

**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**

<b>PEER TEAM REPORT ON</b> Institutional Re-accreditation <b>St. Xavier's College – Autonomous</b> <b>5, Mahapalika Marg, Mumbai – 400 001</b>	
Section I : GENERAL	Information
1.1 Name & Address of the Institution	<b>St. Xavier's College – Autonomous</b> <b>5, Mahapalika Marg, Mumbai – 400 001</b>
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 <b>Others :-</b> 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"> <li>• 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.</li> <li>• Secular College promotes educational needs of socially disadvantaged and disabled students</li> <li>• Providing value based, need-based courses in tune with the changing global scenario and market demand</li> <li>• More than 50% of the student and faculty strength are female</li> </ul>
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 :	
<b>Chairperson :</b>	Prof. C. Thangamuthu (Former Vice-Chancellor, Bharathidasan University), No. 43, VI Main Road, Lakshminagar Extension, Porur, Chennai-600116, Tamil Nadu
<b>Member Coordinator :</b>	Prof. M.C. Sharma (Professor, Department of Accountancy & Business Statistics) P.G. School of Commerce, University of Rajasthan, Jaipur-302004, Rajasthan
<b>Member :</b>	Prof. I. Ramabrahmam Professor & Head, Dept. of Political Science, School of Social Sciences, University of Hyderabad, P.O. Central University, Hyderabad-500046 Andhra Pradesh
<b>Member :</b>	Prof. Shankar Lal Gargh Principal, Government Arts & Commerce College, A.B. Road, Indore – 452017, Madhya Pradesh
<b>NAAC Officer :</b>	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
<b>2.1. Curricular Aspects :</b>	
<b>2.1.1 Curricular Design and Development :</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The vision of the College is translated into academic programs offered</li> <li>• Involvement of all Stakeholders and the UGC guidelines in designing the curriculum</li> </ul>
<b>2.1.2 Academic Flexibility :</b>	<ul style="list-style-type: none"> <li>• As an autonomous college it enjoys a full academic flexibility in designing and introducing new courses</li> <li>• UG/PG courses follow the semester system and UG courses offer choice based credit system</li> <li>• Freedom to choose cross-faculty courses.</li> </ul>
<b>2.1.3: Curriculum Enrichment :</b>	<ul style="list-style-type: none"> <li>• Curriculum/syllabi are reviewed every year and revised accordingly.</li> <li>• Practical /Skill components built in</li> <li>• Connect between core values and curriculum needs to be focused</li> </ul>
<b>2.1.4 Feedback System:</b>	<ul style="list-style-type: none"> <li>• Feedback is obtained from students at the end of each semester.</li> <li>• Syllabi uploaded into the College Website and feedback elicited from alumni and others.</li> <li>• Action taken on feedback needs transparency</li> </ul>

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

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

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

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

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



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

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



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

<b>2.7. Innovative and Best Practices :</b>	
<b>2.7.1:Environment Consciousness :</b>	<ul style="list-style-type: none"> <li>The College has adopted the concept of Green Audit by external agency</li> <li>The College has taken some initiations to make campus eco-friendly i.e. through installation of solar panels, rain water harvesting etc.</li> </ul>
<b>2.7.2: Innovations:</b>	<ul style="list-style-type: none"> <li>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.</li> </ul>



	<ul style="list-style-type: none"><li>• Steps taken to make research culture amongst students through incorporation of research projects in curriculum.</li><li>• The College is trying to promote value-based education for inculcating social responsibilities and good citizenry</li></ul>
<b>2.7.3: Best Practices :</b>	<ul style="list-style-type: none"><li>• Stakeholder and teacher-student relationships are good</li><li>• Mechanism of involvement of stakeholders and industry experts in planning of the curriculum is good.</li><li>• Training and placement practices well structured recently.</li><li>• Optimum utilization of the existing infrastructure, despite of various constraints.</li><li>• 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.</li></ul>



<b>Section III : OVERALL ANALYSIS</b>	<b>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)</b>
<b>3.1 Institutional strengths :</b>	<ul style="list-style-type: none"> <li>• College adopts learner-centric approach in choice base credit system, and enjoys high image amongst stakeholders</li> <li>• Rigor in teaching learning practices</li> <li>• Good record of publications and a Patent to the credit of faculty.</li> <li>• Good research facilities created with assistance from DST, FIST, Alumni.</li> <li>• Adequate and well maintained, eco-friendly infrastructure.</li> <li>• Qualified and committed Faculty members.</li> <li>• Good academic ambience</li> <li>• Heras Research Center for Ancient Indian Cultural and Blatter Herbarium Center in the field of Taxonomy of flowering plants recognized as national facility.</li> <li>• For science research "Caius Research Laboratory and Nadkarni-Sacasa Research Laboratory</li> </ul>
<b>3.2 Institutional weaknesses :</b>	<ul style="list-style-type: none"> <li>• Limited scope for expansion in the existing campus.</li> <li>• Inadequate Hostel facility for boys', girls' hostel facility offered by an arrangement with a hostel run by Sisters.</li> <li>• Student assessment of faculty performance is done and the results are followed up.</li> <li>• ICT enabled teaching-learning programmes only in a few departments</li> <li>• Short-term Job oriented professional programs as per needs of market as add-on courses to be increased.</li> </ul>
<b>3.3 Institutional Opportunities :</b>	<ul style="list-style-type: none"> <li>• Philanthropic organizations to be tapped for resource mobilization</li> <li>• Demand ratio for various programmes is good. The institution need to expand enrollment access.</li> <li>• Scope of sports infrastructure offering an opportunity to the College to prepare National level players, if a satellite campus is established.</li> </ul>

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



**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

*Fr. Mascarelli S.J.*  
Signature of the Head of the Institution  
Principal

Signature of the Head of the Institution  
Principal

PRINCIPAL

St. Xavier's College (Autonomous)  
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*