



# **SELF STUDY REPORT**

**FOR**

**1<sup>st</sup> CYCLE OF ACCREDITATION**

**DISHA COLLEGE**

**DISHA PARK, BUILDING 1, FIRST FLOOR, BEHIND HOTEL PICCADILLY AND  
NIT, RAM NAGAR KOTA MARG RAIPUR**

**492010**

**[www.dcindia.in](http://www.dcindia.in)**

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**Submitted To**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**August 2023**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Disha College was established in 2001. And is located in Ram nagar, Kota Raipur. It is managed by Disha Education Society. The society is promoted by Shri S. K. Jain, an eminent industrialist in this region having a vision of promoting quality education in this area. Disha College is affiliated with Pandit Ravishankar Shukla University Raipur, (C.G). The Institute has made significant progress and expanded its offerings to include a range of undergraduate and postgraduate programs under the leadership of Principal Dr. A.K Tiwari, and presently holds a favorable reputation in the State of Chhattisgarh. Disha College is a co-education multi faculty Institute offering undergraduate programs B.Com. B.Sc, BCA & BBA, B.Ed, postgraduate programs M.Sc. Computer Science M.Sc. Maths and M.Com. It also runs post graduate diploma courses- PGDCA and PGDY. In addition to our academic programs, we also offer a range of extracurricular activities including N.S.S and various Vocational, Skill Development and Life Skill Programs. The institute has achieved great success and consistently produced merit scholars with an overall of one ninety nine merit holders till now. Our institute has made an impression of our independence in the educational, social, cultural and sports fields. Today, this institute is known as one of the most favored institutes in Raipur, Chhattisgarh. The institute is committed to the philosophy of “**Learning with Conscience**” and continues to thrive and provide its students with a quality education.

### Vision

To build leaders of future by imparting meaningful & conscientious learning process to provide proper direction, momentum to their creativity and to imbue willpower to achieve.

### Mission

A relentless pursuit and postulation, for embedding harmony and co-existence as essence of living of man and universe.

To carry out its Mission Disha College is committed,

- To provide high class infrastructure & atmosphere for an improved level of teaching and training.
- To offer broad and balanced academic programs that is mutually reinforcing and emphasizes high quality and creative directions at all levels.
- To generate new knowledge in students through a broad array of scholarly, research oriented and creative endeavors to provide them a foundation for dealing with the immediate and long-range needs of society.
- To improve employability of students by providing soft skill and personality oriented programs.
- To instill in students a conscious and committed approach through coordinated outreach programs to serve society effectively.

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

## **Institutional Strength**

- A committed management team, dedicated Principal , experienced and hard-working teaching & non-teaching staff.
- Located in easily accessible area having natural beauty, free from pollution that offers many outdoor activities.
- Enough scope for personality development through value-addition and skill enhancement programmes.
- Innumerable opportunities for student empowerment through curricular, co-curricular and extracurricular activities.
- 5 KW SPVV Solar plant also has been installed in the college.
- The 199 university merit holders, so far, of our college provide a good attraction for the new admissions.
- 61 CCTV cameras have been installed in the college campus for monitoring day to day activities, security & safety.
- There are four very well furnished and equipped computer labs with 315 computer systems and 22 projectors.
- A focus on gender equality and value-based education to empower and enlighten students.
- A strong emphasis on community and social work in addition to traditional classroom teaching.
- A well-stocked library with over 15,000 books, journals, periodicals and digital Library with 20 computers.
- All the statutory committees, cells and clubs as required by the government, university and such other organizations have been constituted and are functioning well to provide the necessary help and guidance to all the stake holders.
- Student's involvement in eco-friendly activities such as tree plantation and nature visits.
- A range of support services and welfare programs for staff and students.
- A supportive and friendly atmosphere between teachers, students, administration and management.

## **Institutional Weakness**

- Working in an affiliated system limits the scope for implementing academic flexibility in terms of curriculum improvements.
- Institutional Challenge in terms of government aids/ grants for providing a systematic learning process to help students from low socio-economic backgrounds to adapt new learner-friendly environment and perform at their best.
- Communication with Pass outs and Alumni interaction is also an area which needs improvement.

## **Institutional Opportunity**

- Geographical location of the college is easily accessible from all corners of the town and nearby rural areas to the stakeholders of the college. The college is only at 1 K.M distance from Raipur Railway Station.
- The College is situated in a peaceful and educationally suited area as it has number of educational institutions and its affiliating university within 2 km proximity which enhance its likability amongst the people seeking admission.
- The college has just added one more floor in the existing large campus with 17 classrooms, Labs, Staff

rooms, a big Seminar Hall with around 500 capacity and all other required facilities which gives it a scope to add more and courses / programs.

- Reinforcing alumni networking and engagement for academic and placement endeavors.
- Faculty exchange programmes with reputed educational institution for curricular and allied enrichment of students and teachers.
- Existing e-governance to be expanded by functional inclusion of each operational units of college for quality education and to generate resources particularly through distance education mode.

### **Institutional Challenge**

- The increasing number of private educational institutions in the city and more so because of Raipur being the capital of the state and an emerging educational hub.
- The trend of students moving towards technical education.
- To increase students' employability after graduation.
- Improvement in performances of students particularly those coming from Hindi medium and adjoining rural areas, is another big challenge.

## **1.3 CRITERIA WISE SUMMARY**

### **Curricular Aspects**

Disha College is affiliated to Pt. Ravishankar Shukla University, Raipur and follows the curriculum of the University. Disha college ensures effective curriculum planning, delivery and evaluation through a well-planned process as prescribed by the IQAC council and affiliating University.

Annual Academic Calendar of the college is prepared based on the University Calendar prior to the commencement of academic year, specifying dates for significant activities to ensure proper teaching learning process. Every faculty member will prepare their Splitted syllabus of the subject to be taught during the session and to be submitted at the beginning of the session to their respective HOD's.

Syllabus of each subject is given to the students through their official what's app group and also uploaded in the college website and displayed in the library a copy of the syllabus is also available in department for reference.

Time-Table is prepared by the college prior to the commencement of the academic year and is displayed in the students' notice board and students' official whatsapp group. During the session, the faculty members take classes in conventional classroom teaching with reasonable use of ICT.

Apart from academics many supplementary enrichment programmes are also regularly conducted in Disha College, Raipur during the sessions. The add-on programs like Tally, Digital Marketing, Web Development, Graphics Designing, Resume writing, Assessment Tools, Advertising and Marketing, Research Methodology Skills and many other certified courses that are organized help students to build better career and get good jobs.

Disha College, Raipur being an affiliated college under Pt. Ravi Shankar Shukla University, the institute meticulously follows the curriculum provided by the University. There are certain subjects in the syllabus of the University which are made compulsory to study for the students by the University.

Disha College implemented a feedback process that takes suggestions from the different stakeholders such as students, parents/ guardians, faculty members, alumni and employers. The feedback forms are circulated to all the stakeholders. After collecting the feedback its analysis is done and necessary actions are taken according to the suggestions given by the stakeholders.

### **Teaching-learning and Evaluation**

Admissions to various programs are materialized according to the norms of the affiliating University and Higher Education Policy of the State. University follows online admission procedures in its affiliating colleges. Eligible students' list will be made available in the college portal and interested candidates are requested to complete admission procedure within stipulated time period. Admissions are given on merit basis except in B.Ed. Course as it is given on the basis of Pre. B.Ed. Entrance Examination conducted by CGVYAPAM (Chhattisgarh Professional Examination Board) every year on all India bases. Orientation program is organized for all the students in the beginning of the session in order to make the students aware about the infrastructural facilities, the objectives, and the traditions of the College. During the admission process the guidelines of Govt. regarding SC, ST, OBC women, especially abled, economically weaker and minority etc. are taken care of.

The college gives priority to the holistic development of the students outside the classroom through co-curricular, extracurricular and field-based activities.

College provides an effective platform for students to develop latest skills by using ICT tools, e-learning resources, video lectures are promoted by the college in order to make teaching learning process more effective and student-centric, Evaluation system of the college is completely structured according to the guidelines of the Pt.RSU Internal Assessment is transparent in College and conducted through Unit Test, Assignment, Project Work, Presentation, Community Activities, and Pre University Examinations etc. also after verification by Head of the Department answer sheets of internal examinations shown to students to check their performance and marks evaluated.

Teaching plans, methods, and evaluation process are framed in order to attain programme outcomes (POs) and course outcomes (COs). The attainment of learning outcomes of students is evaluated by internal and external assessment. Disha College has excellent university result record. Since 2001 total 199 students placed in merit holder list of Pt. Ravishankar Shukla University. Average result of college is above 90%.

### **Research, Innovations and Extension**

Disha College has a Research Committee which encourages teachers and students to undertake research projects, publish research articles, books and chapter in books. Our institute has a good environment for research. Four research projects have been approved by University Grant Commission (UGC) and university funding body in the last five years. There are a good number of reference books and journals available in the library to support to undertake such research works. Over the past five years, 22 research articles have been published in various UGC-listed and UGC - CARE listed journals with Impact Factors. The faculties have published 55 book chapters and research papers in the proceedings of various conferences.

The College has established incubation center for the improvement of creativity and professional skills among the students. It provides a favorable environment for fostering future scientists and researchers.

The College has a culture of consultation through NSS. Various activities such as Blood Donation camps, Cleanliness Campaigns, Environmental Awareness Campaigns, Plantation in many places, awareness rallies and Nukkad nataks on Nashamukti are organized. Many other activities with Unicef such as Old age home related activities and Constitutional Rights related activities, services in Hospitals in operation Smile- as five days camp - Gender Awareness activities are regularly conducted to promote the dignity of work and awareness of Social, Environmental, The College has been recognized for these activities and has received B Certificate from Pt.RSU Raipur. A certificate from central Government has been received for summer internship of 100 hrs. Work for Swachh Bharat Abhiyan. Certificate for Operation Smile services of 5 days camp from Suyash Hospital Raipur and certificates from model blood bank for blood donation camps have also been received.

The industry institution relationship is also an excellent feature of the college. Our College has MOUs and collaborations with different industries, colleges, companies and Schools regarding faculty & Student exchange programmes, Industrial visits, Internship of students and Campus selection etc. in companies. The students' visits are organized to different industries to get an onsite feel of industrial activities. The collaborated industries also conduct placement and training activities in the college.

### **Infrastructure and Learning Resources**

Disha College committed to provide every necessary facility to its students for making learning more effective and grooming the overall personality of the students. The college offers 6 UG programs, 3 PG programs and 2 diploma courses in PG. It has a good infrastructure with well-furnished class rooms, multipurpose hall, seminar hall, computer labs, canteen, and counseling center. Girl's common room, boy's common room etc. Other supporting facilities like yoga center and Reading Room are also provided within the campus. The college is ISO 9001:2015 certified.

The college has one sports ground with facilities of indoor and outdoor games to conduct various extracurricular activities.

In order to promote ground water recharge through rain water harvesting structures from roof top areas, the college has a bore well with abundant water and water purifiers also. The entire campus is Wi-Fi enabled with high speed internet connection.

The college campus is under CCTV surveillance with 61 cameras to ensure comprehensive security of the whole campus. The college has installed a large fire safety unit for the safety purpose. The College has three phase electricity connection of 315 KVA, for backup, Generator of 125 KVA also 5 KW SPV Solar plant also has been installed in the college to save energy.

For learning resources, the college also has a library with SOUL software with a number of text and reference books and books on general interest along with many newspapers, magazines and journals so that both students and Professors can keep abreast with changing trends in their respective subjects. College is registered for the N-LIST programme also which provides access to e-resources to students and faculties.

The college has also started online mode of teaching through student friendly online platforms like Teachmint, Microsoft Teams, zoom etc. Various cultural committees are formed to conduct annual cultural activities. The activities like rangoli, hair styling, fireless cooking, singing, dancing, fine arts, flower decoration, skit etc. are conducted each year under Disha Fest with name Dishayen. Students also participate in various cultural activities with fresher/farewell programme, picnic and departmental level programmes.

## **Student Support and Progression**

Disha College has created a fabric of Social inclusion and empowerment through student centric financial incentives and welfare measures. College has established DES Scholarship Policy to help students to avail Scholarships and free ship. 71.23% of Students have benefited from DES Scholarships and free ships offered by the Government during the assessment period.

In addition to financial support, Disha College has active grievance redressal mechanism that helps them to seek redressal from complaint including those about sexual harassment and ragging. In Disha College we have grievance redressal committee, Anti-ragging Committee and internal complaint committee help the students to address the issues, if there any.

To facilitate Capacity Development and Skill Enhancement, programmes based on Soft skills, Language and communication skills, Life Skills, and Technology were organized. Students benefited by Career Counseling and guidance for Competitive Examinations offered by the institution

The placement cell facilitates the student's professional growth and trains them to up their skills. As the number of students seeking admission to undergraduate education has increased over the last five years, there have also been a significant number of students graduating from Disha College and pursuing higher education in India and abroad. Institutional provisions facilitate vertical movement of students to higher levels and gainful employment.

The institution has various co-curricular cultural and sports activities to ensure the holistic development of students. Our student participated and secured good positions in the different State and National level competitions. The annual function Expression is a platform for the students to showcase their cultural talents & skills. The Alumni association activity contributes in academic matters, students support and mobilization of resources.

## **Governance, Leadership and Management**

The Vision of the institute is to build leaders of future by imparting meaningful & conscientious learning process to provide proper direction, momentum to their creativity and to imbue willpower to achieve. The institute looks forward to establish august temple of learning to educate & train people to become conscientious performers and to reach the pinnacle of glory.

The Purpose of Disha College is perpetual conscientious effort, it is revolution of thoughts, and it is a learning process to implement knowledge with wisdom in welfare of personal life, social life and for the universe.

In line with the principle of shared leadership, our faculty members actively participate in decision-making processes. Their insights are sought in curriculum design, pedagogical approaches, and institutional policies, ensuring a sense of ownership and a collective commitment to our vision.

By providing tailored professional development opportunities, promoting shared leadership, and prioritizing well-being, we empower our faculty members to excel as educators, researchers, and mentors. This, in turn, enhances the quality of education we offer and solidifies our institution's legacy as a beacon of academic excellence.

Our institution's financial strength is a result of meticulous planning, prudent allocation, and a keen focus on sustainable growth. Financial transparency is ingrained in our practices, enabling stakeholders to understand how resources are allocated and utilized. Regular financial audits and assessments uphold our commitment to transparency and accountability. These practices safeguard against financial irregularities and provide stakeholders with a clear understanding of our financial health.

At the core of our internal quality assurance system is a structured and systematic approach to evaluation and enhancement. This involves regular and thorough assessments of our academic programs, teaching methodologies, research endeavors, and support services. Feedback is a cornerstone of our quality assurance process. We actively seek input from students, faculty, staff, and other stakeholders, using their insights to drive informed decision-making. To ensure the efficacy of our quality assurance system, regular reviews and audits are conducted. These evaluations not only verify the effectiveness of our strategies but also provide opportunities for refinements based on the outcomes.

### **Institutional Values and Best Practices**

Gender issue has always been a core issue for Disha College since its inception. The key factors showing the college concern on the matter of gender sensitivity are safety and security, counseling and common room safety and sensitivity of the student. Innovative measures have been taken by the college for eco-friendly environment. The use of LED Bulbs, tree Plantation and Energy saving Practices contribute to sustainability. College has disabled friendly barrier free environment. Time to time green and energy audit is conducted by the college. The college also plays Pivotal role in promoting tolerance and harmony towards Cultural, Regional, Linguistic, Communal, Socio Economic and Diversities.

There are certain practices which the College implements for the betterment of students and society through NSS Wing. College conducts many Social outreach programmes. Through Holistic Education we develop knowledge, skill and behavioral change. We can see the distinctive performances of institution in its academic excellence which comprises of the Merit Holders, the best performance of college in youth Festival and many other activities.



## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	DISHA COLLEGE
Address	Disha Park, Building 1, First Floor, Behind Hotel Piccadilly and NIT, Ram Nagar Kota Marg Raipur
City	Raipur
State	Chhattisgarh
Pin	492010
Website	<a href="http://www.dcindia.in">www.dcindia.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Anil Kumar Tiwari	0771-4349400	9827164955	-	principal.dishacollege@dishamail.com
IQAC / CIQA coordinator	A. Pooja Narayan	0771-43494000	7489566608	-	pooja.narayan@dishamail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details

State	University name	Document
Chhattisgarh	Pt. Ravishankar Shukla University	<a href="#">View Document</a>

#### Details of UGC recognition

Under Section	Date	View Document
2f of UGC	03-07-2015	<a href="#">View Document</a>
12B of UGC		

#### Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
NCTE	<a href="#">View Document</a>	09-08-2005	12	

#### Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

#### Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Disha Park, Building 1, First Floor, Behind Hotel Piccadilly and NIT, Ram Nagar Kota Marg Raipur	Urban	2.257	5607.075

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
UG	BEd,Department Of Education	24	Graduation	English	100	100
UG	BCA,Department Of Computer Science	36	Twelfth	English	60	60
UG	BCom,Department Of Commerce	36	Twelfth	English	120	120
UG	BCom,Department Of Commerce	36	Twelfth	English	100	100
UG	BBA,Department Of Management	36	Twelfth	English	160	160
UG	BSc,Department Of Science	36	Twelfth	English	50	39
PG	MSc,Department Of Computer Science	24	Graduation	English	30	18
PG	MCom,Department Of Commerce	24	Graduation	English	25	12
PG	MSc,Department Of Science	24	Graduation	English	30	19
PG Diploma recognised by statutory authority including university	PG Diploma, Department Of Education	12	Graduation	English	30	0
PG Diploma	PGDCA,Dep	12	Graduation	English	60	55

recognised by statutory authority including university	Department Of Computer Science					
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### Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	1				0				55			
Recruited	1	0	0	1	0	0	0	0	19	36	0	55
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				15
Recruited	12	3	0	15
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	2	0	0	2
Yet to Recruit				0

### Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	0	0	0	2	5	0	8
M.Phil.	0	0	0	0	0	0	1	7	0	8
PG	0	0	0	0	0	0	15	25	0	40
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	0	0	0	0

**Provide the Following Details of Students Enrolled in the College During the Current Academic Year**

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	746	0	0	0	746
	Female	685	0	0	0	685
	Others	0	0	0	0	0
PG	Male	29	0	0	0	29
	Female	42	0	0	0	42
	Others	0	0	0	0	0
PG Diploma recognised by statutory authority including university	Male	24	0	0	0	24
	Female	31	0	0	0	31
	Others	0	0	0	0	0

**Provide the Following Details of Students admitted to the College During the last four Academic Years**

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	27	11	13	15
	Female	20	15	15	13
	Others	0	0	0	0
ST	Male	18	17	13	13
	Female	18	16	23	22
	Others	0	0	0	0
OBC	Male	135	111	85	138
	Female	117	100	78	110
	Others	0	0	0	0
General	Male	169	162	131	155
	Female	179	174	145	181
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		683	606	503	647

**Institutional preparedness for NEP**

1. Multidisciplinary/interdisciplinary:	<p>For achieving full human potential by providing access to quality education is our plan with respect to New Education Policy. We are all ready, infrastructural, to implement the plan to transform into a holistic multidisciplinary institution towards the integration of humanities and science and provide the detail of programs with combinations. We are only waiting for the guidelines and instruction of our affiliating University – Pt. Ravishankar Shukla University, Raipur to start working in this direction. We have integrated courses where the students of all courses including Commerce and Business Administration are taught computer science. We are already offering various value added programs like</p>
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	spoken English, personality development, career guidance and Yoga etc .to develop the all-round capabilities of the students. The very purpose of these initiatives is to improve the employability of the students towards self-employment.
2. Academic bank of credits (ABC):	The Academic bank of credits (ABC) is conceptually a very specific way to adapt to a flexibility required to work in a comprehensive education system in the Indian context. Since we are not an autonomous entity, we have to depend on the instructions of our affiliating university - Pt. Ravishankar Shukla University, Raipur and Govt. Higher Education Department which we are waiting for to implement Academic bank of credits.
3. Skill development:	The college is paying attention towards Skill Development programs with an aim to orient the students to meet the challenges of their employability and to bridge the gap of industry and Academia. For this, the college organizes various workshop, trainings, seminars, skill development programs and guest lectures by the leading personalities from different walks of life. Disha College also conducts various Life Skill programs like Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills. We also provide, through industry experts, the guidance to the students for competitive examinations and career counseling on CTET, CGTET, CAT, TOFEL and IELTS etc. Various vocational and add on courses/training programs like Cyber Security & Ethical Hacking, E-filing of ITR, Stock Marketing, Import Export Management, Computer Hardware Fundamentals & System Designing, Hadoop, Graphic Designing , Enhancing Research Methodology skills and many more are conducted to enhance the employability of students.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Although ours is an English medium college but since it is located in a predominantly Hindi speaking belt and as most of our students come from local as well as far flung and small areas of the state we, for their convenience and easy understanding, follow the Indian Knowledge system of teaching in Hindi also. All of our faculties are from the local area only and are good at both English and Hindi and thereby comfortably take their classes bilingually. The college also provides the subject books in the library

	<p>in both the languages. The degree courses taught bilingually in our institution are B.Sc., B.C.A., B.Com, BBA and B.Ed. As regards Indian Culture and traditions the college throughout the session conducts various curricular activities for its students to showcase their talents on Indian Culture and traditions.</p>
5. Focus on Outcome based education (OBE):	<p>Disha College lays emphasis on an approach of outcome based education system where it persistently and earnestly makes the learning and teaching methodology student-centric. The Programmer Outcomes (POs) and Course Outcomes (Cos) are carefully modulated and crafted to align with the regional and national goals and institutional vision and mission. All courses in our college are outcome based for students; they develop potential for jobs in various fields after completion of the courses. The college also makes an effort to understand that a pursuit of knowledge is a life-long activity and to acquire positive attitude and other qualities which will lead students to a successful life. The college is also concerned with employability of students as an outcome of study, so has implemented various skill development programs, workshop for preparation of competitive exams and various entrepreneurship programs.</p>
6. Distance education/online education:	<p>During the Covid-19 times the college did almost all the efforts to stay connected with the students in all possible way through the technological gadgets. The entire teaching learning during this period was not at all allowed to suffer because of the non-attendance of the students and faculties in the college campus by providing various online teaching apps and programs. The college is following all the available technological tools for teaching and learning activities. There are three computer labs with more than two hundred computer systems, projectors etc. and a good number of qualified computer experts to keep the students well abreast with the technology.</p>

### **Institutional Initiatives for Electoral Literacy**

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	As per the guidelines of the NAAC the Electoral Literacy Club (ELC) has been set up in institute.
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<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>The so formed ELC has a students' coordinator and the NSS in-charge and one of the senior teaching staff have been appointed as faculty coordinators in addition to the principal of the college being the chairman of the club. It has been set up with an objective to provide a platform to engage the students through interesting activities and hands-on experience to sensitize them on their electoral rights and familiarize them with the electoral process of registration and voting.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>Disha College has been conducting activities for electoral literacy among students under 'Systematic Voters' Education and Electoral Participation' program, better known as SVEEP, a flagship program of the Election Commission of India by way of Nukkad Nataks in the nearby areas and organizing rallies to update the inhabitants especially the under privileged section of the society, disabled persons and senior citizens etc. for participating in voting in more and more numbers. The concerned people from the govt departments are also invited from time to time to conduct electoral literacy programs.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>We also plan to extend the activities of the ELC in coordination with the NSS wing of our college and SVEEP , a flagship program of Election Commission of India in the nearby and adjacent localities by visiting them and spreading awareness drive, advancing democratic values and participation in electoral processes among the inhabitants so as to achieve the Election Commission's objective of maximizing the percentage of voting.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>In view of the state of Chhattisgarh going for its assembly elections by the end of the year 2023 and also the forthcoming parliamentary elections next year we have planned to ensure that all our students above 18 years have their Voting Cards made well in time so that they could exercise their franchise. For this, we are going to contact, consult and coordinate with the local administration to explore the possibilities of organizing camps in our campus itself to arrange to make Voters ID cards of all such students who are eligible for it and have not yet got it.</p>

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1557	1506	1341	1472	1479
File Description		Document		
Upload Supporting Document		<a href="#">View Document</a>		
Institutional data in prescribed format		<a href="#">View Document</a>		

### 2 Teachers

#### 2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 87

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

#### 2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
56	51	46	51	47

### 3 Institution

#### 3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
147.66	116.29	103.07	113.99	88.57

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>

## 4. Quality Indicator Framework(QIF)

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### Criterion 1 - Curricular Aspects

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#### 1.1 Curricular Planning and Implementation

##### 1.1.1

**The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment**

**Response:**

Disha College is affiliated to Pt. Ravishankar Shukla University, Raipur and follows the curriculum of the University. Disha College ensures effective curriculum planning, delivery and evaluation through a well-planned process as prescribed by the respective regulatory councils and affiliating University. To ensure effective curriculum delivery in the Institute supported by a well-planned and documentary process different steps are adhered by the Institute.

**Curriculum Delivery Plan and Implementation:**

Annual Academic Calendar of the Institute is prepared based on the University Calendar prior to the commencement of academic year, specifying dates for significant activities to ensure proper teaching learning process. It is distributed to each student as Annual Calendar at the beginning of the session.

**Course Allocation and Syllabus Completion:**

- Before beginning of the session, Departmental meeting are held to discuss about the academic and administrative loads during the academic session. The work loads are allotted to the faculties based on competency and specialization. Every faculty member prepare their splitted syllabus of the subject to be taught during the session and to be submitted at the beginning of the session to their respective HODs. The subject files are prepared by Faculty and gets reviewed by IQAC.
- Top priority is always given for systematic implementation of the prescribed syllabus. Every faculty member has to maintain Daily Dairy, in which faculties maintain their daily teaching topics as per the splitted syllabus.
- Syllabus of each subject is given to the students through their official whatsapp group, website. copy of the same is also available in department as well as library for reference.
- Time-Table is prepared by the Institute prior to the commencement of the academic year and is displayed in the student's notice board and shared to students through whatsapp group.
- During the session, the faculty members take classes in conventional classroom teaching with reasonable use of ICT. Institute has E-Rooms for better ICT implementation. Students are provided sufficient study materials and with reasonable time interval Unit Tests are also conducted. The classroom teaching is supplemented various activities such as Quiz Competition, Presentation by the students, Group Discussion, Special Lectures, Educational Tours and Industrial Visit for effective delivery of

curriculum, which are done in a planned manner.

### Performance Evaluation:

- The performance of the student is evaluated through the results of such tests (Unit Test, Mid-Term Exam., Previous Pass-out academic record, teacher's observation and punctuality). Then students are grouped as per their performance. The slow learners are identified from the results of the tests and remedial classes are also conducted to enable the slow learners to cope up with the curriculum. All the examinations are conducted as per the Academic Calendar. Past University Question papers in Unit wise are made available to the students.
- The Institute through a proper channel enables the students to provide feedback on curricular issues, infrastructure and administrative matters.

The implementation and adherence is continuously monitored by IQAC.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 1.2 Academic Flexibility

### 1.2.1

**Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)**

**Response:** 58

File Description	Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 1.2.2

***Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years***

**Response:** 58.22

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five

years

2022-23	2021-22	2020-21	2019-20	2018-19
808	857	876	884	857

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.3 Curriculum Enrichment

### 1.3.1

***Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum***

**Response:**

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.

Disha College, Raipur being an affiliated college under Pt. Ravi Shankar Shukla University, the institute meticulously follows the curriculum provided by the University. There are certain subjects in the syllabus of the University which are made compulsory to study for the students. The University integrates cross-cutting issues relevant to Gender, Environment and sustainability, human value and professional Ethics into the curriculum. It develops the leadership qualities, personality development, human values, ethical values and interest in social services in the students.

**Gender Sensitization:**

Our Constitution provides special protection for women's status in the society. Gender sensitization and gender equity are of immense importance for a society.

In our institute Department of Education organized discussion and presentation session on gender issue for students. In this session the students prepared their presentation with the help of PPT and Teaching Aid and later on which was checked by the concerned teachers. Students were judged on the basis of way of presentation, Teaching Aid; and slide, Gesture/Confidence and content knowledge.

This session helps to improve status and dignity of women in the society. This session also helps to maintain equality of women at the local to global level and enhances women identity in multicultural society.

Our institute also organizes various activities such as International Women's Day, self-defense training



for girl students, seminar on Women's Legal Rights. It helps students aware of their fundamental rights, handles different situations tactfully and enhances their mental and physical strength.

### **Environment and Sustainability in curriculum:**

The subject environment studies are compulsory for the UG students of all the programmes. To create environmental awareness among the students and spread the same in the society the institute organizes various environmental activities like tree plantation, save water, and World Earth Day. In these activities students develop their leadership qualities and responsibilities and its benefits towards the society and environment.

### **Human Values and Professional Ethics in Curriculum:**

The curriculum of Commerce and Management Department is based on Human Resource Management, human values, compassion, cooperation, sympathy, empathy, duties and rights which are mentioned in Indian Constitution and Right to Information Act.

Various activities like Hindi Diwas, The Constitution Day are celebrated in our institute. It will enhance the vocabulary on our national language and its value among the students.

For commerce and management students courses like Business Ethics, Business Communication and Professional Values are being offered at UG and PG level. The intended learning outcomes of these courses are to identify concept of business ethics, profession, values and describe Indian Ethical Values Practices in marketing, advertising and employment.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### **1.3.2**

**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)**

**Response:** 43.22

#### **1.3.2.1 Number of students undertaking project work/field work / internships**

**Response:** 673

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.4 Feedback System

### 1.4.1

*Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website*

**Response:** A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	<a href="#">View Document</a>
Action taken report on the feedback analysis	<a href="#">View Document</a>
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1

##### Enrolment percentage

**Response:** 89.9

##### 2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
683	606	503	647	640

##### 2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
765	665	665	665	665

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Final admission list as published by the HEI and endorsed by the competent authority	<a href="#">View Document</a>
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	<a href="#">View Document</a>

#### 2.1.2

*Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years*

**Response:** 72.28

##### 2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
335	270	227	311	296

**2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
443	387	387	387	387

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	<a href="#">View Document</a>
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule ( Translated copy in English to be provided as applicable)	<a href="#">View Document</a>

## 2.2 Student Teacher Ratio

### 2.2.1

**Student – Full time Teacher Ratio**  
(Data for the latest completed academic year)

**Response:** 27.8

## 2.3 Teaching- Learning Process

### 2.3.1

**Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process**

**Response:**

Disha College ensures the use of student-centered methods such as experiential learning, participatory learning, and problem-solving methods in the teaching-learning process. All departments conduct innovative programs which stimulate the creative ability of students and provide them a platform to nurture their problem solving skills and ensure participative learning. For enhancing learning experiences we use –

**Experiential learning:** Experiential learning methods enhance the learning level and encourage student involvement

- Educational tours, Industrial visit, visit to companies, research institute, tourist places, social outreach programs etc. complement class room learning with real time experience.
- Projects and Internships help to improve analytical skills.
- Personality and soft skill development programs help to enhance speaking and listening skills in English.
- Students get hands on training in well equipped laboratories for practical based courses.
- Each department conducts add-on programs to support students in their experiential learning.

**Participative Learning:** Enhance student participation in learning process and create a conducive and flexible ambience for learning

- Seminars, workshops and guest lectures provide a different learning experience to make the process more interesting.
- Interactive sessions, Awareness programs, Discussion forum, I-Bulletin, co-curricular activities encourage participative learning and critical thinking.
- Lecture and presentation by students using Power point improve and update technological development.
- Entrepreneurship Awareness programs and workshop on hardware provide participative learning.

**Problem solving:** Problem solving methods enhance the attentiveness of learner, better understanding of the concept and application of the knowledge to solve real- life problems

- Departments encourage students to acquire and develop problem solving skills. For this college organizes Expert lectures on various topics, motivate students to join MOOC courses, participate in various inter college and intra college technical fest and other competitions.
- Case studies help in understanding the problems in real time situations, Business quizzes, business plan preparation, aptitude test etc. activities helps in improving problem solving ability.
- Practical experimentation and project involves problem solving methodologies that help to

enhance analytical skills in learner.

### **Teachers use ICT enabled tools including online resources for effective teaching & learning process.**

Use of ICT enabled devices, e-learning resources, online courses, and online video lectures are promoted by the college in order to make teaching-learning process more effective, useful and student-centric. The following innovative and creative practices are implemented in the effective teaching-learning.

- The college facilitates the teaching-learning process by effective use of PPT's, LCD's, Smart board, e-books/journals and modern equipments in the laboratories.
- The college provides teaching aid devices such as LCD projectors and OHP in the classrooms to supplement the classroom teaching.
- The college provides computers, 200 mbps internet connectivity, Wi-Fi facility and other ICT facilities for effective teaching learning.
- Teachers create whatsapp groups for sharing notes and other necessary informations to the students.
- Faculties and students are enrolled for e-learning courses like NPTEL and swayam to cope with updated technologies.
- The Library Provides accessibility to e-resources videos INFLIBNET to teachers and students.
- Online lectures are taken on Zoom, Microsoft teams, Teachmint App etc. FDP'S are conducted to familiarize the teachers with these online platforms.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## **2.4 Teacher Profile and Quality**

### **2.4.1**

**Percentage of full-time teachers against sanctioned posts during the last five years**

**Response:** 100

#### **2.4.1.1 Number of sanctioned posts year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
56	51	46	51	47

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	<a href="#">View Document</a>

## 2.4.2

*Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)*

**Response:** 35.06

**2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
22	18	15	18	15

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	<a href="#">View Document</a>
Institution data in the prescribed format	<a href="#">View Document</a>

## 2.5 Evaluation Process and Reforms

### 2.5.1

**Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient**

**Response:**

Internal Assessment is transparent in Disha College and conducted on the path of attaining its objectives of all round development of students. Unit Test, Assignment, Project Work, Presentation, Pre University

Examinations etc. The induction program held at the beginning of every academic year makes the students aware of the evaluation process and schedule. The quality of the internal assessment is maintained through the following process:

- For every subject, respective faculty prepares splitted syllabus, question bank that covers the entire syllabus and periodic meeting will be taken by HOD's regarding the syllabus completion at month end.
- Dates for the test or examination are notified on the college calendar and also announced by faculty in their respective classes a week in advance.
- After checking answer sheets / assignments are shared with the students and marking pattern is discussed.
- Remedial classes are arranged for the students with unsatisfactory performance.
- College informs about the performance of students by sending letter to parents.
- Student are also assessed on the basis of their participation in academic and non academic activities like aptitude test, quiz, debate, essay writing competition, discussion forum as well as skill development activities conducted for the students.
- Projects, seminar presentation, workshops are made compulsory for all students and considered very important for assessment.
- Our NSS teams of students and teachers conducted extracurricular like surveys, health and hygiene, Sports, arts and craft value education, women education etc.
- Regular Yoga classes are scheduled to enhance the mental and physical ability of the students.
- Department of education provides their student multiple drafts of lesson plan which are checked and the assessment in school experience work is done everyday. The feedback of the course delivery and the quality of teaching methodology is sought at the end of every course.
- The internal marks of students are based on test and Internal examination and are verified by the Principal.
- Students give presentation on the topic provided by the teachers at regular intervals with feedback to assess presentation skill.

Disha College has a Grievance Redressal cell , which consider complaints of students regarding exams and other matters. Steps taken by institution to make examination related grievances are as follow -

- **For Internal Examination**, Our College offers an opportunity to the students to get their answers scripts re-evaluated with in a stipulated time. If the student has any grievance regarding evaluation he/she can either redress it with the concerned subject teacher, or approach the grievance redressal cell, they are clarified on the very day.
- **For External Examination** at the University level, they can apply for revaluation of the exam answer sheets. Application received for absent marked in mark sheets, omission of internal marks, wrong questions in university exams, Change of exam centre and other issues are forwarded to the university and guided by the grievance redressed Department of the institution.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>



## 2.6 Student Performance and Learning Outcomes

### 2.6.1

*Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website*

**Response:**

Disha College is managed by Disha Education Society and college is affiliated to Pt.RavishankarShukla University, Raipur (C.G). Disha College offers six UG programs, three PG programs and two Diploma programs with the vision to build leaders of future by imparting meaningful and conscientious learning process to provide proper direction, momentum to their creativity and to imbue will power to achieve.

**Course Outcomes:** Course Outcomes (Cos) are narrower statements that describe what students are expected to know, and be able to do at the end of each course.

**Programme Outcomes:** Programme Outcomes are statements about the knowledge, skills attitudes and attributes. POs deal with the general aspect of graduation for a particular programme, and the competencies and expertise a graduate will possess after completion of the programme.

The Program Outcomes (POs), Program Specific Outcomes (PSOs) and Course Outcomes (COs) are framed by the department offering the concerned program after rigorous consultation with all faculty and the stakeholders. After attainment of consensus, the same are widely propagated and publicized through various means such as display and/or communication specified hereunder.

- **College Website:** -The college website provides an overview of each program and detailed description of Pos. and Cos. Faculty as well as students can easily access this information through the college website.
- **Induction Program:** - At the beginning of each academic year the college conducts induction program in which a special session is devoted to describe POs and Cos of each program. The broad learning objectives and outcomes are verbally communicated to the students during orientation program.
- **Academic Calendar:** - Academic calendar is a schedule of all of the events that occur in an academic year. The college calendar provides brief out line of each program.
- **Head of Department & Faculty Interaction with Students:** - While addressing the students, the HODs create awareness on POs, and COs. The faculty members, class teachers, mentors, course coordinators, program/ISO coordinators also inform the students and create awareness and emphasize the need to attain the outcomes.
- **Extra-curricular and Co-curricular activities:** - Various extra-curricular and co-curricular activities are organized regularly as well as personal counseling is done in the classes to get the intended learning outcomes.

- **Soft Skills:** - We also focus on universal learning outcomes such as communication skills, life skills, problem solving, creativity and innovation along with enhancement of human values. The students are encouraged to develop these skills through the participation in the class activities.
- **Alumni Interaction:** - Program Specific outcomes of all the departments are highlighted through career options open to students after completion of the programs and the achievements of the Alumni. Alumni of various departments are invited to the Induction programme to interact with both the students and teachers. They share how the different courses shaped their careers and thus help students appreciate the programme.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6.2

*Attainment of POs and COs are evaluated.*

**Explain with evidence in a maximum of 500 words**

**Response:**

The level of attainment of Program Outcomes, and Course Outcomes are measured using various indicators throughout the academic year.

The faculty records the performance of each student with the help of the specified course outcomes through a continuous evaluation process. The faculty provides home assignments to students, conducts internal tests, viva voce, surprise tests, open book tests, quiz, projects etc. in order to assess the Programme Outcomes and Course Outcome attained by each student.

Some of the key indicators of measuring attainment are:

**1. University Examination:** Disha College is affiliated by Pt. Ravi Shankar Shukla University, the students of Disha College are required to take examinations as per the semester and annual pattern set by the university, through which the institution measures programme outcomes based on the course attainment level fixed by the programme.

**2. Internal Assessment:** The students are given assignments which are designed in alignment with Programme Outcomes of the respective subject. Additionally, internal/class tests, quiz, viva etc. are conducted repeatedly in a year to judge the performance of students on a regular basis.

**3. Practical Assessment/ External Assessment:** It is evaluated by inviting external experts appointed by the university to evaluate each student by conducting Practical examinations, and taking Viva-Voce and evaluating the practical files.

**4. Result Analysis:** At the end of each semester, result analysis of each course is carried out using bar charts indicating the percentage of students. This is an effective indicator in order to evaluate the level of attainment of POs, and COs as specified by the university.

**5. Internships and Placements:** Students are encouraged to take up internships, projects, fieldwork, etc. The Placement Cell of the college helps and polishes the students according to industry standards and provides ample opportunities for students to get placed in esteemed companies. This helps them to obtain necessary skills and practical experience in their chosen discipline.

**6. Curricular and Co-curricular activities:** To develop soft skills and life skills among students. It also ensures unity in diversity and develops appreciation of our rich culture, customs and traditions, moral values and Ethics among students. Group activities like cultural programme, group discussion, Celebration of important days etc. are organized to develop leadership skills, social values.

Faculty members of different Program monitor the academic, hard and soft skills development among the students continuously through different tools and techniques of assessment. Data obtained as a result of assessment is analyzed after which the faculty members provide special assistance and counseling to the students based on their needs and potential.

Following steps are undertaken by various departments after analyzing data of attainment of students in different Programs.

- Students obtaining Merit position in university are published and awarded in college.
- Identification of weak and bright students and organizing program to fulfill the academic requirement of students.
- Parents –teacher meetings are organized to communicate the progress of student.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### 2.6.3

**Pass percentage of Students during last five years (excluding backlog students)**

**Response:** 98.11

**2.6.3.1 Number of final year students who passed the university examination year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
430	565	466	466	518

#### 2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
468	565	466	467	526

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

### 2.7.1

#### Online student satisfaction survey regarding teaching learning process

**Response:** 3.83

File Description	Document
Upload database of all students on roll as per data template	<a href="#">View Document</a>

## Criterion 3 - Research, Innovations and Extension

### 3.1 Resource Mobilization for Research

#### 3.1.1

*Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)*

**Response:** 2.5

**3.1.1.1 Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	2.5	0

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.2 Innovation Ecosystem

#### 3.2.1

**Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident**

**Response:**

Disha College has created an eco system “DISHA” that provides a healthy atmosphere and well-developed infrastructure to students for transfer of knowledge towards holistic development in line to the Indian Knowledge System. Activities conducted in college build and enhance the entrepreneurial, creative and innovative ideas in students and help in building the leadership and innovative qualities in them. The objectives of different activities are to build leaders of future by imparting meaningful & conscientious learning process to provide proper direction, momentum to their creativity and to imbue willpower to achieve.

#### **Entrepreneurship Development**

For Entrepreneurship Development among the students the college conducts various awareness programmes such as seminars, workshops, industrial visits, food fest and interaction with young

entrepreneurs etc. The institution has organized many awareness camps, seminars, workshops and guest lectures on Entrepreneurship development. The people associated with the industrial activities are invited to motivate the young students. These programmes are aimed at making the students more enthusiastic towards entrepreneurial activities. The college has also signed MoUs with Small Scale Industries for developing the entrepreneurial knowledge and skill of the students. The successful alumni of Disha College engaged in the entrepreneurial routes encourage our students through frequent interactions.

### **Reinforcing to innovate ideas and improving skills**

To strengthen the probability of creating new ideas the students are given stimulus by involving them in various competitions like collage making, flower decoration, drawing rangolis, and fireless cooking etc. To enhance the competing excellence in students a set of competitive activities like debate, elocution, essay writing etc are organized to bring out the hidden potential of students.

### **Initiatives for creation and transfer of knowledge**

To develop special skills, talents and aptitude a number of workshops, seminars, webinars and awareness programs are organized to instill in students, by insistent repetition, a knack for developing the learning practices and capability of being creative and enriching themselves by transfer of knowledge. Skill Acquisition among youth, the Importance of Acquiring Skills in today's job market, Understanding the Purpose of the Presentation and Delivering the Presentation with confidence and clarity, Importance of Intellectual Property Rights in Economic Environment, workshop on entrepreneurship are some of the seminars, webinars and workshops that were organized for the deeper understanding of the students in these subjects to bring them into their lives for gainful employment/engagement.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### **3.2.2**

***Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years***

**Response:** 48

**3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	10	6	12	10

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.3 Research Publications and Awards

#### 3.3.1

**Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

**Response:** 0.25

**3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
0	5	4	6	7

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	<a href="#">View Document</a>
Link to re-directing to journal source-cite website in case of digital journals	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 3.3.2

**Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

**Response:** 0.63

**3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
41	0	9	3	2

File Description	Document
List of chapter/book along with the links redirecting to the source website	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	<a href="#">View Document</a>

### 3.4 Extension Activities

#### 3.4.1

**Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.**

**Response:**

Community connection building starts in the classroom and extends to neighborhood and global communities. Through our community-building programs, students are sensitized to social issues to gain skills to create solutions to difficult social problems. We at Disha College organize various programs and activities wherein both students and teachers actively participate. These activities bring about holistic development of students to take social action and work towards creating a more equitable and just world.

The classroom is the students' first experience of community. Our goal is to introduce the students to the basic necessities of the society we live in. Extension programmes like NSS, Swachhata Abhiyan and University/UNICEF sponsored/promoted programs have been made an integral part of the curriculum to encourage students to participate in community building processes. Social outreach programmes like camps, rallies and awareness/training programmes are organized to sensitize various sections of the society on Institutional Social Responsibility.

**National Services Scheme (NSS)**

The NSS unit of Disha College is very active in its role and works incessantly throughout the sessions by organizing and conducting number of programs and activities to create awareness about various social issues and responsibilities.

The NSS unit organized Election Awareness program to provide the voters with information on the electoral process and importance of the Voting in our Democracy, Traffic Awareness Program to raise public awareness about traffic rules to avoid accidents and applying road safety, Youth awareness Rally to spread awareness regarding responsibility of youth towards Society and Environment.

The NSS unit organized Nature Conservation Awareness program, Tree Plantation campaign and Water safety and Conservation Drive to make the students and the people abreast with the importance of



conserving nature. The Visit to Old Age Home, Visit to Blind School and Orphanages were other eye opening programs for students which NSS unit conducted. In addition to this the NSS unit organized various programs like Oath Taking Ceremony , Shahido Ko Naman, Summer Camps, Yoga practice sessions, Nukkadnatak on AIDS Awareness and Street Play on Nasha Mukti for youth.

### Swachhata Abhiyan

Under this field Disha College arranged various programmes like Swachh Sankalp Se Swachh Siddhi, Swachh Bharat Abhiyan Swachh Pey Jal, Cleanliness Drives, Clean And Green India, Plastic Free Awareness Drive etc to generate mass involvement in Swachh Bharat Mission (SBM) and related issues. It will help people to learn and understand the importance of cleanliness in our surroundings and why it is necessary to contribute in Swachh Bharat mission which ultimately will help to reduce pollution.

### Other Activities

In association with UNICEF Disha College organized a Child Welfare and Awareness Program for the malnourished children to raise awareness and educate public Child Rights and Protection for their well being and safety. A programme was also organized for the Children of Anganbadi and Government School in slum areas of Kota, Ramnagar to know the difficulties in food system and hygiene maintenance & also the general health of the children.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.2

#### Awards and recognitions received for extension activities from government / government recognised bodies

#### Response:

Disha College NSS wing regularly organizing the Blood donation camp, Health check up camp for own staff, students as well as for nearby villagers. Students have participated in events like Blood Donation Camp, Health Check-up camps, Awareness programs on use of plastic, water safety, Cleanliness programme, Cloth Donation rally and nukkad natak on Nasha Mukti, Election awareness, Tree plantation, services in Hospitals in operation Smile- as five days camp, Gender Awareness activities are regularly conducted to promote the dignity of work and awareness of Social, Environmental and Health issues. Hygiene and COVID-19 vaccination camps, Mask Distribution, Swachh Bharat Abhiyan, stationary distribution etc. These Social Responsibility activities are greatly appreciated and recognised through letter of appreciation from various stakeholders of society. During Second wave COVID 19 Period, our students and staff actively participated in the vaccination drive in the Raipur. The students were awarded with recognition certificate for their work. With the motto 'Donate Blood, Save Life', We took some time off from regular academic schedule for a noble cause and organized a voluntary blood donation camp in our college campus which received an excellent response from the students, staff and Villagers of near by area. This serves as a motivating factor for the donors; encouraging them to actively

participate in blood donation camps in the future and contribute towards society. The institute has a culture of consultation through NSS. Activities such as Blood Donations, Cleanliness Campaigns, Environmental Awareness Campaigns, Cloth Donation, Plantation in many places, awareness rally of Nasshamukti, Nukkad natak, many activities with old age home and Orphanage visit , Health camp, and Hygiene related activities and Constitutional Rights related activities, has been conducted by NSS wing. Our Institute is also registered in Youth Red Cross (YRC) for various activities.

The institute has been recognized for these activities and has received B Certificate from Pandit Ravi Shankar University Raipur, certificate from central Government for summer internship of 100 hrs. work for Swachh Bharat Abhiyan, certificate for Operation Smile services of 5 days camp, and certificates from model blood bank for blood donation camp.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.3

*Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.*

**Response:** 48

**3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
13	9	5	9	12

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	<a href="#">View Document</a>

## 3.5 Collaboration

### 3.5.1

*Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.*

**Response: 25**

<b>File Description</b>	<b>Document</b>
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	<a href="#">View Document</a>
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

**Response:**

#### **Infrastructure and Physical Facilities**

Disha College is a self-financed college established in the year 2001 with motto “Learning with Conscience” under the patron society Disha Education Society and is affiliated to Pt. Ravishankar Shukla University, Raipur. The college is ISO 9001:2015 certified. The college is situated at prime location near to Raipur Railway Station, Ring Road 1 and G.E. Road. The college area is spread over around an area of 1.45 acres. The campus of Disha College is Wi-Fi enabled.

Currently 1557 students are enrolled in 06 Under-Graduate, 03 Post-Graduate and 02 Post -Graduate Diploma programmes.

#### ***Classrooms/ICT Facilities***

The college is having adequate number of classrooms. Each air-cooled classroom is well furnished and having green board, Wi-Fi facility, LAN connection. Adequate number of classrooms is having LCD projectors, computer systems. Each computer system is connected to central storage where faculty members keep their notes which are shared with students.

#### ***Laboratories***

There is well equipped physics laboratory with latest instruments and a well-designed dark room. Further, there are three computer labs with latest hardware and software. Total **315** computers systems are available in 4 Computer Labs and one Digital library.

#### ***Audio-Visual/ Seminar Rooms***

The college has a well-furnished audio-visual room (AC) and a spacious seminar hall (air-cooled) with facilities like LCD projector and screens, audio-visual facilities, high speed internet access.

#### ***Library***

The Library of Disha College is enriched with the latest edition of text and reference books, national &

International journals and also motivational books. More than **16073** books are available in the library. Numerous Hindi and English newspapers, magazines are also available. A sufficient separate reading area is available. There is facility of accessing digital library.

### ***Sports***

The college has a ground in campus for playing various outdoor games while there are facilities of indoor games. **Annual sports** under **Disha Fest** with name **Parakaram** is organized every year in the college. The main games are cricket, volleyball, chess, carom, table tennis etc. while in athletics; 50 meters race, relay race, shot put, skipping etc. are organized.

### ***Cultural Activities:***

Various cultural committees are formed to conduct annual cultural activities. The activities like rangoli, hair styling, collage making, fireless cooking, singing, dancing, elocution, fine arts, flower decoration, drama, skit, mimicry etc. are conducted each year under **Disha Fest** with name **Dishayen**. Students also participate in various cultural activities and activities during fresher/ farewell programme, picnic and departmental level programmes.

For all the cultural, sports and games prized are distributed on Annual Day Function. Students also participate in Interuniversity Cultural/Sports Competitions and bring laurel to the college.

### ***Yoga***

Yoga classes are run in the Seminar Hall regularly and included in regular time table. “**International Yoga Day**” is also celebrated every year in our college.

### ***Washrooms/Water Facilities/Parking Space/ Canteen/Hostel***

There are adequate number washrooms for students while separate washrooms for staff. There are 4 water coolers each attached with water filters to provide clean drinking water. The spacious parking space is located within the college campus monitored by security guards. A well spacious and clean canteen is available.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

#### **4.1.2**

***Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years***

**Response:** 5.17

#### 4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
15.29	12.71	0	0.57	0.90

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

### 4.2.1

*Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students*

#### Response:

Disha College is having Library Management System **Software of University Library System (SOUL 3.0)** for performing various functions of library. This software includes entry of details of books etc.; viewing of books available- accession number-wise, author-wise, category-wise. Username and password is provided to teachers and students to find the books of their choice and then if available, demand for the same from library.

The library of the college is fortified with well-off numbers of text & reference books, national and international journals, news-papers, magazines, motivational books and educational CD resources. Comfortable furniture is placed in the reading section with ample sitting capacity.

The Library is well maintained by the librarian and library assistant along with the help of the supporting staff. Time to time the procedure is followed to procure the books, journals, magazines with the proper approval of the concerned authority. Prior to it required list of the books is called by, from the HODs of various departments. Library is well- equipped with study materials made available to the students as well as the faculty too.

The computers with supportive Wi-Fi facility, reference section, for the student's record of the library are also available and its information is also provided to the learners.

The miscellaneous sources of study like projects, question papers are also made available.

### Library Facilities and Services

1. Air-Cooled Library
2. Latest National Journals.
3. University Syllabus.
4. University Question Papers.
5. Library Management Software
6. Reprographic Service
7. **Digital Library:** It gives access to multiple contents with a potentially infinite number of resources and selections at hand. Connectivity- LAN with Internet Services.
8. **Newspaper Section:** Newspapers are kept in this section for the readers which keep the readers in tune with the latest happenings of the state as well as the country.
9. **Online Public Access Catalog (OPAC):** The Online Public access catalogue will be made available to the users to identify the status of availability of books in the library..
10. **Reference Section:** It includes Dictionaries / Encyclopedias and other informational books. The books in the Reference Section are not issued.
11. **Reading Section:** It is the most important section of the library as an attractive reading area always attracts more and more users to read for more time.
12. The Library conducts 'orientation program', regularly on Library systems and services, e-resources etc. for effective utilization.

### Subscription to e-Resources:

The Central Library has subscriptions to e-resources like **N-List by INFLIBNET**, Ahmadabad in which huge amount of e-books and e-journals available.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 4.3 IT Infrastructure

### 4.3.1

**Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection**

*Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words*

### Response:

The college has upgraded its IT facilities including Wi-Fi frequently as per the needs and requirement in college.

Our college has sufficient computers for students and teaching staffs. The college has four computer laboratories. The College has deployed a good number of latest configuration computers in computer labs. **Wi-Fi hotspots** are provided to cover the wireless range throughout the college.

All computers in the campus are connected to the **internet** through LAN as it is essential to work along with the provision of internet. The internet facility is provided through wired connections. There are **12** internet **switches** with optical fiber connectivity support.

A separate team within-house staff is formed to take care of the IT and related needs of the campus such as in-house software maintenance, hardware and networking, website designing and posting email solution, SMS solution etc.

The campus has Wi-Fi connectivity and its speed is **200 MBPS** provided by Pintwire Information Pvt. Ltd.

We have different ICT equipment's like servers, projectors, Wi-Fi modems, scanners, printers, digital cameras, speakers, wireless and stand- mike, microphone etc.

Every department has more than one desktop. There is system of centrally placing data related to college and individual using server (**10.10.30.30-share doc**) and the access to that data is through LAN connection.

The library has sufficient number of computers with stable internet connectivity. The network infrastructure is managed with enforcement of security measures, antivirus.

**CCTV cameras** are provided in the college campus for monitoring day-to-day activities. Biometric machine is in the office to note the attendance of staff i.e. the arrival and departure.

The centrally placed **printer/photo copier** is available to all the departments through LAN connection. **Photocopy machine** is also available in the library and office and are open to both students and staff for its use.

An **In-house Library Management Software** is installed at the library to keep track of the books.

All the classes are having **internet** connection while **13 classes including 1 Smart class, 1 audio-visual room and 1 seminar hall** are having **LCD projectors** also. Teachers use these 12 classes for sharing content from internet and displaying them white screen through LCD projectors. Audio-visual room is used for the special activities for students and staffs and also for training purpose of staff. Seminar hall is used when the number of participants for any activity/event is more or in case when audio-visual room is occupied. The college is having its own website and from time-to-time the website is updated and monitored by the website committee.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>



#### 4.3.2

**Student – Computer ratio (Data for the latest completed academic year)**

**Response:** 4.94

**4.3.2.1 Number of computers available for students usage during the latest completed academic year:**

**Response:** 315

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	<a href="#">View Document</a>
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	<a href="#">View Document</a>

### 4.4 Maintenance of Campus Infrastructure

#### 4.4.1

*Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)*

**Response:** 52.08

**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
72.75	67.52	64.93	51.69	39.75

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1

*Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years*

**Response:** 71.23

**5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
1085	1115	984	1046	1009

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	<a href="#">View Document</a>
Upload policy document of the HEI for award of scholarship and freeships.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 5.1.2

*Following capacity development and skills enhancement activities are organised for improving students' capability*

- 1. Soft skills*
- 2. Language and communication skills*
- 3. Life skills (Yoga, physical fitness, health and hygiene)*
- 4. ICT/computing skills*

**Response:** A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	<a href="#">View Document</a>
Report with photographs on ICT/computing skills enhancement programs	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.1.3

**Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years**

**Response:** 58.94

**5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
1034	782	931	808	780

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.1.4

***The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases***

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

**Response:** A. All of the above

<b>File Description</b>	<b>Document</b>
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	<a href="#">View Document</a>
Proof related to Mechanisms for submission of online/offline students' grievances	<a href="#">View Document</a>
Proof for Implementation of guidelines of statutory/regulatory bodies	<a href="#">View Document</a>
Details of statutory/regulatory Committees (to be notified in institutional website also)	<a href="#">View Document</a>
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	<a href="#">View Document</a>

## 5.2 Student Progression

### 5.2.1

**Percentage of placement of outgoing students and students progressing to higher education during the last five years**

**Response:** 20.29

**5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
78	101	98	98	121

**5.2.1.2 Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
430	565	466	466	518

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	<a href="#">View Document</a>
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.2.2

*Percentage of students qualifying in state/national/ international level examinations during the last five years*

**Response:** 5.54

**5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
39	37	9	15	8

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

### 5.3.1

**Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years**

**Response: 33**

**5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
9	4	7	8	5

File Description	Document
Upload supporting document	<a href="#">View Document</a>
list and links to e-copies of award letters and certificates	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.3.2

**Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)**

**Response: 34.4**

**5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
39	32	16	42	43

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.4 Alumni Engagement

### 5.4.1

**There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services**

## Response:

Disha College has registered Alumni Association as Disha Association of Students Alumni (DASA) **Registration No. 20741**. DASA the Alumni Association (registered and functional) involves significantly to the progress of the institution all the way through financial and non-financial means.

- Alumni Association Regularly meets and interacts with the Principal Disha College on the developmental aspects in the institution.
- The institution has link on website where the alumni can register & share their ideas with college.
- Every year, the Alumni Association, with the help of college management, conduct Alumni Meet, where alumni are welcomed to express their thoughts & suggestions on the scope of their course, as well as to raise knowledge of the corporate world. This allows alumni to reconnect with one another & share their experiences & memories.

Our Alumni association is rendering its useful services to our college in following ways –

### Alumni Contribution

- **Alumni Interaction** -The Students of our institution are benefitted by the real life experiences shared by the Alumni which helps them to get the practical exposure and to understand them the realities of the world. Alumni generously share their real-life experiences with current students, providing them with practical exposure and valuable insights into the realities of the world.
- **Entrepreneurship Awareness** - Several of our alumni have become successful entrepreneurs, and their experiences serve as inspiration for students considering a career in entrepreneurship. Some of our alumnus are having their own startups & The Students of our institution are benefitted by the real life experiences shared by the Alumni which help them to get the practical exposure and to understand them the realities of the corporate world.
- **Placement & Career guidance** - The Alumni have been functioning in their capacities in the concern of the college helping in placement & providing career guidance. We also called our alumni at the seminars, and invite them as the guest lecturers to share their respective field expertise and knowledge with the current students.
- **Promoting Institute events** - The Alumni associates with various events conducted at Disha College. Alumni actively participate in various events organized by Disha College, including the annual function "Xpression," and contribute to the branding and success of the college. Their constructive feedback is highly valuable during alumni meetings.
- **Contribution in Academic planning** -The Alumni contribute towards the institutional & academic development by supporting the Institution by their visionary ideas and suggestions.
- **Institute Social Responsibility** – Our alumni in association with college are engaged in conducting social activities for the welfare of society. We also arrange Blood Donation Camp, health checkup campus with the co- operation of the Alumni.

We deeply appreciate the commitment and dedication of our Alumni Association, whose invaluable contributions have a profound impact on the growth and success of our institution. Their involvement

and support in various aspects of college life make a significant difference, and we are grateful for their continued engagement and cooperation.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>



## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1

*The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.*

#### **Response:**

#### **Interpretation of Institution's Vision and Mission with respect to governance, leadership and Management:**

The Vision and Mission of Disha College are designed in view of changing national and global trends in education. Goals are set to attain the objectives enshrined in national policy for higher education.

The college strives to stand true to the aspirations of its parental body- Disha Education Society, led by Shri S.K. Jain, the founder .He is devoting his life for the cause of education. The institution is governed by the spirit of inclusiveness and empowering those who are at the helm of the society.

The institution's Vision and Mission reflect the distinctive characteristics of the institution. The College caters to the educational, social, cultural and economic needs of the society. All these characteristics are reflected in its policies. The various administrative and academic departments of the College are effectively governed through a constitution of mandatory bodies such as Staff Council, Student Council, and Student Grievance Redressal cell, having well-defined roles and principles keeping in line with the vision and mission of the College.

#### **The institutional Practices:**

The various committees for overall management of the various operations of the college, such as, admission, academic coordination, conduct of examinations, promotion of research and extension activities, development to infrastructure-facilities, appointment of staff, maintenance of service records, encouraging cultural activities, implementation of healthy practices in the campus and inculcation of the spirit of national integrity and social responsibility.

The College strives to address the needs of the society through innovative actions, plans and policies. In addition to a number of extra- curricular societies, there are numerous other cultural societies dedicated to Indian Culture, Choreography, Dramatics, Magazine, Photography, Western Bearers of these societies make efforts to motivate students for their overall development through various skill-based and talent-enhancing activities so that they can contribute to society as responsible citizens. The management mobilizes funds for enhancement of infrastructure, laboratory, and library and office equipment, apart from creating environment friendly campus/premise.

Disha College is committed to developing a comprehensive Institutional Perspective Plan that addresses both short-term and long-term goals.

### Short Term Perspective Plan:

Enhance faculty development programs to promote innovation and effective teaching methodologies.

Strengthen student support services to ensure their holistic growth and success. Develop a culture of research and collaboration among faculty and students.

Initiate partnerships with industries and communities to bridge the gap between academia and real-world applications.

### Long Term Perspective Plan:

Attain higher levels of research output and innovation through advanced infrastructure and funding

Establish academic centers of excellence that cater to specialized areas of study. Foster a leadership culture among faculty, administrators, and students.

Strengthen community engagement through outreach programs and social initiatives. Achieve industry-relevant curriculum development and promote entrepreneurship.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1

*The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc*

#### Response:

**The Institutional Perspective and Strategic Plan have been successfully implemented in the area of Teaching, Learning and Research, through the deployment of Action Plan for the following initiatives:**

- 1.Faculty Development Programs by IQAC (Internal Quality Assurance Cell).
- 2.Collaboration/MOUs with other colleges & Industrial sectors for Student Exchange Programs, training, development and placements.
- 3.Training, workshops, Conferences and Seminars are organized to give an exposure to both faculty and students about the latest global trends in academics, industry, sciences and environment.
- 4.Emphasis on using the ICT tools for effective teaching and learning.

The college formulated a five year strategic plan which mainly focuses on the development and growth of infrastructure facilities and academics. By 2030, most of the targets in this strategic plan will be achieved.

The Organizational Structure of the College consists the Governing body, the principal, the teaching staff, the non-teaching staff and the students.

The Principal is assisted by the Head of the Departments, the Staff Council (all teaching faculty) and the Non-Teaching Staff which comprises of the Accounts officer, Section Officers (one for Accounts Office and one for the General Administration), Senior and Junior Office Assistants and manual staff.

**Policies:** The College adheres to the policies and norms established by Pandit Ravishankar Shukla University. Admission policies, class schedules, and examinations are organized according to the academic calendar provided by the university.

**Administrative setup:** The college administration has been integrated into the Disha governance framework.

**Appointment and Service rules:** The College Follows appointment policies in accordance with the norms of the affiliating university. Appointments are made in accordance with statute 28. Teacher appointments are advertised in prominent newspapers, and applications are received and scrutinized, followed by interview scheduling process.

**Procedure:** Planning and evaluation committee meets to envision and articulate prospective plans for the development and growth of institution.

1. Academic transaction implements the use of technology for classroom interaction and for keeping the quality of academic standards of the institution.
2. The use of e-governance in the areas of planning and development is as follows: We have our own CMS (College Management System), which is used for Staff administration, and the Tech-cherry app is used for communicating with students. Apart from this, the college email and website are used for the better communication.

## **Organizational Hierarchy**

**Governing body:** The Chairman and Principal constitute the highest decision- making body.

**College Council:** This is the apex advisory body responsible for making all policy decisions regarding the college.

**IQAC:** It leads all activities related to formulating quality parameters and monitors both academic to ensure high standards.

**Statutory Committee:** The college has various committees such as the admission committee, Examination committee Purchase committee, Hygiene & Sanitation Committee, Library Committee,

Waste Management Committee, Discipline Committee, Purchase Committee, Sports committee, as well as Cultural activity cell, Career guidance & Placement cell and Reserved Category cell additionally, to address grievance of any kind, the college has established a Grievance Cell and Anti- Ragging Cell.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### 6.2.2

*Institution implements e-governance in its operations*

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

**Response:** A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	<a href="#">View Document</a>
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	<a href="#">View Document</a>
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

### 6.3.1

**The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

**Response:**

**Disha College has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression.**

**Welfare Schemes**

The management recognizes the commitment and dedication of the teaching and non-teaching faculty of

institute. College implemented various initiatives for both teaching and non-teaching to improve employee morale and always strives to satisfy the needs of the employees proactively so that they work efficiently. Some facilities provided for the welfare of the employees of the institution are as follows:

### **Financial Assistance**

Financial assistance in various forms like reimbursements of registration fees to participating in National and International conferences, FDPs, refresher courses, orientation programs, Workshops, and other training programs is given to the teaching faculty members. EPF, ESIC and Gratuity facility also provide to employee according to norm. If teaching or non-teaching staff admits their ward in sister school then they gets 50% concession in tuition fee.

### **Subsidized canteen facilities**

Another essential component of the welfare scheme is the subsidized canteen facility. This facility ensures that staff members have access to healthy and hygienic food at affordable prices.

### **Free Transportation**

Institution provides free transportation facilities for commuting to and from work for required staff members.

### **Leave Benefits**

College provides different types of leave to both teaching and non-teaching staff members like CL (Casual leave), OD (On duty leave), Medical leave, EL (Earn leave), Short Leave, Marriage Leave, and Maternity Leave. EL is only for non teaching staff; instead of EL Teaching staff gets summer leaves upto 21 days slot-wise, so that Institution can run smoothly.

### **General Benefits**

Some other general benefits are also provided by the institute to their employ like free tea, teacher's day celebration every year gift is given to both teaching and non teaching staff. ICT facility is provided to both teaching and non teaching staff so teaching staff can take their class effectively which give positive in the academics of our institution and non teaching staff can maintain their records effectively. Blazer and Id-card also given to teaching staff, free uniform is provided to 4th Grade Staff.

### **Performance Appraisal System**

Disha College has well-defined objectives and criteria for the performance appraisal system that are aligned with the institution's mission, vision, and values. These criteria may include teaching effectiveness, and other relevant factors. The system should incorporate regular and periodic assessments, such as annual reviews to provide employees with timely feedback on their performance and progress. This ensures that any gaps in performance can be addressed promptly.

### **Avenues for Career Development / Progression**

Avenues for career development are essential to nurturing a motivated and competent workforce. Disha

College organizes regular training sessions, workshops, and faculty development programs to enhance the skills and knowledge of faculty and staff. These programs can cover a wide range of topics, from pedagogical techniques and research methodologies to technological advancements and soft skills. Encouraging faculty members to pursue higher education, such as master's or doctoral degrees, can contribute to their academic expertise and research capabilities.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### 6.3.2

**Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years**

**Response:** 79.68

**6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
41	42	36	42	39

File Description	Document
Policy document on providing financial support to teachers	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	<a href="#">View Document</a>
Audited statement of account highlighting the financial support to teachers to attend conferences / workshops and towards membership fee for professional bodies	<a href="#">View Document</a>

### 6.3.3

***Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years***

**Response:** 71.61

**6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
43	49	42	44	44

**6.3.3.2 Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
15	11	11	11	11

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the certificates of the program attended by teachers.	<a href="#">View Document</a>

## **6.4 Financial Management and Resource Mobilization**

### **6.4.1**

**Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)**

**Response:**

**Mobilization:**

Efficient resource mobilization and optimal fund utilization are essential pillars for the sustained growth and success of college. In an era marked by economic uncertainty and fluctuating funding sources, having well-defined strategies to secure and manage resources is crucial. Non-governmental institutions, where financial audits play a pivotal role in ensuring accountability and transparency. Effective Mobilization of funds requires clear objectives, a compelling case for support, targeted outreach to potential of society for sustainable growth.

Mobilization of Funds for Various Resources: 1. Students Fees, 2. Loans (from the Banks), 3. Non-Government agencies

### **Utilization:**

Once funds are secured, the next critical step is their efficient utilization. College must have to adopt a meticulous approach to budgeting and planning to ensure that every penny is put to the best possible use. This involves aligning financial allocation with the college's goals and priorities. Regular assessments and adjustments are necessary to accommodate changing needs and circumstances. Heads of the department would submit the budget requirements to the Management. The management allocates the fund under various heads such as upgradation of infrastructure development, staff welfare, student development etc.

**Infrastructure Development:** The management allocates the funds in infrastructure development such as to renovate building, upgradation of Computer Lab, library resources, Common rooms for boys and girls, network facility, ACs, Projectors, Air Coolers, Water Coolers, ICT facilities, to maintain the greenery environment, Parking, Sports facilities, Campus maintenance, other costs like electricity, water-supply, cleaning, almira, fan, notice-board.

**Staff and Student Welfare:** The management financially supports to staff members to attend workshop or faculty development program or Training Programs, organises Guest Lecture, seminars, workshop, NSS activity, outreach programs, Donation activities etc. based on need for students.

### **Financial Audits:**

Conducting financial audits on a regular basis is a cornerstone of responsible financial management. Such audits, whether conducted by government agencies or independent third parties, provide an objective evaluation of the college's financial health and practices. College conducts internal and external financial audits on a regular basis. This involves formulating comprehensive strategies for resource acquisition, implementing efficient budgeting and allocation mechanisms, and subjecting the financial processes to regular audits.

**Internal Audit is being conducted on a continuous basis by the Finance Department every year.**

The audit procedure is shown below.

1. Supporting expenses Bills.
2. Approvals are verified by heads of college.
3. Vouchers, invoices are verified.
4. Showing all fees pay -in-slips are vouched with the Bank statements.
5. Fees receivable statements are verified with the books of accounts.
6. Payroll statements along with the attendance registers are verified on monthly basis.



**External Audit is regularly conducted on an annual basis by external auditors of the Society.**

The Procedure is shown below.

1. Salary statements and payments are verified with the payroll reports.
2. Original Fixed Assets purchase invoices are verified and physical verification of statements.
3. All the Expenses Vouchers and invoices are verified.
4. Income Expenditure and Balance Sheet of financial year is verified to ensure the outstanding payables and receivables.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 6.5 Internal Quality Assurance System

### 6.5.1

**Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

#### **Response:**

Disha College constituted IQAC as per UGC guidelines. It has initiated a lot of steps to improve quality and bring in best practices to the college.

#### **Objectives**

- To develop a quality system for conscious, consistent and catalytic programmed action to improve the academic and administrative performance.
- To promote measures for institutional functional towards quality enhancement by quality culture and institutionalization of best practices.

#### **Quality Assurance Strategies**

- To review progressive performance of academic and administrative and financial task.
- To encourage innovative methods for enhancing teaching learning processes on a regular basis by optimizing and integrating the modern methods of teaching and learning.

- To Provide learner-centred environment furnished with the latest technology, techniques and tools for education, research and skills.
- College evolved strategy for knowledge management.

#### Quality Assurance Process

- To promote research, Research and Development Committee is formed.
- Organizing Awareness program and Value added courses.
- Planning Extension Activities.
- Setting up Electoral Literacy Club (ELC) in the college.
- Opening of Incubation Centre to make the students self –reliant.
- Formation of Academic and Administrative Audit Committee.
- Formation of Anti-Ragging Committee Squad, Grievance Redressal Committee and Internal Complaint Committee

The quality initiatives for improving the teaching-learning process are:

#### **IQAC is involved:**

- In preparation of Activity Calendar, Academic Calendar, Timetable & Load Chart by ensuring the quality benchmarks/parameters for various academic and administrative activities of the institution.
- In arrangement for feedback response periodically, based on the feedback from students, faculty members are directed properly to overcome the issues.
- In Monitoring the Syllabus completion report, result of Internal/ Mid-term exams, Project Progress report of final year students, arrangement of doubt classes, conduction of Pre University/University Exams.
- In organization of workshops/ National Conference/ Faculty Development Programs/Seminars on quality related themes.
- Guest lectures, Industrial visits, Activity based Learning, On the Job Training, faculty and resource-visit to other institutions and study tours also support and promote knowledge transfer from one to all.
- Seminar/Presentation by students, Meditation and Yoga are in regular practice.

- Career Guidance and Placement Cell organize Skill Development Programmes, Soft skill training, Entrepreneurial skill training and Personality Development Programmes periodically, Quiz / Debates and literary activities.
- ICT blended with conventional method is adopted for teaching and learning.

#### **Gradual enhancements/Incremental improvements:**

- The college has signed MOUs with many reputed industries and institutes from Chattosgarh.
- Upgradation and Automation of Library.
- Upgradation of Computer lab, Projectors, CCTV Cameras and other technical instruments.
- Renovation of classrooms.
- Firefighting system.
- Provide Transport facility.
- Rain water Harvesting for accumulation and storage of rainwater for reuse.
- Facility of watercooler to provide purified water.
- Organize Certificate programs which help the students and faculties to acquire more knowledge in particular area of studies.

#### **Outcome:**

- Training & Development programs enhance on the job skills. Good number of students placed for jobs in reputed companies.
- Number of students have progressed for higher education.
- Lots of students are qualified for state/National level competitive exams.
- Many students achieved awards /medals in University/State/National level cultural/sports competition.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 6.5.2

**Quality assurance initiatives of the institution include:**

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2.Academic and Administrative Audit (AAA) and follow-up action taken**
- 3.Collaborative quality initiatives with other institution(s)**
- 4.Participation in NIRF and other recognized rankings**
- 5.Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

**Response:** A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	<a href="#">View Document</a>
NIRF report, AAA report and details on follow up actions	<a href="#">View Document</a>
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

#### 7.1.1

**Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.**

*Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words*

#### **Response:**

Gender issue had been a core issue always for Disha College since its inception. This is due to the fact that it had a substantial number of girl student and at times the ratio has more than 50% specific attention to their problems and grievances were always given and had been resolved to their satisfaction. Teachers take utmost care to safeguard the benefit of each student, especially for female candidate's college follows the reservation policy of university while nominating the members of student council. The key factors showing the college concern on the matter of gender sensitivity are safety and security counseling and common room. Safety and sensitivity of students especially girls' students are ensured by the college as deployment of security guard, teaching staff at some vulnerable key points, installation of CCTV cameras in the campus and outside campus entry area is done necessary telephone numbers are displayed in case of emergency. Continuous counseling is also done by the college to ensure gender security in the college. Counseling is provided by the in charge teacher, different cells such as Ragging cell, women atrocity cell and grievances cell are in existence of at all any matter comes up until now all such issues have been addressed by the in charge teachers and the principal.

Common room is a available for girls in the college. It is a place where student come to relax during free periods have interaction on various matters, take food and plan for the duties they are assigned with, it increases sense of togetherness and friendship amongst them, other than this Disha College organize many orientation programme like safety and security, self-defense programme. Women's day celebration, health awareness programme, Seminar and Funfair. Our university Pt. Ravishankar Shukla University Design the two year B.Ed curriculum and Professional Ethics a part of Paper IV in B.EdIIInd Semseter and Gender School and Society a part of Paper VIII in B.Ed IV Semester.

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five year. Disha College has Prioritized gender sensitivity and provided specific attention to the issues and grievances of its female students. This approach promotes inclusivity and a supportive environment for everyone

The key factors showing the colleges concern on the matter of gender sensitivity are:

- Gender Equity Programme
- Safety and Security
- CCTV Camera
- Counseling
- Common Room

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

### 7.1.2

**The Institution has facilities and initiatives for**

1. Alternate sources of energy and energy conservation measures
2. Management of the various types of degradable and nondegradable waste
3. Water conservation
4. Green campus initiatives
5. Disabled-friendly, barrier free environment

**Response:** A. 4 or All of the above

File Description	Document
Geo-tagged photographs/videos of the facilities.	<a href="#">View Document</a>
Bills for the purchase of equipment's for the facilities created under this metric	<a href="#">View Document</a>

### 7.1.3

**Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

**Response:** A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	<a href="#">View Document</a>
Green audit/environmental audit report from recognized bodies	<a href="#">View Document</a>

### 7.1.4

**Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance**

**and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)**

**Response:**

Disha College's Efforts and Initiatives in Creating an Inclusive Environment: Fostering Tolerance and Harmony across Diversities. In today's multicultural and diverse societies, fostering an inclusive environment is crucial for the growth and harmony of institutions. Institutions play a pivotal role in promoting tolerance and harmony towards cultural, regional, linguistic, communal, socioeconomic, and other diversities. This report aims to highlight various institutional efforts and initiatives that are being implemented to create an inclusive environment. Disha College has recognized the importance of fostering tolerance and harmony among students from diverse backgrounds. we have implemented initiatives such as: -

**Multicultural activities-** Integrating diverse perspectives and cultural elements via activities helps students develop a broader understanding and appreciation of different cultures, languages, and regions, for example Hindi Divas was celebrated also, on this occasion Disha College organized a seminar on understanding of the Importance of Matrabhasha for the development of language. Chhattisgarh Raj Bhasha Divas celebration had created a deep understanding about local dialect Chhattisgarhi and linguistic harmony of our country. Different cultural activities like Rangoli, Mehndi, Painting activities created deep understanding among students about Indian tradition and Culture, fine arts help in creating understanding of different cultural art forms and develops aesthetic values among students, different programs like social and awareness program creates unconscious bias and inclusive practices promotes understanding and respect for diversity. Disha College took various initiatives which allow students to connect, share experiences, and drive initiatives that promote inclusivity. Disha College organized various collaborative programs like drawing competition, visiting the orphanage etc. Nukkad Natak, Women's Day celebration develops inclusive environment among students and create the feeling of Inclusivity. Awareness Programs conduct inclusion session for the students and raising awareness about unconscious biases, and promoting a culture of respect and understanding. ALM program create deep understanding among students.

**Community Engagement-** Encouraging community participation through dialogues, cultural events, and initiatives that celebrate diversity, fostering mutual respect and understanding among different groups. For example, Students visit to matrachhaya Orphanage, Community Work (Naya Savera School).

**Collaborations and Partnerships-** Working in collaboration with other institutions, communities, and stakeholders to develop inclusive programs, share resources, and build alliances to promote tolerance and harmony. For example, Traffic Awareness Program with Traffic Police Department, Rural activity in collaboration with Sahkari bank Amleshwar durg and Celebration of Constitution Day skit presentation with the collaboration of Govt. school.

**Types of Engagement-**

1. Multicultural Activities,
2. Community Engagement,
3. Collaborations and Partnership etc.

DishaCollege's efforts and initiatives aimed at creating an inclusive environment are instrumental in fostering tolerance and harmony across diverse societies. By integrating multicultural perspectives into education, implementing inclusive practices in workplaces, enacting anti-discrimination laws, and undertaking community engagement programs, institutions play a pivotal role in promoting understanding, respect, and acceptance of diverse cultures, languages, communities, socioeconomic backgrounds, and other diversities. These efforts contribute to a more cohesive and harmonious society where everyone can thrive and contribute their unique talents and perspectives.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

### 7.2.1

**Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual**

**Response:**

**Best Practice No. 1**

**Title: Holistic Education**

Disha College is having comprehensive approach for teaching where educator seeks to address the Emotional, Social, Ethical and Academic needs of students in an integrated learning format in which it has made its own module of Holistic Education.

**Upgrading Knowledge:** Excursion cum Industrial Visit, Presentation by Students, On the Job Training and Letter Writing, Field Based Learning, Active Learning Method, Discussion Forum, Demo Teaching.

**Skill Development:** Training and Placement Activities, Mock Interview, Soft Skill Development , Team Building Activity

**Behavioral Change:** Yoga and Meditation, Sports, NSS

**Objective**

- To sharpen the analytical skills and attitudes of students.
- To reduce stress, anxiety and depression
- To provide opportunities for students
- To enhance clarity of thoughts and feelings

**The Context**



Disha College focuses on Holistic Development of students. Disha College not only works on students' educational curriculum for results but also works on their overall development which includes the development of Skill, Knowledge and Behavior, and for this we separately work on each factor for Knowledge, Skill and Behavior development of students. Our teachers are aware and observant of their students' personal growth and they support their development.

### **The Practice**

Disha College uses effective methods to teach students which helps to achieve Learning Outcomes. Activities are the different ways of implementing these methods, for which different department organize Field Trip, Industrial Visit, Expert Lectures, Presentation by Students, Active Learning Method, On the Job Training etc. So that students can get concrete Knowledge and become completely industry ready by the time they complete their degree. Training and development activities for placement assistance has been started as a facilitator program for grooming and preparing final year students as per corporate needs. In Disha College we focus on our students and their respective physical and mental health so that they can bear maximum potential. That is the main reason we teach Meditation in our college.

Disha College has a regular practice of conducting MEDITATION AND YOGA sessions/classes. Meditation brings the body and mind together and is built on three main elements – exercise, breathing and tranquil mind.

### **Evidence of Success**

Holistic education aimed to help students be the most, that they can be done, Education with a holistic perspective is concerned with the development of every person's intellectual, emotional, social, physical, artistic, creative and spiritual potential. Each department of Disha College works for the betterment of students; hence we got success in many fields.

- Teachers build connections with the families, and conduct various in and outdoor programs.
- By conducting pre and post test of stress and anxiety we could help the students in stress management.
- Through Training and Development Activities, we develop students with professional competencies.

### **Problem**

- Students need time for practicing Meditation as they already attend the classes. It's hard for everyone to get some time for Meditation.
- The students who are suffering from certain diseases or having some type of disability also limit them from doing Meditation.
- Field work poses safety and behavior concerns different from classroom.

### **Best Practice No.02**

#### **Title: Social Outreach Programme through NSS**

#### **The Context**

Challenging issues through social awareness it is important to think about the people who are around us what they feel, what they think & how yours action impact them through social awareness we can develops awareness & understanding of the world around us this is not an easy tasks it requires suspension in order to accurately identify and understand how people around us think and feel. Students have to understand relationship, social interaction for successful life.

### **Objective of Activity**

- To develop social feeling towards nation.
- To develop awareness towards cleanliness among students.
- To encourage the entire traveler to follow the traffic rules & wear helmet and seat belt while driving.
- Educating the community on the beneficial aspects of blood donation and harmful effect of collecting blood from paid donors.

### **The Practice**

Social outreach program is aimed at serving communities outside the college premises. These services are offered by the different departments of a college through active participation and complete involvement with public. Under the guidance and dynamic vision of the principal.

The NSS Wing of the Institution try to touch the less privileged sections of the society with different kinds of activities conducted all-round the year. Each committee comprises teachers as well as student members who meet at the beginning of each session to plan out the year round activity calendar. The responsibilities are distributed and the students organize the events under the supervision of the teacher members. for the NSS unit, the guidelines laid by the UGC and the affiliating university is followed. The activities of these committees include Special Camps for Children's Homes; Awareness Programme, organization of cultural activities; health and hygiene awareness camps; blood donation camps.

### **Evidence of Success**

It has been observed that the education itself has practical importance in human society. To enjoy a life to-day no man can ignore practical exposure. Even one cannot imagine living a life without practical education. Theoretical knowledge is perfect to create interest in knowing how the things we believe have been created, how they reach our mind, under what process it is transferred to our real life. In this respect regular NSS activity is so special for spreading practical knowledge among the students.

### **Problems Encountered and resources required**

- NSS activities may require resources such as fund, material or logistic support, which might not always be readily available.
- Unfishable challenge of a social work job is interacting with vulnerable people
- For the successful social work, we need to be patient and empathetic and have strong group of faculty and students
- For communication with local people's knowledge of local language is must.

File Description	Document
Best practices as hosted on the Institutional website	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

### 7.3.1

**Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words**

**Response:**

#### **Academic Excellence**

#### **The Context**

The Institute had a humble beginning in the year 2001 with student strength of about 300 in a posh colony of Raipur. The mission and vision were clear and had an objective of providing quality education within reach of people. It was a small but centrally air-conditioned building where the institute started.

The mission and vision started giving result and soon the college was in the map of the University in terms of merit list holders. There are 199 in the merit list students and among them 33 are gold medal holders. Some branches like MSc (Computer Science), MCM and BBA continuously produced gold medalists which brought name and fame to the college. This is now a well-known college in the state of Chhattisgarh. The college moved to its now state of art campus in the year 2011.

Disha College provides an opportunity to students to show their talents and refresh the minds of youngsters. The youth festivals help the students conquer their shyness. They talk freely with one another. The youth of different states come in contact with one another. In Youth festival 2017 we won 6 Prize in different Competition such as Singing, debate, skit and Mimicry, on the spot Painting, elocution. In Youth Festival 2019 we won 10 Prize in different Competition this year selected students at university level represented university in Inter university youth festival organized in GwaliorJiwaji University (M.P) Dated 18th Dec 2019 to 22th Dec 2019.Our two students were selected for interuniversity competition which was conducted in Central University of Karnataka Gulberga and Gwalior Jiwaji university (M.P.).

#### **Objectives**

- To motivate and help the academically weaker students to realize their weakness and help them to improve on their fronts.
- Improving academic skill of the students in various subjects.
- Raising their level of comprehension of basic subjects to provide a stronger view for further academic work.
- Evaluating student's learning Outcomes.
- Remedial instruction has focused on the specific concepts with which the student struggle.

- To teach student with different alternative teaching strategies.
- To support nation building and develop cultural awareness and appreciation through aesthetics.
- To serve as a platform for the development of character, 21st Century competencies and social emotional learning through the art.
- To encourage mass participation in arts co-curricular activities in college where students enjoy the arts as co-curricular activities members or as audience members at performances and exhibitions.

## **The Practice**

Achievements like this were possible and can be attributed to the relentless hard work and devotion of teachers involved in the process. The delivery is meticulously planned every year. A calendar for the year for every course is prepared well in advance and accordingly splitted time table is prepared by the teachers keeping in view the available working days, college function days, sports and cultural meets, annual function and other functions. The progress is continuously monitored and discussed with the respective department heads and principal from time to time and deficiencies if any are sorted out.

The students are continuously evaluated through measures like Unit Test, Mid-term Examination, Pre-University Examination before appearing in the annual University Examination. Slow Learners and weak students are identified and are given special attention through remedial or extra classes. The big library and state of the art Computer lab has also added to the performance of students today the library has book strength of 15000 in various subjects. Journals, Magazines, News Papers and reference books are available in the library for benefit of students. E-Library and Infolibnet e-resources database N-List facilities are also available. The students as well as Teachers are benefited.

The teachers now use LCD Projector ICT enable class room as teaching medium apart from traditional Chalk and Talk Method. Communication with students get better with their modern techniques and the end result is always wonderful.

Since last three years Disha College has been participating in cultural events. Youth festival organized by Pandit Ravishankar Shukla University Raipur that brings together fun, Knowledge, Creativity innovation and Freshness in all the aspects of our students life. It promotes culture among students in fields such as Dance, Theatre, Music, Fine Art and debate. This competition is conducted in different zones. The youth festival aims to propagate the concept of national integration. The students practice with full dedication and devotion at the campus Amphitheater under the able guidance of Co-coordinator Asst. Prof Dr. Vandana Sharma and Trainer Drama Artist Mr. Neeraj Gupta and Mr. Mohandeep, Miss Kajal, Mr. Hemant, Mr. Yugal Proper Guidance and Training is provided for Music and Culture, Theater, Drama, Folk Dance so that they prepare well. In youth festival 2019 the students selected at zonal level represent Institute. Students selected at university level represent university at interuniversity. The University sends a Circular to all Affiliated Colleges and then selection trials are held and a university team is selected keeping in mind the total number of participants who could be sent for the same. All funding in respect of the above is made from the university funds.

## **Evidence of Success**

- Disha College has been participated in cultural event like youth festival, in which students selected at university level and zonal level.
- Students have developed cultural awareness through youth festival.

- Students have developed various skills through field visit experience.
- Through the Academic excellence now the college is in the map of the University in terms of merit list holders.
- Through Remedial Teaching College has improved academic skill of the students in various subjects.
- Through the use of Modern Technologies like LCD Projector and ICT students learnt real knowledge and make their Academics records very high.
- Disha College announced best student of each discipline on the basis of their Academics and other activities.

**Problem:**

- It is a challenge for teachers to encourage students to participate in a different activity.
- While organizing filled trip transportation issue and time issue is a problem.
- It is hard to convince parents to send their ward for university fest and educational trip.

File Description	Document
Appropriate web in the Institutional website	<a href="#">View Document</a>

## 5. CONCLUSION

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### **Additional Information :**

The College strives to create and maintain professional, academic, social and physical environments which help all our students succeed in their personal and professional domains. The students are groomed and nurtured in a way that can stride them into the competitive world, confidently, responsibly and independently. The institute believes that education is for life and it is a means for good living, not the end. Values are important in life and compassion for others is as important as breathing for life.

We emphasize not just on academic excellence but also futuristic approach towards it as we are planning for research center, which makes our student more keener towards R&D also we are in process to develop as Center of Excellence in academic and other related activities with education, This indeed motivates the knowledge seekers to always aim high and cultivate core values and a balanced understanding of the prevailing global scenario.

The institute is always sought after by others for various academic and non-academic activities. Besides this, the teachers of the institution are actively engaged in all-round academic activities. The high credibility of the institute has facilitated our faculty to be often sought as resource persons for various programmes under MOUs. Some of our teachers have also made their noteworthy contributions by research. Significant improvement in the infrastructural facilities, consistency in the students' admissions and academic performance, good number of add-on courses and faculty development programs, plenty of opportunities created with collaborations, have enabled the college to leap ahead successfully.

### **Concluding Remarks :**

The Mindful education serves the society as it continually examines its practices to ensure that its efforts and results actively contribute to the common goal. Disha college has also aptly served the society with such mindful education and thus has created its esteemed existence in the state.

Ever since its inception, the institution has grown by leaps and bounds and affirms to continue in its progressive mode of creating responsible individuals with knowledge, skill as well as human values. The motto of our college is learning with Conscience, with existing curriculum which helps our students to attain universal goal i.e. this objective is reflected in the missionary zeal of the Management with its abiding commitment to provide quality education for all at affordable cost.

It is with pride that values and expertise imparted by Disha College have served the students and continue to stand united with a tradition and commitment for creating a better world. Through the concerted efforts, the Institution stands lofty, firm and tall a beacon of light, a center of wisdom and a journey for righteous life. To put it in a nut shell, it may be stated that even though much has been done, we do realize that much more needs to be done and we are continuously committed for the same.

As Disha college believes in relentless pursuit and postulation, for embedding harmony and co-existence as essence of living of man and universe. Disha looks forward to establish august temple of learning to educate & train people to become conscientious performers and to reach the pinnacle of glory.