

POST ACCREDITATION INITIATIVES

Fitness of Purpose, Fitness for Purpose

Assessment and accreditation is a natural corollary of the entire gamut of teaching-learning and evaluation process adopted by the institutes of higher education. NAAC assessment provides institutes of higher education an opportunity for introspection, self analysis, revisiting old frameworks and setting new benchmarks for systemic and systematized evaluation.

With this spirit in mind and following the '*Fitness of Purpose*' the College offered itself for accreditation in Cycle I in 2004. The Peer Team visited the College on 19th – 20th August, 2004 and accredited the College in Grade B after a thorough on the spot study of the different units of the College and their respective functioning. Various suggestions for improvement were also given by the Peer Team members. The College authorities endorsed those suggestions in the work-plan of the College.

Consequently on the instructions received from NAAC, an Internal Quality Assurance Cell was established at the College in December 2004. A team comprising of a Coordinator and seven teachers with the Principal as the Chairperson has been consistently galvanizing its energies to enhance and develop quality of work culture at the College. The IQAC meets at the beginning of the session to discuss and formulate a work plan for the year ahead. It focuses on the curriculum aspects, setting of new quality measures for the improvement in teaching-learning and evaluation process. It also gives due attention to the research and extension activities, publications, infrastructure development, enrichment of library as a learning resource and tracking the progression of the students. While formulating the work plan, the IQAC is also keen to adopt certain innovative measures which are within the reach of the College so that the quality of campus life is enhanced and students and faculty get valid exposure to new and emerging branches of study and research. Thereafter staff-meetings are held at the end of the month in which the work plan and the effective implementation of the various quality parameters are assessed.

Quality is neither episodic nor erratic. It is a result of a regular sustained effort. Bearing this in mind the IQAC of the College has formulated its own policy based on the 3 C's (conscious, consistent and catalytic action). The IQAC policy is as follows –

"The IQAC shall strive to extend equal opportunities and access to higher education. It is committed to add innovative measures in curriculum design and teaching and develop inter-departmental communication system, take consistent steps towards women empowerment and act as a catalytic force for community development by adding professional courses, skills related to ITC so that the girls belonging to the weaker and under-served sections of the society can come to the mainstream of national development."

FITNESS FOR PURPOSE & QUALITY ENHANCEMENT MEASURES

1. UGAT (Under Graduate Admission Test) and Admission Core Committee

After the parent University of Allahabad gained central status on 14th July 2005, it embarked on the mammoth task of making the University a national institute. It thus became imperative for the University to conduct

admission test at the national level. The University authorities considering the minority character of the College permitted the College to conduct its own admission test, which gave the girl students of the underserved sections of the society an opportunity to take admission in an institute of higher education and enhance their knowledge and capabilities.

To meet the challenge of conducting UGAT (Under Graduate Admission Test) at the College level independently, the IQAC of the College decided to set up an Admission Core Committee. The Core Committee worked round the clock to chalk out a vigorous plan which would meet the demand of equity and wide access. To ensure publicity, the Admission Core Committee publishes annually its own Admission Brochure along with Application Form for UGAT (B.A. & B.Com.). To maintain transparency in the process, the Admission Core Committee decided to conduct UGAT (B.A. & B.Com.) with the help of an external agency. The Admission Core Committee also reviews the students' profile annually. Through its review process it has adopted various measures to address the institution's growing demand of accessibility and availability of seats and combinations. Existing combination codes are constantly reviewed by the Admission Core Committee and new codes are added according to the needs of the students.

Thus through an efficacious and transparent admission process the College aims to provide a set of well educated students capable of contributing positively towards national development.

2. Vocationalization of Higher Education

The College has embarked on the mission of vocationalization of higher education. Education is inconsequential if it does not provide gainful employment to the students. With a view to arm the graduates with vocational education and enhance their level of employability, the College is running two vocational subjects and various professional courses. The vocational subjects are – Office Management and Secretarial Practices & Computer Application in Social Sciences at degree level. Both the subjects were granted to the College by the UGC in the IX Five Year Plan and Computer Application in Social Sciences is functional since 2005. In the X Five Year Plan of the UGC, the College was granted three add-on diploma courses in 2006-07 – Fashion Designing and Kashidakari, Urdu Journalism and Mass Communication, Translation Proficiency in Arabic. The UP Urdu Academy sanctioned two-year diploma course in Urdu Calligraphy (Kitabat) in 2006. In the session 2008-09, two diploma courses were sanctioned by the University of Allahabad – One year Diploma in Computer Application ‘O level’ (DCA) and One Year Diploma in Fashion Designing. The College signed an MoU with UPTEC Computer Consultancy and consequently established Value Hub in 2013. Two Computer Courses – Three-Month Certificate Course (CCC) and Two-Month Certificate Course (Tally-ERP9) are functional at the Value Hub. All these vocational subjects and professional courses are functional and the beneficiary students have been successful either in getting jobs or admissions in more advanced professional courses. Students of Fashion Designing have even started their own boutiques and production units.

The College authorities are conscious of the need of the hour that the students have to be prepared as a skilled force ready to contribute to the economic growth and development of the country. The UGC in its XII Five Year Plan focuses on B.Voc. Programme – "A scheme on skilled development

based higher education as part of College / University education, leading to Bachelor of Vocation (B.Voc.) Degree with multiple exits such as Diploma / Advanced Diploma under the NSFQ. The B.Voc. programme is focused on Universities and Colleges providing undergraduate studies which would also incorporate specific job roles and their NOSs along with broad based general education. It would enable the graduates completing B.Voc. to make a meaningful participation in accelerating India's economy by gaining appropriate employment, becoming entrepreneurs and creating appropriate knowledge". (excerpt from UGC guidelines for B.Voc.)

The College applied for B.Voc. to the UGC and it is the only College among the 11 constituent colleges of University of Allahabad and third in Uttar Pradesh to be sanctioned B.Voc. on 15th May, 2014. Two trades have been sanctioned under this scheme –

- 1) Journalism and Mass Communication (50 Seats)
- 2) Fashion Design and Embroidery (50 Seats)

These two courses shall play a pivotal role in preparing workforce for industries and media. Its curriculum has to be prepared with the help of respective Sector Skill Councils (SSC), industries and College. **These courses shall start from July 2014. A grant of Rs. 1.85 crore has also been sanctioned to the College.** This programme shall certainly facilitate the underprivileged students of the College to contribute proactively towards the development of the nation.

3. ICT empowered teaching programme

To ensure quality in the teaching learning process the College has introduced ICT empowered teaching programme as a post accreditation initiative. Under this, following measures have been adopted

- **Four Smart Classrooms** are functional at the College.
- **Computer Lab** - A well equipped Computer Lab provides free access to students for computer composing, net-search and Xerox of subject matter related to the curriculum.
- **Language Lab** - Equipped with 21 PCs and ETNL Language Lab Software provides language and pronunciation skills to students in English and Urdu
- **Media Lab** - It conducts practical classes in Photo-Journalism a component of the syllabus of Urdu Journalism and Mass Communication.
- **Reprography Cell** - Reprography Centre was established in 2012. It trains the students in Hindi Computer typing, Xeroxing and other skills. Students also take job work.

4. Establishment of Research Cell

A Research Cell was established in 2007 which is involved in making action-plans, monitoring and facilitating research based activities. A Research Committee has been constituted to monitor and address the issue of research. It has decided to regularly hold seminars in different subjects every year. It is constantly in touch with the funding agencies and as a result 19 seminars, symposium and workshops have been organized by the College after its accreditation in Cycle I.

**SEMINARS, WORKSHOPS, SYMPOSIUM ORGANIZED BY THE
COLLEGE TO PROMOTE RESEARCH CULTURE**

S.No	Seminars/ Workshops/ Symposium/ Memorial Lecture	Theme	Date & organizing body
1.	U P Urdu Akademi & NCPUL sponsored National Seminar	<i>Lucknow ka Adabi Manzarnama: Munshi Dwarika Prasad Ufaq ke Khususi Hawale Se</i>	7 th - 8 th March, 2014 organized by Dept. of Urdu, HGDC
2.	ICHR sponsored National Seminar	<i>Women Freedom Fighters of 1857 with special reference to Rani Laxmi Bai and Begum Hazrat Mahal</i>	20 th - 22 nd December, 2013 organized by Dept. of History, HGDC
3.	UGC & NCPUL sponsored National Seminar	<i>Attharwein Sadi ki Dilli : Meer ka Gham-e-Dauran aur Shora-e-Muasreen</i>	17 th - 18 th November, 2012 organized by Dept. of Urdu, HGDC
4.	Workshop	<i>Photo Journalism : Concept, Technique and Its Relevance in Modern Media</i>	5 th - 6 th November, 2011 organized by Dept. of Urdu Journalism and Mass Communication
5.	Symposium	<i>Women Well-Being and Positive Health Care</i>	25 th September, 2011 organized by CWS, HGDC
6.	National Seminar	<i>Women and Property Rights in India</i>	22 nd September, 2011 organized by CWS, HGDC
7.	National Seminar	<i>Divorce Among Muslims with Special reference to Talaq-e-Tafweez</i>	21 st November, 2010 organized by CWS, HGDC
8.	UGC sponsored National Seminar	<i>Gender Issues : Changing Paradigms as reflected in English Literature</i>	13 th - 14 th November, 2010 organized by Dept. of English, HGDC
9.	Symposium	<i>Need and Importance of Urdu Journalism in the Modern Age</i>	7 th October, 2010 organized by Dept. of Urdu Journalism and Mass Communication
10.	National Seminar	<i>National Service Scheme: Overview and Future Dimensions</i>	24 th - 25 th November, 2009 organized by NSS, HGDC
11.	National Seminar	<i>Indian Diaspora and English Literature: Visions and Expressions</i>	15 th - 16 th November, 2009 organized by Dept. of English, HGDC

12.	Seminar	<i>Gender Discrimination: Issues, Challenges and Legal Remedies (with special reference to RTI)</i>	25 th October, 2009 organized by Centre for Women's Studies
13.	UGC sponsored National Seminar	<i>Contribution of Muslims to Indian Freedom Struggle</i>	6 th -7 th December, 2008 organized by Dept. of History, H.G.D.C.
14.	UGC sponsored National Seminar	<i>Bahadur Shah Zafar: Shair Aur Mujahid-e-Azadi</i>	3 rd -4 th December, 2008, organized by Dept. of Urdu, H.G.D.C.
15.	ICHR sponsored National Seminar	<i>Communal Unity and Indian Freedom Struggle</i>	25 th - 26 th November, 2007 organized by Dept. of Med. History, H.G.D.C.
16.	NCPUL sponsored International Seminar	<i>Bahadur Shah Zafar : Shair Aur Mujahid-e-Azadi</i>	22 nd & 23 rd November, 2007, organized by Dept. of Urdu, H.G.D.C.
17.	NCPUL sponsored National Seminar	<i>Allama Iqbal : Rahbare Insaniyat</i>	7 th - 8 th January, 2007 organized by Dept. of Urdu, H.G.D.C.
18.	UGC sponsored National Seminar	<i>Child Labour in India : Issues, Causes and Interventions</i>	28 th - 29 th October, 2006 organized by Departments of Economics and Sociology, H.G.D.C.
19.	UGC & UP Urdu Akademi sponsored National Workshop	<i>Prem Chand ka Adab: Insaniyat ka Dastawez</i>	26 th - 27 th February, 2005, organized by Departments of Hindi and Urdu

PROPOSED SEMINARS TO BE HELD IN 2014-15

The UGC has extended approval to the College to hold four seminars.

- a) The Department of Sociology submitted proposal to UGC to hold national seminar on *Working Women in Contemporary Indian Society: Role, Expectations and Identity*. It has been approved by the UGC.
- b) The Department of Economics submitted proposal to hold national seminar on *Human Resource Development in Twelfth five year plan: Challenges and Possibilities*. This has also been approved by the UGC.
- c) The Department of History submitted proposal to hold national seminar on *Women Freedom Fighters of UP in 1857: A Special Review of Rani Lakshmi Bai and Begum Hazrat Mahal*. This seminar too has been approved by the UGC.
- d) The Department of Urdu submitted proposal to hold national seminar on *Lucknow Ka Adbi Manzar Nama Munshi Dwarika Prasad Ufaq Ke Khusosi Hawale Se*. It has been approved by the UGC.

Begum Khursheed Khwaja Memorial Lecture

1.	First Memorial Lecture – Tribute to Begum Khursheed Khwaja – Founder of the College	24 th December, 2011
2.	Second Memorial Lecture – Tribute to Women Freedom Fighters ‘ <i>HIDDEN PEARLS</i> ’	8 th March, 2013
3.	Third Memorial Lecture – <i>Special Tribute to Akbar Allahabadi</i>	22 nd December, 2013

Poetic Symposium

- An *All India Mushaira of Women Poets* was organized by Dept. of Urdu on 9th May, 2012
- A Poetic Symposium was organized on 17th December, 2009. Mrs. Razia Kazmi from New Jersey, USA recited her poems and interacted with the students
- College organized a *Mahfil-e-Mushaira* on 3rd December, 2008. Mr. M. Ashok Jain (I.P.S.) S.S.P. Allahabad was the Chief Guest
- College organized a *Mahfil-e-Mushaira and Sham-e-Ghazal* on 22nd November, 2007. Prof. Rajen Harshe, Vice-Chancellor, A.U. was the Chief Guest

Another objective of this committee is to facilitate publication of research papers and journals The Department of Urdu has started publishing an Annual International Urdu Journal *Naqsh-e-Nau* since 2008. Six (06) volumes have been published. The seed money for its publication is provided by the College. It carries research papers of merit by experts and eminent professors of Urdu. It has received acclaim in India and abroad. Papers have been contributed by eminent researchers from USA and U. K. also.

The Research Cell also encourages the faculty to conduct research projects. **Seven (07) projects have been completed –**

S.No	Department	Title of the Project	Funding Agency
1	Dept of Economics and B.Com. Faculty	<i>Social and Economic Condition of Women Bidi Workers: A Case Study of Allahabad</i>	U.G.C.
2	Dept. of Ancient History	<i>Archaeological Exploration in the Lower Ganga Yamuna Doab</i>	ICHR
3	Dept. Geography	<i>Study of Slums: Its Impact on Social, Economic Environmental Aspects - A Case Study of Allahabad</i>	U.G.C.
4	Centre for Women's Studies	<i>Women Labour Force in Unorganized Sector with special reference to Women Bidi Workers, Vendors, Tea-stall Owners and Paper Envelope Makers</i>	In-house project of the Centre for Women's Studies (from the permissible spending Rs. 10,000/-)

5	Centre for Women's Studies	<i>Divorce Among Muslims with special reference to Talaq-e-Tafweez</i>	In-house project of the Centre for Women's Studies (from the permissible spending Rs. 10,000/-)
6	Centre for Women's Studies	<i>Begum Khursheed Khwaja: A Priceless Gem</i>	In-house project of the Centre for Women's Studies (from the permissible spending Rs. 10,000/-)
7	Centre for Women's Studies	<i>Health Problems Among Young Unmarried Girls: Prevention and Management</i>	In-house project of the Centre for Women's Studies (from the permissible spending Rs. 10,000/-)

5. Centre for Women's Studies and Gender Sensitization Programme

In the XI Five Year Plan, a Centre for Women's Studies was sanctioned to the College by UGC in 2009 and since then it is actively involved in research on issues related to women empowerment and emancipation. Our College is the only College among the 11 constituent Colleges of University of Allahabad to be sanctioned Centre for Women's Studies. **It has been given extension in the XII Five Year plan of the UGC.**

It has adopted a three-pronged approach which can be best expressed as the **EAE formula-Emancipation, Amelioration and Empowerment** to work for the development of women. Targeting the EAE formula, the Centre focuses its activities on two key issues – **providing legal safeguards to women and improving women's health**. To meet the first objective of providing legal literacy and safeguards, the Centre has organized five seminars and symposium on legal rights of women. To cater to the second objective, a Health Centre has been established where regular health check-ups of students are conducted by the Consultant Doctor.

A Fitness Centre is also functional under the aegis of the Centre for Women's Studies. Yoga and Fitness Training is also given to students under the supervision of a trainer through *Fitness Through Exercises and Wellness Through Yoga*. The Fitness Centre is equipped with five exercisers.

6. Library as a Learning Resource

The College Library has been digitized and enriched. The Library has been automated with LIBSYS software. The College has obtained membership of N-List that provides access to e-resources to students and faculty. Library Advisory Committee provides user orientation and awareness to the students at the beginning of the session and also from time to time. The College library provides reference and reprography services to its users. Users can print the e-publications downloaded from the internet and also through NLIST-INFLIBENT. There is In-house / remote access to e-resources through the Wi-Fi facility and NLIST. The Library Advisory Committee ensures that the students and staff attend the library on a specified time frame which helps in smooth issuing of books and each student gets a chance to access the library. The library staff assists the students / staff to access the digitized library. The

DELNET facility is also available to the staff and students.

7. Technology Upgradation

- Computer Lab - Keeping in view the requirement of the students in the age of IT, the Computer Lab is equipped with 21 PCs, Online UPS, printers along with scanner and photocopiers. The students and staff can access Internet through BSNL Broadband connection.
- Computer Systems and accessories-Seven printers and photocopiers
- Four smart classes have been developed
- Multipurpose conference room equipped with latest Public Address System has been developed
- Public Address System all through the College
- College campus is under surveillance through C.C.T.V. Cameras.
- LED (02), T.V. (03)
- Fire Extinguishing System
- Solar Water Heater
- Water Purifiers (02)
- Generators (02)

8. Linkage with Allahabad Museum and Regional Archives, Allahabad

The College has developed links with Allahabad Museum and Regional Archives. Consequently students have participated in activities organized by the Allahabad Museum. On 5th September, 2013 seventy eight students of the College were taken on a study tour to Allahabad Museum. The students visited the galleries of Museum and had glimpse of the rare artifacts. This exercise made them aware of their rich cultural heritage. On 8th February, 2014 an exhibition on *1857: Azadi ki Pahli Chingari* was held. Students of the College participated and held interaction with the Chief Guest, Governor of UP Mr. B.L. Joshi.

Students visited the Regional Archives on 14th November, 2013 to have a glimpse of the rare historical manuscripts and ancient records. Three-day Archival Exhibition on *Women Freedom Fighters of 1857 with special reference to Rani Laxi Bai and Begum Hazrat Mahal* (20th – 22nd December, 2013) was also organized at the College campus by the Regional Archives, Allahabad in collaboration with the Dept. of History of the College.

QUALITY SUSTENANCE MEASURES

1. Mechanism for Self Appraisal

To evaluate the performance of the staff, appraisal report is being filled and submitted by teachers to IQAC annually. The Self Appraisal Report focuses upon timely coverage of the modules, innovative measures adopted for effective transaction of the curriculum, research publications and activities undertaken during the session. These points throw light on the performance of the teachers. These forms are analyzed by the members. Any staff member whose appraisal is not found up to the mark is motivated to involve in more research activities for excellence.

2. Remedial Coaching

The College was granted UGC sponsored Remedial Coaching Scheme in 2006. Through this scheme the College conducts classes in different subjects

according to the needs of the students. This scheme is a boon for slow learners as they are helped by special facilitative lectures by teachers. Books and reading materials are provided to the students. This additional coaching facility has improved the teaching practices.

3. Counselling of the Students

The Faculty conducts counselling of the students collectively. The Career and Counselling Cell organizes Counselling Sessions by experts through which students are provided Career Counselling.

4. Student Grievances and Redressal

The Principal meets the students every day between 12:00-1:00 P.M. to listen to their grievances. A separate register is maintained where students register their name and problems. The Principal adopts welfare measures to resolve their problems.

5. Steps to Improve Campus Life

- **Interdisciplinary Activity** – The College organizes various interdepartmental activities like debates, open discussion sessions, essay writing, self-composed poem competition to develop a culture of connectivity amidst the students. In this regard an Intercollegiate essay competition was organized by the Department of Sociology on – Save the Girl Child, Management of Natural Disaster, Cleanliness of Ganga is our Pride, Use of Solar Energy, Polythene and Health.
- **Extra Curricular Activities** – Students regularly participate in debates, quiz competitions organized by the College. The Department of Sociology organized debate on *Corruption* and also holds discussions on *Dowry*, *Child Labour*, and Issues Related to the Elderly Persons on regular basis.

Every year students participate in Damodar Shree National Award for Excellence organized by Saraswat Khatri Pathshala Society conducted by S. S. Khanna Degree College, Allahabad on 2nd October.

Students of CCC participated in IT Carnival organized by UPTEC Computer Consultancy Ltd., Alld. They were awarded certificate of participation.

- **Sports and Games** – The College has registered its presence in the field of sports. Students participate in indoor and outdoor games. Over the years students have been taken to the University Stadium for girls at Women's Hostel where they practice Basket Ball. The College Basket Ball Team participated in the Inter collegiate Basket Ball Championship organized by the University of Allahabad. Through the NSS the students participate in outdoor games like kabaddi, kho-kho, lemon race. They also take part in indoor games.
- **Cultural Activities** – The College organizes cultural evening from time to time. *Mahfil-e-Mushaira of Women Poets* was held on 2009 at NCZCC.

Students compose their own poem and organize poetic symposium – Mushaira. They also script and direct plays. Two such plays and many *nukkad natak* have been staged by the students.

- **Creative Fashion Centre** - A Creative Fashion Centre was established in 2010 to enhance the students' skill and enhance their employability. Several students are working at the Creative Fashion Centre and through *Earn While Learn* scheme of the College, students prepare garments and other items on order. This has improved their level of self-confidence and developed enterpreneurial skills.
- **Kavish** - The College magazine is a platform through which students pour forth their creative ideas. A unique feature of *Kavish* is that it is composed by the students at the Computer Lab. They are paid remuneration according to the composing rates fixed by the Lab, which is equivalent to market rates.
- **Hamaari Baat** – It is a hand-made newspaper. Students of Urdu Journalism and Mass Communication regularly design and script a newspaper covering latest socio-political economic aspects of news. A special feature of this newspaper is that it is hand-written by the students. It is also displayed on the notice-board.
- **Wall Magazines** - Department of English and Computer Lab regularly make the students compose computer wall magazines citing quotable quotes. They are regularly pasted on the College corridors for providing moral and value based information to students. Gender sensitization is also conducted through wall-magazines and posters.
- **Students' Canteen** – It is being run by a College Alumna. The canteen provides nutritious and healthy food. Home cooked food is served on reasonable rates.
- **Common Room** for the students provides an adequate recreational space for the students

6. Community Engagement

The College organizes various community engagement programmes for quality improvement. They are –

- The N.S.S. acts as an important auxiliary unit of the College. Four units of N.S.S. are functional and N.S.S. volunteers extend fruitful services to the society through various activities. Educating children in adopted slum areas, creating awareness about health and hygiene, extending relief activities for flood affected victims and planting saplings are some of the efforts made by the NSS
- Alumni Meet is also one of the important activity under community engagement programme. The pass-out students meet and exchange their thoughts with new students and motivate the new entrants towards positive direction.

The above stated initiatives are consistent efforts regularly made by the College to improve the quality of education. It has borne in mind the principle of – 'Fitness of Purpose and Fitness for Purpose'. The College authorities envision development of the College in a manner which shall ensure quality education, enlightenment and knowledge for all.