



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

Accreditation - (Cycle - 2)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
GOVERNMENT JOHNSON COLLEGE
C-8293**

**Aizawl
Mizoram
796001**

**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:	GOVERNMENT JOHNSON COLLEGE Aizawl Mizoram 796001	
2.Year of Establishment	1993	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	6	
Departments/Centres:	6	
Programmes/Course offered:	1	
Permanent Faculty Members:	24	
Permanent Support Staff:	12	
Students:	1181	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Catering to the educational needs of the under privileged students 2. The institution adopts community centered approach through extension activities 3. The college is recognized under 2(f) and 12B under UGC Act	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 12-10-2022 To : 13-10-2022	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. A M RAWANI	Former Director, National Institute of Technology Raipur
Member Co-ordinator:	DR. SANJEEV SONAWANE	Vice Chancellor, Yashwantrao Chavan Maharashtra Open University, Dnyangangotri, near Gangapur Dam, Govardhan Nasik
Member:	DR. MAHADEVASWAMY N	Principal, JSS COLLEGE OF ARTS AND COMMERCE
NAAC Co - ordinator:	Dr. Priya N	

Section II: CRITERION WISE ANALYSIS

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

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The Institution ensures effective curriculum delivery through a well planned and documented process
1.1.2 QIM	The institution adheres to the academic calendar including for the conduct of CIE
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

Govt. Johnson College is an amalgamated institution of two private colleges; Bungkawn College and Khatla Arts and Commerce College amalgamated on 24 th October 2002 . There are 24 permanent faculty members and 8 contract / casual teachers working. The College is co education institution and it is affiliated to Mizoram University. It offers UG programme in 6 disciplines of arts. The college is recognised under 2f and 12(B) status by UGC. It has adopted the Curriculum design and evaluation processes of the Mizoram University. The University designs course curriculum for all affiliated colleges. Few faculty members are representing in BOS/Academic council of the university. The Academic Committee of the Institution prepares the Academic Calendar and implements the academic plan at the beginning of the academic year in accordance with the directives of the affiliating University. The time table committee prepares time table for academic year. Department time table is prepared in accordance with master time table. Lesson plan is prepared by the respective course teacher in line with university syllabus. The information about college, courses and curricular plan to the students is conveyed during an orientation program at the beginning of the academic session.

The Choice Based Credit System (CBCS) Course has been implemented from 2016 -17.

Cross cutting issues relevant to environment and sustainability and human values and ethics are included in the curriculum. The college is yet to offer yoga courses. Guidance is also provided to the students in the selection of various subjects offered by the Institution.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.2 QIM	Teachers use ICT enabled tools for effective teaching-learning process.
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and mode
2.5.2 QIM	Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.
2.6.2 QIM	Attainment of programme outcomes and course outcomes are evaluated by the institution.
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The college provides admission on first come first basis. Orientation programme is held every year for new students at the beginning of the Academic Session wherein students are introduced to the institutional system that may support their educational drives and personal goals; Remedial Classes, bridge courses and tutorial classes are conducted for slow learners. Group discussions and assignments are given to slow learners. Mentee-Mentor System is in place . For experimental learning, field visits and outreach activities like NCC, NSS, Adventure, Eco Club and Red Ribbon Club etc are arranged. The conventional lecture method of teaching has been adopted by all the teachers including video captured lectures through ERP of the college and through U- tube channels.

Evaluation of the performance of the students is done in accordance with the university norms. Internal assessment of 25 marks is done by the examination cell of the college and semester examination is conducted by the university. The college has grievance redressal cell to address the grievances related to examination. In case of university examinations the students are guided to approach university for redressal.

Well defined POs and COs for all programme are defined by the university and communicated to the colleges. The assessment of attainment of POs and COs by the college is not yet done.

The students of the college are honoured by the University for getting top ranks. The college has no placement cell, however they assist the students for their placement. ST students are offered scholarship as per government norms.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Research Publications and Awards
3.3	Extension Activities
3.3.1 QIM	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.
3.4	Collaboration

Qualitative analysis of Criterion 3

This is a under graduate college, the ecosystem for research and innovation is not observed. However, many of the faculty members of the college have published books, book chapters and research papers in journals. Out of 32 faculty members 7 faculty are holding Ph. D degree and 3 more are perusing the Ph. D. 4 faculty member are M.Phil and 10 are NET examination qualified. The college publishes research articles of faculty members in a book volume name as “Divergent Issues” with ISBN number.

The college has entrepreneurship knowledge cell in which various programmes like entrepreneurship awareness programmes, finishing school etc, are arranged. Skill development training programmes on banking was also arranged. The students of the college are encouraged to participate in training programmes organized by State Agriculture Management and Extension training Institute Aizwal.

The college publishes annual college magazine “SULHNU” in which teachers and students contribute articles. The NSS, NCC, Red Ribbon Club, Evangelical Union are active in the college. NSS conduct various extension activities in nearby villages. The college staff has donated funds and relief material during Covid pandemic. The student donate blood by organising blood donation camps frequently. Students are also involved in various other societal issues such as swatchh Bharat, voters awareness, sapling plantation etc. The students of the college also have “Self Support Union’ to help provide part time jobs to needy students. Mizoram State Legal Services Authority established Legal Aid clinic in the college to provide legal services to people, students of the locality.

The college has received various awards Government Online Excellence Award for Govt of Mizoram, certificate of appreciation for their contribution in the youth symposium in 2021 by Asian Development Bank.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.
4.1.2 QIM	The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

The college campus is spread over 0.725Acre in the hill. The college has building blocks. Old building block consist of Library, administrative office and Principal office. New building block consists of 14 class rooms out of which 12 classrooms are provided with LCD projectors. One multipurpose hall, 1 seminar hall, departmental faculty rooms etc. are also there in new building block. One language laboratory having 20 computers with Sankov language software. Wifi facility with 100 mbps is available only in academic block.

There is no hostel for boys/ girls. No transportation facility to commute the students and staff from city to college. There is no hospital/ health centre in the campus. However one sick room with one bed is provided in new building.

The college has a room dedicated for indoor games like board games Table Tennis etc. there is no play ground available, however one basket ball court is available for practice. Students are encouraged and allowed to play outdoor games in outside play grounds.

The library has collection of 11376 books with 3497 titles. It has subscribe to 7 print journals and few magazine. They have not subscribe e- resources however they have access through Inlibnet. The library is partially automated by using SOUL 2.0 software and OPAC.

The college has installed CCTV cameras at strategic location. Water coolers are installed in every floor. Routine cleaning of the campus is done by in house staff.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)
5.4	Alumni Engagement
5.4.1 QIM	There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Qualitative analysis of Criterion 5

The students are provided government scholarship as per govt. norms. About 60% of enrolled students are presently benefited with this. The college provide support for skill development of the student in various field like preservation and processing techniques of fruits and vegetables, importance of food packaging and labelling, fermentation of picking of fruits etc. the college conducted 3 months certificate programmes on Quantitative Aptitude and General studies to prepare students for competitive exams. The graduating students also supported to for to opt for their higher education.

The college has various cells namely Student Development and Welfare committee, Grievance Redressal Cell, Career and Counselling Cell, Anti ragging committee, Internal Complaints committee, Canteen Committee and Sports Committee etc.

The college has students union. Office bearers of the union are elected by the students. The student union member actively engaged in the activities sports, cultural and extension activities effectively.

The college has a alumni association having constitution in place however registration of the association yet to be done. Alumni meets are arranged every year. Alumni donated water coolers to the college and have also provided financial support of Rs. 8000/- from 2016-2019. They are involved in some of the student activities

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of and in tune with the vision and mission of the institution
6.1.2 QIM	The effective leadership is visible in various institutional practices such as decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	The institutional Strategic / Perspective plan is effectively deployed
6.2.2 QIM	The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures, etc.
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institutions Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Qualitative analysis of Criterion 6

The college is function under the Directorate of Higher and Technical Education department of Government of Mizoram. The college has well defined vision and mission. The college is a government college, affiliated to university. *The Principal as the head of the institution implements the decisions and policies of the institution along with the staff members.* The institution has decentralized its academic and administrative activities by constituting , the academic committee, the Examination Committee, the Admission Committee, the Library Committee, College Development ,Sports Committee etc. involved in participatory management.

The college has no perspective/ strategic plan for the college. ERP is recently implemented in admission and academic areas.

The college has provisions of all welfare measures for teaching and nonteaching staff as per norms of

Government of Mizoram. The institution has adopted UGC's performance appraisal system and Academic Performance indicators (API). Faculty members are permitted to participate in conferences, training programmes, workshops etc. However no financial assistance is provided to them. The non-teaching staff are promoted as per Civil Service Rules of Mizoram state.

The IQAC works on all quality evolving facets and conduct regular meetings. Feedback from all stake holders are collected and analysed by IQAC. The report is forwarded to Principal for taking necessary action.

The financial audit is done every year by chartered accountant and also by Accountant General of Govt of Mizoram.

The college has received RUSA Grant from 2017- 2019 amounting about 1.7crores for construction of class rooms, indoor hall, IT infrastructure and faculty appointment. In addition to this the fund is received from state government to meet salary and other miscellaneous expenses.

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	Measures initiated by the Institution for the promotion of gender equity during the last five years.
7.1.3 QIM	Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words) <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • Biomedical waste management • E-waste management • Waste recycling system • Hazardous chemicals and radioactive waste management
7.1.8 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).
7.1.9 QIM	Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).
7.1.11 QIM	Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).
7.2	Best Practices
7.2.1 QIM	Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Qualitative analysis of Criterion 7

The college has taken few measures towards gender equity by adopting it in curriculum as part of subjects .

The college has setup equal opportunity cell. The college has taken steps to safety and security of girl students. The college has conducted gender equity awareness programmes in assessment period. The college has taken imitative to save energy by replacing LED bulbs. Safety and security is ensured through installation CCTV cameras.

The college has successfully undergone Green Audit in 2021 awarded grade 'A' approved by Mizoram Pollution Control Board

The college has arrangement to proper arrangement for disposal of solid waste through local Municipal Corporation .

As a green initiative the college has planted saplings. The college has yet take imitative of scientific identification of planted trees in the campus by using QR code tagged to provide information about the plants. Rain water collection is done and utilise in the campus.

The college celebrates National and International days In order to develop harmony towards culture, region, linguistic, communal, and social economic and other diversities. Mostly these programs are on special occasions and not a regular feature of college activities. Important National days like Constitutional day, Gandhi Jayanti, Ektha Divas (SardarVallabhBhai Patel), Martyrs' day, National Integration day, Independence Day, and a voters pledge programme. World environment Day, ethnic day are celebrated in the campus

Best practices mentioned by the college are routine in nature. These are student development programme and value based education on social responsibility .

Distinct feature of the college is to provide education opportunity to ST and girls student. The college student is also running 'Self Support Union' to help economically weak students by engaging them in part time jobs.

Section III:OVERALL ANALYSISbased on Institutional strengths.Weaknesses,Opportunities & Challenges(SWOC)(up to 500 words)

Overall Analysis

Strength:

- The college has recognized under 2f and 12(B) by UGC
- Accredited with C grade by NAAC in 2011
- Catering to the educational needs of the under privileged students
- Support for co-curricular activity

Weaknesses:

- Location disadvantage
- Only few skill based courses are available
- Students are First generation learners, having low economic profile and weak language competencies.
- Research and eco system does not exist
- The library facility is insufficient to cater the need of all students.

Opportunities:

- To start more number of Skill oriented programmes
- Institution could mobilize more funds from the North Eastern Council, national and international funding agencies for the organize of seminars, workshops, FDP, etc
- To develop hostel facilities
- To Develop research culture
- To start PG Programme in few subjects
- To improve communication and soft skills among students

Challenges:

- Provide adequate infrastructure
- Preparing students to acquire skills to meet the global challenges
- Appointing of qualified teachers.
- Improving the English language competency and communication skills of first generation learners
- Attracting of quality students

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)

- All class rooms needs to be installed with sound system to improve audio clarity.
- Hostel facility to be provided to students
- Faculty has to be motivated to get financial support for research by submitting research proposals to various funding agencies like ICSSR, ICHR
- The college should establish a training and placement centre to prepare the students for various competitive examinations, improve communication and soft skills
- Library should be augmented with appropriate number of text books and reference books in all the subjects.
- The college should tap the good-will of the alumni and community in terms of resource mobilization
- Collaboration with local and national organizations and institutes needs to be explored.
- College needs to prepare strategic/perspective plan.
- To convert college into multi disciplinary educational institute by offering other programs.
- College needs to prepare implementation plan for NEP 2020.

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. A M RAWANI	Chairperson	
2	DR. SANJEEV SONAWANE	Member Co-ordinator	
3	DR. MAHADEVASWAMY N	Member	
4	Dr. Priya N	NAAC Co - ordinator	

Place

Date