

*Peer Team Report*  
*on*  
*Institutional Assessment & Accreditation*  
*of*  
*Vasanta College for Women, Rajghat, Varanasi*

**Section 1: Preface**

Vasanta College for Women, established by Annie Basant in the year 1913 is a pioneer institution imparting higher education to the women of the region with an objective of providing higher education to the girls. The college is offering degree courses in four major streams viz. Arts, Social Sciences, Commerce and Education. While attaining major goals the institution pursues the ideals of J. Krishnamurti on larger meaning of life. Spread over an area of 300 acres in the Raj Ghat area of the city of Varanasi, the college has a picturesque campus on the banks of river Ganges. It has several teaching blocks, a health centre, a good playground for sports activities, a nice hostel for girls, an open air theatre and a Guest house. The college is managed and monitored by the Krishnamurti Foundation India (KFI). The management also runs various other institutions and schools in India and abroad. Being affiliated to the Banaras Hindu University the college follows the curricular programmes of the Banaras Hindu University for different courses. Concerted effort is being made by the institution to impart the best possible quality education with concern for a disciplined life.

There are 50 teachers including 40 permanent teachers, 8 temporary teachers and 2 substitute teachers. Out of the total strength of teachers, 41 hold Ph.D and 2 have M.Phil degrees. Students are admitted as per the guidelines of the University based on an entrance test. Total strength of the students in the college is nearly 1200 including all streams out of which 80 percent belong to the State of Uttar Pradesh and nearly 20

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percent belong to other states. The college does admit a few foreign students especially from Nepal.

The College has a Library, a gymnasium and a good open air theater as central facilities. The College hostel accommodates nearly one hundred twenty five women students. Apart from that, the College has an assembly hall and a canteen.

It is a grant-in-aid college and has been trying to mobilize different financial resources by running self-financing courses like B.Com. Being an institution devoted to the cause of education of women it shows an inclination to social service in preference to other considerations.

The college submitted its self-study report to NAAC, Bangalore and the NAAC constituted a peer team comprising of Prof. S.D. Tripathi, Former Vice chancellor, Rani Durgavati Vishwavidyalya, Jabalpur as Chairman, Dr. Radhika Raman Sahay, Professor of Philosophy, Patna University as members and Dr. S.P.Malhotra, Professor of Education, Kurukshetra University as Members. The team visited the college campus during November 14-15, 2003 and saw the physical and infrastructure facilities, interacted with the Principal, Faculty, Staff, Students, Parents and Alumni of the college. The team verified the documents for further clarifications. Dr. G. Srinivas, Deputy Adviser to NAAC, coordinated the peer team visit. The report of the peer team is as below:

## **Section 2: Criterion-wise Analysis**

### **Criterion I: Curricular Aspects**

The college follows the curriculum prescribed by the Banaras Hindu University. Theory and practical parts of the courses are run as per the university norms. Most of the efforts of the students are spent in pursuing the theoretical aspects of the prescribed courses of the affiliating University. However, the whole teaching-learning process rests on the

Krishnamurti philosophy of life that calls for an inquiry into the significance of human living. Though the strict framework of course curriculum is followed, there is need for mobility in the courses other than the prescribed one due to sound infrastructure facilities available in the college.

Large number of extra-curricular activities are undertaken to supplement theory classes. Students participate in debates, drama, poetic recitations, musical competitions, etc. Proper emphasis is placed on the development of skills and personality building of the students.

One of the good features of the college is that it organizes community development programmes for the upliftment and awareness of the community with respect to economic inequality and religious fundamentalism. The service rendered by the college students to reach out the unreached, particularly the village community during various community development programmes, is admirable.

The students of Arts and Social Sciences streams are offered different subject combinations. Efforts are being made by the college to equip the students of Commerce stream with skills required in the market. They have been provided options like Computer applications and tourism. Similarly, the students of Arts stream have been offered course in spoken English recently, which is a good effort on the part of the college. There is a need to introduce inbuilt feedback mechanism for developing skills in students so that they are adjusted to the market requirements.

The teachers organize seminars in each department, which is very basic to the learning process. The talent of the students of the college is visibly high and therefore, they deserve to be offered modern job-oriented courses in Information Technology, Electronics, Biotechnology and Computer Science etc. if they so desire.

## Criterion II: Teaching – Learning and Evaluation

As already mentioned, the students are admitted to different course through the University centralized admission committee. There is an entrance test for the students seeking admission in various courses. Major objective of the entrance test is to judge aptitude of the students for the course to which they are admitted. Remedial coaching is held for weak and disadvantaged students after they are admitted to the college.

The B.Ed programme is meant for teacher training and it does provide training to its students in using audio visual aids. The teacher-educators themselves need to use teaching aids to supplement their teaching. The teaching-learning is being supplemented with usual discussions, seminars, assignments. Brainstorming sessions are held to have good interaction with the students and teachers. Another good aspect of the college is arranging co-curricular activities as a part of the college programmes. Since students have to be trained in preparing teaching aids as per requirement of the NCTE, every effort is made by the college to provide opportunities to the students in developing required teaching and communication skills.

The college functions for 280 days, out of which 240 days are teaching days. House tests are conducted in the commerce may also be extended to the other subjects of Arts and Social sciences. The peer team is of the opinion that there is scope to use innovative procedures of internal evaluation.

The faculty is recruited by advertising in the leading newspapers. The college recruits permanent faculty by holding interviews through properly constituted selection committees. It is true that the College has freedom to appoint temporary/adhoc teachers on need basis. The University has set norms for the constitution of selection committee to be followed by the college. This aspect is being well adhered to by the college which has been consistently useful in recruiting the best available

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candidates. The teacher evaluation is done by self-appraisal system. The teachers are generously encouraged to participate in the national and international seminars and conferences. Most of the teachers of the college have participated in seminars and conferences in India and abroad. The teachers have also been attending refresher courses regularly.

College itself has organized a few national seminars. The college faculty is invariably invited by the university to upgrade syllabi of different courses. This speaks of the aptitude of the college faculty and administration about the academic and professional development of the teaching staff. The departments of Music and Painting, though small, have good academic and professional impact.

The college has linkages with Karlstad University, Sweden and other such institutes that provide opportunities to the faculty and the students for further growth. The college is organizing teacher exchange programmes with this and some other universities. Three teachers of the college visited this university, taught there and three teachers from this university visited and taught in the college.

### **Criterion III: Research, Consultancy & Extension**

The college has developed a research atmosphere with the available expertise and infrastructure. The teachers are encouraged to do research in their respective subjects. Some of these teachers were found to have good publications of books and research papers. They are given academic leave for the research purposes. Some teachers have been awarded minor Research Projects by the UGC, New Delhi. One of the teachers of the department of Political Science has just completed post-doctoral work at JNU and has been awarded a major Research Project. It is heartening to note that the college has 3 ongoing research projects in the areas of Geography, psychology and Sociology with an outlay of approximately 4.5 lac.

There is scope for utilizing consultancy services available in the institution. The potential lying with the college about managing educational institutions may be fully utilized for providing consultancy services for educational management of other institutions in the city. The college participates in various extension activities with an officer-in-charge. Additional charge has been given to the teachers in the college. Both teachers and students participate in the extension activities. The extension work mainly includes community development, health and hygiene awareness, adult literacy, teaching the economically disadvantaged children etc. Encouragement to the students to participate in extension activities is given by awarding marks in the internal assessment. A praiseworthy feature of the institution is that its students go out regularly to provide basic education to the children of deprived section of the society in rural areas.

#### **Criterion IV: Infrastructure and Learning Resources**

The college has good buildings and sound infrastructural facilities. The college has adequate lecture halls, and laboratories for the students. The infrastructure is maintained through grants received from various agencies like UGC and also from the fees collected from the students. The college regularly organizes beautification campaigns to keep the campus clean and pollution free. Students under the mission and vision of self-help and self-service do all this for their personality development. They are made responsible for keeping the campus and the hostel clean.

The college has a good library with 31,224 books. Every year college adds to the stock of books. The facilities like reprography, computers and audiovisual aids are available with the college library. The library is open on all working hours of the college on working days. It goes to the credit of the college that the activities of the library like lending of the books, stock verification, purchasing of books, binding of books etc. are done regularly. Some computers are available in the office

and the room of the principal. The college provides health services to the students. There is a common health center for all the educational institutions of Raj Ghat campus with two doctors on duty. The college has an emergency medical help facility for the benefit of the students.

The college shares the sports facilities available on the Raj Ghat campus of Krishnamuri Society for various types of sports. There is a good gymnasium hall, sports room and playgrounds for playing games like hockey, basketball and badminton.

The college has a good hostel facility on the campus to accommodate 125 female students. There is good mess facility for the hostel students. The bathrooms have geysers and other facilities. The hostlers are provided with the facilities of indoor games. The hostels were found clean and well maintained. Maintenance of clean hostel rooms is redeeming feature of the institution. Special classes are arranged for the students like typing, beautician course, cooking, Spoken English, German and personality development. The students are involved with the Spic Macay Society. The college has a good guesthouse, which is well maintained.

The students participate in various functions organized in and outside the college. They have been winning various prizes in sports and cultural programmes. The students have been making their mark and creating an impact in different co-curricular activities sponsored at the University and national levels.

#### **Criterion V: Student Support and Progression**

Dropout rate in the college is nearly nil and the success rate is nearly 98 per cent. The college attracts bright students and therefore it needs a formal placement and guidance cell, which may take care of students' grievances as well.

It was observed that the college has several outstanding alumni occupying good positions. A formal Alumni association needs to be

constituted soon so that they can help the college grow in diverse areas. The college provides financial help to the students through merit scholarships and other financial aid received from the government.

The teachers of the college provide personal and academic counseling. Since the student teacher ratio is quite logical and rational, the teachers are able to maintain personal contact with every student. On the other hand the students do consult teachers for their personal, academic and vocational problems. It is to be noted that the college published its annual magazine 'Vasantika' where students can come out with their thoughts and literary articles.

#### **Criterion VI: Organization and Management.**

The college has well-organized management system. There are teacher representatives on the college management committee. The college is largely managed by the trustees of the Krishnamurti foundation of India (KFI). Autonomy is given to the college principal to organize and manage the college. The financial and academic advice by the management is given to the Principal from time to time. Apart from this, there is an external management to control the functioning of the college. An inspection team from the University after every three years visits the college for the maintenance of standards. The committee of the NCTE has also been visiting the college for maintenance of the norms for the professional programmes. The college has implemented the career advancement scheme for its teachers who seem quite satisfied and happy. The teaching staff of the college is recruited as per the norms prescribed by the University and the NCTE. The recruitment is made through open selection. The staff recruitment depends on the needs of the institution. Since the resource crunch prevails with the government, new recruitments are not easily possible. In order to meet exigencies the teaching staff is



recruited temporarily. The non-teaching staff is similarly recruited as per norms. They are also recruited by open selection.

Performance appraisal of the teaching staff is done by self-appraisal proforma. The appraisal of the non-teaching staff is done by annual confidential report written by the principal of the college. The welfare schemes for the staff include contribution towards the provident fund and gratuity, etc. Special staff welfare schemes like LTC and house loan etc. need to be added. The grievances redressal cell needs to be added to college management and administration.

There is good budgeting and auditing procedure in the college. Salaries of the temporary teaching staff alone are paid out of the fee collected from the students. The major financial resource of the college is through state Govt. grant, UGC grant and the fee collected from the students. The annual tuition fee given by each student in the liberal courses is nearly Rs. 700/- and in case of B.Ed it is nearly Rs. 2,000/- including other charges.

#### **Criterion VII: Healthy Practices**

As already mentioned the college functions with the basic philosophy of J. Krishnamurti a great teacher and thinker of India. In order to stress upon this philosophy the college organizes daily a morning assembly. The platform so organized helps the students come out with their talent and assertiveness. The college is linked with rural development programme through its rural center. The college has international linkages with different industrial and research organizations and they have on their agenda teacher exchange programme. The college works for the education, development and empowerment of the women of the area to which it serves. Attempts have also been made to integrate the local community with the activities of the college. Teachers in the college are

working with a mission. They are adequately engaged in research and teaching activities. They try to attend many regional and national conferences. Since the college works with a mission, the work ethic is interwoven into the functioning of the college system.

Vasanta college is one of the best known women colleges established in pre-partition days with a mission to develop, enhance and empower women. The college exhibits a rare blend of liberal and professional courses of high quality.

### **Section 3: Overall Analysis**

The general impression is that due to the conscious efforts on the part of the management and the staff, the academic and professional climate has been generated in developing excellent human behaviour of women for their future growth and development. Some clarifications were sought during interactive sessions with the Principal, Staff, Students and the Management. The discussion and external evaluation by the Peer team indicates that the institution has a band of dedicated people fulfilling the vision of J.Krishnamurti. In sum and substance, the college operates on sound educational, professional and participative management principles. The institution is rendering valuable service in the highly populated city of Varanasi by exposing the women students to clean and healthy educational environment. It is heartening to note that this College of Women in Varanasi has taken a lead by applying for assessment and accreditation by NAAC in the state of Uttarpradesh. Innovative practices in teaching and reaching out to the unreached in the social service sector is worth emulation by other educational institutions. Some of things worth mentioning found by the Committee are:

1. The institution is working with a mission and the functioning of the college matches its objectives.
2. The students are given value-based education based on J.Krishnamurti's philosophy.
3. The norms established by apex bodies are earnestly followed.
4. Effort is made to train the students professionally and equip them with the latest skills
5. The track record of the college in extension work and reaching out to the unreached in the social service sector is excellent.
6. The Principal and teaching staff of the college are active in teaching and research. They work with commitment and motivation.

In the end the peer team would like to make the following recommendations for the consideration of College authorities.

- i. The teachers in the college may make use of more teaching aids.
- ii. The research achievements of teachers may be strengthened by having more research projects from the UGC, NCERT, ICSSR and other funding agencies. This will bring additional academic facilities to the college and spill over impact on the quality of teaching.
- iii. Computer and Internet facilities in the college may be further strengthened keeping in mind the specific requests made by the students. STD phone, Xerox are available in the campus. However, these facilities need to be enhanced.
- iv. The Department of Geography, Psychology and Home Science need further space to do their teaching job effectively.
- v. The college may start BSc stream and a few postgraduate courses in selected subjects.
- vi. Apart from University approved courses the College may organize its own short-term courses for the women to help them adjust in the global social set up.
- vii. Alumni Association and Parent-Teacher Association of the college may be formed soon to help the college grow academically and financially. These areas have immense potential for further development of the college.
- viii. Efforts need to be made to utilize the competence of the teachers for providing consultancy services to the nearby schools and colleges.
- ix. The Department of Psychology may establish and lead Career Guidance and Students' Counseling Center.


- x. There is need to construct another women's hostel for which the college may seek funds from the UGC.
- xi. Short-term certificate courses by its own in the areas such as Functional Hindi, Sanskrit, Foreign languages, Textile Design, Fashion Designing, Communicative English, E-Commerce etc. may be started by the college.
- xii. Better space facilities and ambience may be provided for class rooms and teachers.
- xiii. English medium students may be given better attention and support.
- xiv. Some of the course-facilities given to hostel students may be extended to non-resident students as well to the possible extent.
- xv. Computer training may be provided to all the students. More facilities to prepare for competitive exams and entertainment on the campus may be provided.
- xvi. In house monthly tests /internal assessment methods may be introduced in the Arts and Social Sciences also so that the students face the final exams effectively.
- xvii. More emphasis may be given to practical/field learning.
- xviii. Canteen needs improvement.
- xix. Office functioning may be modernized and developed as a good service center.
- xx. Library modernization may be taken up with the help of INFLIBNET. Book bank scheme and allowing the students to retain books till the end of exams may be introduced. More latest books and research journals may be procured.
- xxi. The KFI Management may allocate more resources to further development of college.

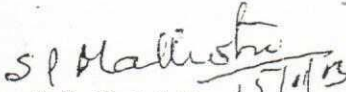



The peer team is thankful for the cooperation courtesy and support extended by the college Managing committee, Principal, Faculty, staff and students of the college in the conducting the assessment of the college.

The peer team wishes the college to grow into an important centre of higher education for women in the country with emphasis on character building.

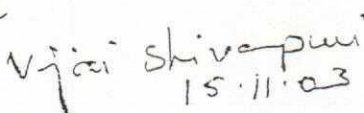
*Name and signature for the peer team members*

  
1. Prof. S.D. Tripathi, 15.11.03  
Chairman

  
2. Prof. S. P. Malhotra  
Member

  
3. Prof. Radhika Raman Sahay  
Member

*Name & Signature of the Head of the Institution*

*See the report*  
  
Dr. Vijay Shivpuri  
Principal  
Vasanta College for Women  
Rajghat, Varanasi

Place: Rajghat, Varanasi

Date: 15<sup>th</sup> November 2003