served decades. • Three faculties have received research awards from different organizations
2.3.5 Consultancy:	<ul style="list-style-type: none"> • The College promotes faculty participation in consultancy work. • Some faculties provide good consultancies to the various industries and agencies.
2.3.6 Extension Activities and Institutional Social Responsibility:	<ul style="list-style-type: none"> • Extension activities undertaken through Xavier's Resource Centre for the Visually Challenged (XRCVC) • For Institutional social responsibility the College has introduced a 2 credit extension components and compulsory 60 hours Social involvement programme for every student and having contacts with various NGOs
2.3.7 Collaborations :	<ul style="list-style-type: none"> • The College has linkages and collaboration with Industries, Research Institutes, NGOs and various foreign universities for research and extension • Through collaborations the College is trying to build-up and up-grade the skills and knowledge of its faculty and students

2.4. Infrastructure and Learning Resources:	
2.4.1 Physical Facilities :	<ul style="list-style-type: none"> • The College has adequate physical infrastructure facilities and growth is keeping pace with the academic growth • In campus one boys hostel (capacity 60), sports facilities (indoor as well outdoor) with Gymkhana and Basket ball court exist. • Health facilities need improvement.



2.4.2 Library as a Learning Resource:	<ul style="list-style-type: none"> • The College has adequate library facilities. • Library has Internet and reprographic facilities • The College should build a digital repository for theses, projects/dissertations and its own publications, and may seek guidance from INFLIBNET for this purpose.
2.4.3 IT Infrastructure	<ul style="list-style-type: none"> • The college has a functional and fairly dynamic website • The College have a comprehensive IT infrastructure • National Knowledge Network connectivity available through Mumbai University • Central computing facility is provided to students.
2.4.4 Maintenance of Campus Facilities	<ul style="list-style-type: none"> • All repair and maintenance of infrastructure duly taken care of with time lag. • The College has regular staff for repair and maintenance work • The College has well equipped workshops and instrumentation centre

2.5. Student Support and Progression:	
2.5.1 Student Mentoring and Support:	<ul style="list-style-type: none"> • Limited financial assistance through free ships and scholarship to deserving students is available • A common structure for career guidance and placement cells for the benefit of students recently established. • Student mentoring is quite effective Grievance Redressal mechanism to be strengthened.
2. 5.2 Student Progression:	<ul style="list-style-type: none"> • Success ratio after admission is very good • The student population is a healthy mix of boys and girls and of pan-Indian culture • Placement ratio is satisfactory
2.5.3 Student Participation and Activities:	<ul style="list-style-type: none"> • College is recognizing and encouraging the students for participation in sports and extra curricular activities through some incentives • The College has effective mechanism to use the student feedback for quality enhancement. • The student-Centric annual cultural festivals and other activities are impacting.



2.6. Governance and Leadership:	
2.6.1: Institutional Vision and Leadership	<ul style="list-style-type: none"> Committed leadership with a vision to impart quality education Policy decisions are taken by the Management Committee and other colleges committees
2.6.2: Strategy Development and Deployment	<ul style="list-style-type: none"> Inter-departmental sharing of skills of teachers is encouraged Feedback from stakeholders are obtained Growth and Development in infrastructural facilities seems good, given the constraint of heritage structure.
2.6.3 Faculty Empowerment Strategies :	<ul style="list-style-type: none"> Teachers are encouraged to improve their qualification under the faculty development programme Practice of self evaluation by teachers and student evaluation of teachers exist. Training & development of the human resource organized periodically.
2.6.4 Financial Management and Resource mobilization :	<ul style="list-style-type: none"> There is internal audit system and external audit of funds. Good availing of funds from external sources i.e. from grants and projects etc. Judicious allocation of fund is done for various heads of development.
2.6.5 Internal Quality Assurance System :	<ul style="list-style-type: none"> IQAC constituted as per the norms. Re designing in academic curriculum is done, thanks to some efforts of IQAC. The College has started academic audit but it lacks an effective mechanisms for follow up.

2.7. Innovative and Best Practices :	
2.7.1:Environment Consciousness :	<ul style="list-style-type: none"> The College has adopted the concept of Green Audit by external agency The College has taken some initiations to make campus eco-friendly i.e. through installation of solar panels, rain water harvesting etc.
2.7.2: Innovations:	<ul style="list-style-type: none"> The college is motivated towards the societal issues in the neighborhood through introducing additional compulsory credit for extracurricular activities, and social involvement as a compulsory course requirement.

	<ul style="list-style-type: none">• Steps taken to make research culture amongst students through incorporation of research projects in curriculum.• The College is trying to promote value-based education for inculcating social responsibilities and good citizenry
2.7.3: Best Practices :	<ul style="list-style-type: none">• Stakeholder and teacher-student relationships are good• Mechanism of involvement of stakeholders and industry experts in planning of the curriculum is good.• Training and placement practices well structured recently.• Optimum utilization of the existing infrastructure, despite of various constraints.• Offering of B.Com. course in night-session mainly for the relatively underprivileged students, who are mostly working during day-time is a commendable efforts towards social responsibility.



Section III : OVERALL ANALYSIS	Observations (Please limit to five major ones for each and use telegraphic languages) (it is not necessary to denote all the five bullets for each)
3.1 Institutional strengths :	<ul style="list-style-type: none"> • College adopts learner-centric approach in choice base credit system, and enjoys high image amongst stakeholders • Rigor in teaching learning practices • Good record of publications and a Patent to the credit of faculty. • Good research facilities created with assistance from DST, FIST, Alumni. • Adequate and well maintained, eco-friendly infrastructure. • Qualified and committed Faculty members. • Good academic ambience • Heras Research Center for Ancient Indian Cultural and Blatter Herbarium Center in the field of Taxonomy of flowering plants recognized as national facility. • For science research "Caius Research Laboratory and Nadkarni-Sacasa Research Laboratory
3.2 Institutional weaknesses :	<ul style="list-style-type: none"> • Limited scope for expansion in the existing campus. • Inadequate Hostel facility for boys', girls' hostel facility offered by an arrangement with a hostel run by Sisters. • Student assessment of faculty performance is done and the results are followed up. • ICT enabled teaching-learning programmes only in a few departments • Short-term Job oriented professional programs as per needs of market as add-on courses to be increased.
3.3 Institutional Opportunities :	<ul style="list-style-type: none"> • Philanthropic organizations to be tapped for resource mobilization • Demand ratio for various programmes is good. The institution need to expand enrollment access. • Scope of sports infrastructure offering an opportunity to the College to prepare National level players, if a satellite campus is established.



	<ul style="list-style-type: none">• Scope for interactive research and teaching collaborations with national / international institutions.• Regular organization of Entrepreneurship and skill development programmes for the students.• Programme diversification through multidisciplinary approach• Establish Technology Incubation Center with the help of industry.
3.4 Institutional Challenges	<ul style="list-style-type: none">• Production of good human resources to accept global challenges.• Further modernization of teaching and research laboratories.• Preparing students for JEE/NET/SLET and other competitive examination.• Attracting students from other parts of the country and from abroad challenged by lack of hostel facilities.



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)

- Introduce a few more courses in innovative/emerging/need-based areas in basic sciences, liberal arts and humanities
- Increase collaborative linkages with other institutes for teaching and research.
- Initiate inter-departmental linkages in teaching and research for promotion of multidisciplinary activities. For instance, a five-year integrated and inter-disciplinary M.Sc. in Life Sciences involving all the five Biology departments.
- Strengthen formal feedback from students for quality improvement and scientific evaluation of teachers for improvement in quality of teaching.
- Career counseling and placement cell be institutionalized, and entrepreneurship/skill development programmes be organized
- Promotion of research projects from UGC and other funding agencies be given better attention.
- Some Science Laboratories need latest equipments for quality research
- Strengthen Self financing programmes with quality faculty.
- A long term plan be prepared with phased action strategies
- Academic and administrative Audit be conducted atleast once in three years.
- A satellite campus maybe established at the earliest for the expansion and diversification of programmes

I agree with the observations of the Peer Team as mentioned in this report.



Seal of the Institution

Fray Mascarelas SJ
Signature of the Head of the Institution

Principal

PRINCIPAL

St. Xavier's College (Autonomous) **ST. XAVIER'S COLLEGE**
5, Mahapalika Marg, **MUMBAI - 400 001**
Mumbai-400001 (Maharashtra)

Peer Team

Name	Designation	Signature with date
Prof. C. Thangamuthu	Chairperson	<i>C. Thangamuthu</i> 21/7/13
Prof. M. C. Sharma	Member Coordinator	<i>M. C. Sharma</i> 21.7.13
Prof. I. Ramabrahmam	Member	<i>I. Ramabrahmam</i> 21.7.2013
Prof. Shankar Lal Gargh	Member	<i>Shankar Lal Gargh</i> 21/07/13
Dr. Jagannath Patil	NAAC Officer	

Place : *Mumbai*Date: *21-07-2013*