



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

**Accreditation - (Cycle - 1)**

**PEER TEAM REPORT ON  
INSTITUTIONAL ACCREDITATION OF  
GOVERNMENT DEGREE COLLEGE KARGIL  
C-21423  
KARGIL  
Jammu And Kashmir  
194103**

**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 DEGREE COLLEGE KARGIL KARGIL Jammu And Kashmir 194103	
2.Year of Establishment	1995	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	3	
Departments/Centres:	19	
Programmes/Course offered:	3	
Permanent Faculty Members:	25	
Permanent Support Staff:	12	
Students:	2107	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. 1. College is situated in hilly terrain near Line of Control LOC bordering Pakistan. 2. 2. All students are tribal. 3. 3. Two-third of students are girls.	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 23-09-2019 To : 24-09-2019	
6.Composition of Peer Team which undertook the on site visit:		
	<b>Name</b>	<b>Designation &amp; Organisation Name</b>
Chairperson	DR. PROF MOHAN SINGH MANIYARI RAWAT	FormerProfessor,HEMWATI NANDAN BAHUGUNA GARHWAL UNIVERSITY
Member Co-ordinator:	DR. PURUSOTTAM NAYAK	Professor,NORTH EASTERN HILL UNIVERSITY
Member:	DR. HARIDAS VIDHATE	Principal,ANANDRAO DHONDE ALIAS BABAJI MAHAVIDYALAYA KADA
NAAC Co - ordinator:	Dr. Jagannath Patil	

## 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
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

### Qualitative analysis of Criterion 1

The curriculum is developed by the Academic Council of University of Kashmir. Timetable and academic calendar are followed strictly by the College. The College offers subject combinations considering the subjects available in the 14 feeding higher secondary schools in the district. During the last six years, as many as five new subjects like Travel and Tourism Management, Geology, Geography, Biochemistry and Sociology have been introduced. Subjects like Geology and Geography have been introduced considering the rich geological resources available in the Ladakh region. College is running 16 skill enhancement courses and two vocational courses. College is inspiring students for social, moral and ethical values and making efforts to provide skill based programmes for self-employment including skill centre for traditional and Ladakhi crafts.

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, after admission and organises special programs 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
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

#### Qualitative analysis of Criterion 2

College has a system of incorporating innovative methods in teaching learning process through group discussions, home assignments, and presentations. Through this College makes teaching and learning more interactive and interesting. It conducts regular internal tests/ assignments for effective delivery of curriculum. To achieve this College organises periodic meetings with faculty members. Regular study tour and field visits are organised for the students. Teachers are encouraged to participate in seminars/conferences/ workshops to update their knowledge. The college invites guest speakers from various fields to bring vibrant academic life in the institution. It organizes other academic events such as inter-college debates and seminars. UDAAN and Start up India programs have been implemented to give opportunities to youths in their career development. College has adopted online transparent system of admission of students since academic year 2012-13. The institute has one smart class room and nine other ICT enabled class rooms. Mentor Mentee system is in practice. Institution is continuously evaluating students through various means and has a grievance cell to address the problems of the students. Feedback system has been adopted but needs to be improved with appropriate questionnaires. Teachers are using ICT in teaching and learning process. Two teachers have received national and international recognition like best teacher award by Dept. of Science and Technology, Jammu & Kashmir Govt., and Young Connector of Future by Swedish Institute. One teacher contributed in the United Nation Volunteers Report on Volunteering in India.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

#### Qualitative analysis of Criterion 3

College has formed a Centre for Evaluation of Physic-chemical analysis of water bodies, hot springs and traces elements, (b) Centre for Health, Culture and Women Welfare, (c) Ladakh Commerce and Industry Research Centre, (d) Centre for Botanical research, and (e) Centre for Wildlife Studies and Conservation. Three permanent faculty members and four temporary teachers are Ph.D. degree holders and some of them doing research and publishing research papers in reputed journals. In total 31 publications have been done by faculty members. College has linkages with IGNOU, Maulana Azad National Open University, Directorate of Distance Education, Govt. of Kashmir, J.K. Entrepreneurship Development Institute, University of Ladakh, and AICTE regarding students related activities. There are 7 permanent faculty and 9 temporary faculty members who have M.Phil. Degrees. The teachers are motivated to attend conferences, seminars, and workshops. In order to infuse sense of competition and research temperament among young minds regular workshops are organised including Science Awareness Mela. Various researchers of eminence are often being invited to deliberate on their subject domains and interact with the students. The science laboratories have been enriched with the support of DST & UGC. Zoology Department publishes wildlife magazine. College regularly organizes various extension activities and programmes of Institutional Social Responsibility in and outside the campus through NSS. Some of these include Career Counselling by Armed Forces, Awareness programme on Prime Minister Special Scholarship Scheme, Environment Protection and Prevention of Child Labour, Women Empowerment and Mobility, Conservation, celebration of important national and international days, Swatch Bharat Abhiyan, etc.

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 facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
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

College has a campus spread over 31183.37 square meters of land. Physical infrastructure of College comprises of administrative block, science block, commerce block, lecture blocks, humanities block, library block, health centre, gymnasium, smart classrooms, computer lab, seminar hall, botanical garden/green house, canteen, recreation hall, rest rooms for students, toilet facilities, staff quarter, girls hostel, tribal hostel, laboratories and computer centre. Besides it has a common room for differently abled students. Academic bloc and library building has provision for differently abled students. Three water tanks of 20000 litre capacity each have been installed to store water in college premise. Water coolers and water purifiers are also installed. The college receives 24 hours electric supply from the 10 KV solar plants installed in the campus. Towards disaster management the college has constructed four bunkers to provide immediate security to students against shelling from across the border. Library is fully automated using SOUL Software. One SOUL server is connected with three other client computers using LAN networking. College has EDUSAT hub linked with Kashmir University. Library services include reading room; internet resources cell/browsing section, reprographic services, library automation and online public access catalogue. In total 13,302 books have been procured in the library. College has 4 buses for the students and 21 scooters. College needs to add more recent text books in the library. Majority of Departments of the college are equipped with desktop computers with broadband connectivity. Botany Department has Culture Media Lab.

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	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

#### Qualitative analysis of Criterion 5

College prospectus provides detailed information regarding courses, evaluation system, academic and institutional calendar, scholarships and financial assistance, extracurricular activities, support services, publications, college committees and list of faculty members. College publishes magazines and newsletters. Students are admitted following strictly Govt. of India guidelines. Students with physical disabilities are provided aid out of college fund and all students receive scholarships. Medical facilities to students are provided through its first aid Centre. Career Counseling & Guidance Cell organizes activities to help students in career development. Study tours and exposure trips are organized for the students on regular basis. College has indoor and outdoor sports facilities and a Yoga Centre. Students participating in sports are provided academic support and guidance by faculty members. Active participation by students in state and national level competition is encouraged. Free medical coaching classes are organized to extend support and provide guidance to students aspiring for PG admission and competitive examinations. Awareness programs are organized to inform students about career in armed forces. Experts of various fields are regularly invited to the college campus to deliver lectures for the benefit of students. Campus recruitment drive through UDAAN scheme is organized. The institution has grievance cell and women cell to address issues of students in general and girl students in particular. Anti-Ragging Ragging Committee is in place to curb the menace of ragging. A helpline number is provided at the time of admission to all the new students.

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 an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
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	Institution has 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
6.5.5 QIM	Incremental improvements made during the preceding five years ( <i>in case of first cycle</i> )  Post accreditation quality initiatives ( <i>second and subsequent cycles</i> )

Qualitative analysis of Criterion 6
<p>The college management committee is headed by Principal who coordinates all the functions of the college. College has constituted various committees to carry out the activities of the college democratically. Conveners of the committees and heads of the departments chalk out policies and plans of the institution with guidance of the Principal. Student representatives are also involved in matters affecting the students directly. College accounts are regularly audited internally by the committees and externally through AG office of the state. Periodic stock verification of various departments and general store are made. Internal Quality Assurance Cell (IQAC) has been established in the college to maintain and improve its development activities.</p>



Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> <li>1. Safety and Security</li> <li>2. Counselling</li> <li>3. Common Room</li> </ol>
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> <li>• Solid waste management</li> <li>• Liquid waste management</li> <li>• E-waste management</li> </ul>
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> <li>• Students, staff using <ol style="list-style-type: none"> <li>a) Bicycles</li> <li>b) Public Transport</li> <li>c) Pedestrian friendly roads</li> </ol> </li> <li>• Plastic-free campus</li> <li>• Paperless office</li> <li>• Green landscaping with trees and plants</li> </ul>
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

#### Qualitative analysis of Criterion 7

College is very sensitive to the environment and environmental issues and works continuously to improve and maintain clean campus. The faculty members, NSS volunteers and students of the college take measures to maintain eco-friendly environment within the campus. College campus has been declared as no polythene and no smoking zone. To ensure cleanliness in the College it has made bio disposable pits and kept dustbins in the campus. The NSS wings conducts regular visits to nearby villages and conduct awareness program among general masses for cleanliness and spreading environmental awareness. The college in collaboration of

Renewable Energy Ministry, Government of India has installed 10 KV solar plants in the college. Proper mechanism of water harvesting is in place by constructing underground water reservoir. The college has a website, facebook page and WhatsApp group to disseminate relevant information among student community in particular and public in general.

**Section III: OVERALL ANALYSIS** based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC) (up to 500 words)

Overall Analysis

**Strength:**

**STRENGTH**

- An aesthetic clean and fenced campus on a small plateau having surrounded by mountains on all sides.
- A campus uses solar energy.
- Having a botanical garden with varieties of plants of native and exotic species.
- As commitment to social justice, enrolment of girls students to the extent of 69%.
- Having a vibrant NSS team undertaking various activities.
- College has a Skill Centre.

**WEAKNESS**

- In spite of the College being established in 1995, it is yet to start PG programmes because of which a large number of students migrate to other states for higher studies.
- Inadequate number of permanent teaching positions in various disciplines.
- Inadequate fund for development since College is under district plan instead of state plan.
- College is yet to get infrastructure funds under the scheme of RUSA 1.0 and 2.0.
- Lack of heating facility in class rooms hampers academic activities due to extreme cold in winter.
- Lack of a proper playground.
- No auditorium.

**OPPURTUNITY**

- College is the only institute of higher education in the Kargil district having opportunity to be upgraded as a P.G. College.
- College is yet to take advantage of various UGC schemes for its overall development and up gradation of facilities.
- There is scope of introducing courses like Information Technology, Computer Application, fashion technology, home science, and ethnic folk culture centre and skill oriented vocational courses.
- Since Ladakh is an abode to innumerable medicinal plants that has relevance in traditional Tibetan medicine, botanical garden needs to be improved with various medicinal plants.

**CHALLENGE**

- Lack of adequate funds for infrastructural developments.
- Harsh climatic condition requiring funds for provision of heating arrangements in class rooms.
- Lack of indoor and outdoor sports facilities hampering students' excellence in various sports activities.

#### **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)

- Adequate number of teaching positions needs to be created.
- College needs to be upgraded to a P.G. College.
- Adequate number of books to be procured for the students in the library.
- An auditorium needs to be constructed.
- More hostels for the girls students to be constructed.
- New buildings to be constructed in future needs to be designed keeping in view the local requirements and climatic condition.
- Sports facilities needs to be improved at least for girls students.
- Computer center needs to be strengthened adding adequate number of terminals keeping in view large number of students.
- Canteen facilities needs improvement.

**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. PROF MOHAN SINGH MANIYARI RAWAT	Chairperson	
2	DR. PURUSOTTAM NAYAK	Member Co-ordinator	
3	DR. HARIDAS VIDHATE	Member	
4	Dr. Jagannath Patil	NAAC Co - ordinator	

**Place**

**Date**