



SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

BETHUNE COLLEGE

BETHUNE COLLEGE, KOLKATA 181, BIDHAN SARANI
700006

www.bethunecollege.ac.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

August 2022

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Established in 1879, Bethune College, affiliated to University of Calcutta, and located in the heart of the city, at 181, Bidhan Sarani, it is the oldest college for women in Asia, and is presently under the Department of Higher Education, Government of West Bengal. The institution is committed to the cause of empowerment of women from all sectors by providing access to higher education.

Reaccredited in 2014 with 'A' grade from NAAC, the college has made significant infrastructural progress through funds received under RUSA and DBT-Star College Scheme. In 2022, the institution ranked 74th at the national level in the college category by the National Institute Ranking Framework (NIRF). It is the only Government college from West Bengal to feature in the list of top 100 colleges. Recently, the college received the Education Eminence Award for Best Women's College in Academic Excellence by News18 Bangla. In 2019, Bethune College received the Zee 24-Ghanta Academic Excellence Award. The Self Study Report (SSR) presented for an assessment and accreditation of the college by the National Assessment and Accreditation Council offers scope for reviewing our strengths, weaknesses and opportunities.?

Vision

The vision of the institution is to mould students into dynamic global citizens who are intellectually stimulated, technologically equipped, socially aware, and sympathetic, by providing value-based, quality education. The college aims to impart lifelong learning so that our students become better human beings, retaining a fine sense of balance between traditional values and modern perspectives.

The institution is committed to the cause of empowerment of women from all sectors including those who are socially and economically deprived through access to higher education. Keeping in mind the changing contours of education in the current era, the institution aims to become a vibrant knowledge centre in teaching, research, and extension activities

Mission

The mission of the college is to provide higher education ensuring holistic development that promotes capacity building and holistic development through a quality teaching-learning process. The institution aims to create honest citizens who preserve their rich cultural past and are professionally skilled in their own fields. The College strives to provide comprehensive education, inculcate ethical and moral values, and encourage students to enhance their leadership and entrepreneurial qualities.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. The chief strength of Bethune College, the first women's college in Asia, is to be found in its

stakeholders, namely, its bright, devoted students and eminently qualified, dedicated teachers, as well as efficient office staff.

2. Approximately 80% of students opt for higher studies and a substantial number qualify in UGC-NET thereafter, and join PhD programmes in different universities.
3. The NSS unit of the College functions very actively with a number of extension activities throughout the year, with special cleanliness and sanitation drives carried out in neighbouring areas on a regular basis even during the lockdown period.
4. The College boasts of a very active Alumni Association, which is deeply involved in all College programmes, keeping alive the rich legacy of the heritage institution, contributing generously towards its betterment through various endowments and prizes.
5. The college has a strong grievance redressal system. Depending on the nature of grievance, students seek redressal from the Internal Complaints Committee (ICC), the Disciplinary & Grievance Committee, the Anti Ragging Committee and the Backward Class Cell. Students may register their complaints / grievances / suggestions physically in the college 'Grievance Box' or fill up the Grievance Form available on the college website. The Grievance Redressal policy document is uploaded on the college website for general information.
6. As recommended by the NAAC Peer Team, a hostel for outstation students has been constructed and is operative from the academic session 2022-23.
7. Bethune College has a green campus, a greenhouse with a medicinal garden and many trees housing birds and bats.
8. The College has a very rich Library and offers e-library membership to all students and staff.
9. Students receive financial support (in the form of) through scholarship, stipend, and free studentship from various government and non-government sources. The college has a Students' Aid fund maintained by the teachers, which provides financial support to needy students. Bethune College secured second rank in fulfilling the target of 'Kanyashree Prakalpa', a state government welfare scheme for girl students, in the Kolkata district during the Academic year 2019-20.

Institutional Weakness

1. As a purely Government College, financially dependent on the State Government and having no permission to generate and utilise private funds, the age-old buildings of the heritage institution can only be repaired and not renovated, which causes a great deal of hazards, specially in times of natural calamities, such as, the Amphan cyclone in recent times.
2. The College being situated in the heart of the city has no scope for expansion in terms of space, leading to severe shortage of classrooms during full sessions.
3. There are a number of vacancies for both teaching and non-teaching posts which need to be filled up for better functioning of the College.
4. Many departments cannot offer all elective papers because they are understaffed. Students have limited choices in case of Discipline Specific Electives.
5. As a government institution, there is no scope for private generation of funds, which causes difficulties, especially in the administration of postgraduate courses. We can not demand excess funds from our students.
6. Lack of adequate number of non-teaching support staff increases the workload of teaching staff adversely affecting their academic responsibilities.
7. Most of the office and administrative work is done online. Many teaching and non teaching support staff

require suitable training.

8. Maintenance and cleanliness of the campus is affected owing to the unplanned structures of the past, as well as, lack of adequate cleaners and sweepers.
9. The absence of a single structured building results in waste of time for teachers and students while going from one building to another for different classes.

Institutional Opportunity

1. Bethune College, with its rich past and promising present, has scope for a lot of expansion and exploration at different levels, namely in the introduction of language courses, as there are a number of teachers proficient in a variety of languages.
2. With a full-fledged Sanskrit department in the college, a certificate course in Sanskrit could be introduced for teaching and non-teaching staff, as well as students from different streams.
3. As per the NAAC Peer Team's recommendation last time, two departments have initiated collaborative programmes with other educational institutions. More such programmes could be organised in future.
4. Greater emphasis could be placed on research and developmental work, specially utilising the DBT-Star College facilities.
5. Outreach programmes could be initiated in remote areas by the NSS unit.
6. A Reading Club could be established with weekly lectures by faculty members, as well as. invited speakers.
7. CBCS Programme has been introduced in the institution since 2018 at the UG and PG level as recommended by the NAAC Peer Team. The college may start new courses like Food and Nutrition and Sociology if the Higher education Department sanctions the teaching posts. The affiliating university has approved these courses.
8. As recommended by the NAAC Peer Team, the mentoring system has been strengthened in the college. During the period of lockdown, as students faced a number of challenges, teachers not only helped them with their academics but also mentored them on a regular basis so that they could overcome psychological issues like depression and anxiety. Students were often directed to the psychological counselling facility available in the college. This facility needs to be strengthened with more professional counsellors on board.
9. The Women's Studies Centre of the college ensures that gender equity is maintained in the institution. The Centre organises several workshops, awareness programmes and competitions to sensitise students, teaching and non-teaching staff about gender equity. The Centre has also published two books in recent times. More funds from central bodies would help the Centre widen its scope and conduct more outreach and extension activities

Institutional Challenge

1. Maintenance of the age-old Heritage structure and introducing new infrastructural facilities is one of the major challenges faced by the college. As per NAAC Peer Team's recommendation, the college has arranged for a lift and ramps for persons with disability (PWD). However, more such facilities need to be introduced in the college on a priority basis., seeking funds from higher authorities.
2. Infrastructural development in terms of vertical expansion in Kadambini Bhawan has increased the number of classrooms. However, finding more space for expansion for an adequate number of classrooms is always a challenge.
3. Obtaining permissible funds for different development programmes is always a challenge for a purely

Government institution with no scope for fundraising from private sectors.

4. Completion of the syllabus satisfactorily under the CBCS system within a very limited span of time is a challenge.
5. Teachers find it difficult to make time for individual research and development in the cramped class lecture schedule. They also need more support staff to devote more time to teaching and research.
6. Students of the college who are brilliant in academics often suffer from lack of confidence owing to their inability to communicate in English. The college may introduce Spoken English and training courses for various competitive examinations and field placement of students for skill development, specially through collaboration with other language training institutions.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Proper syllabus distribution, teaching plans, academic modules, academic calendar, centrally created routines for undergraduate, postgraduate courses and practical classes are followed rigorously. Students are encouraged to take part in various academic activities conducted both online and offline. Classes and examinations were conducted online during the lockdown. Field study, excursions, educational tours are organised regularly as part of the curriculum. Continuous assessment provides scope for steady improvement in students. Regular departmental meetings are held, documented, and updated regarding completion of the syllabus, and teachers are aware of the requirements detailed in the NEP, 2020. Four quadrant e-module is uploaded in advance to acquaint students about the course. *Heritage* and *Adiganta*, two journals published by the College, offer scope for academic and creative writing. Students are encouraged to participate in intra-college and inter-college competitions organised by Bethune College, as well as, other institutions. Many events such as Independence Day, World Environment Day, International Women's Day, International Mother Language Day, Republic Day, Sports Day, Bethune Day, etc are held every year.

The College arranges a two-year computer training course by Webel, a 30-hour Value and Ethics course specially for Semester 1 students and a newly-introduced 30-hour Bratachari training course, to ensure all-round development.

Programmes on Gender sensitisation, human rights, professional ethics, environmental studies are organised and the Women's Studies Centre works actively to create a gender neutral environment.. DSE courses in the Humanities and Social Sciences syllabus add further stimulus.

Students participate in project work, field work, NSS projects, internship etc for practical experience.

Student feedback is conducted by IQAC. Strict anonymity ensures unbiased, fearless feedback and prompt action is taken thereafter.

Teaching-learning and Evaluation

Bethune college offers admission to students from all backgrounds. According to Government directives, college admission is conducted online. Average enrollment percentage and average percentage of seats filled against seats reserved for various categories are 76.5% and 65.4 % respectively for the last five years. The College maintains a decent student-teacher ratio for proper teaching learning process. The ratio in the last

couple of years is 14:1.

Besides regular classes, remedial, mentoring and tutorial classes are arranged to meet the needs of both slow and quick learners. Invited lectures are organised by all departments

During lockdown, regular classes following fixed routines were held using LMS. Teachers participated in online Faculty Development Programmes and a E-Content Development workshop was organised by the college. Students participated in academic and cultural activities online. NSS activities, Ethics and Value Education Course were conducted by the college to ensure all-round development of students. A library with internet facility and access to e-journals and e-books provide quality study materials for students.

The college has a continuous formal and informal mentoring system. A healthy mentor-mentee ratio helps to maintain optimum teacher-student interaction both outside and inside the classroom. The average percentage of full-time teachers against sanctioned posts during the assessment period is **84.6** and almost **68 %** of full-time teachers have PhD as their highest qualification.

Internal assessment is carried out as per university regulations. Grievances regarding internal assessment are resolved by the department. Guardians are informed about the progress of their wards through parent-teacher meetings. CU examination related grievances are addressed by the Examination Committee and concerned departments..

The IQAC prepares Programme Outcomes (PO) and Programme Specific Outcomes (PSO) on the basis of the learning objectives mentioned in the university syllabus. All departments prepare their respective Course Outcomes (COs)

Result analysis is conducted at the department level. The average pass percentage for the last five academic years is 98.07%.

Students are satisfied with the completion of syllabus, teaching quality and skills of the teachers, study materials provided and opportunities offered by the college. They have expressed satisfaction with internal assessment procedures and mentoring.

Research, Innovations and Extension

The institution received research grants from both Government and non-Governmental agencies in the last five years in the form of major and minor projects. Workshops and seminars on IPR and industry-academia innovative practices have been conducted. The institution has received awards for these innovative practices of knowledge transfer involving teachers and students. A sizable volume of papers has been published in UGC Care Listed as well as non-listed but blind peer-reviewed journals. Books with ISBN numbers have been published. Extension activities are conducted through the National Service Scheme where volunteers and teachers associated with the Scheme carry out socially useful work related to educating, raising awareness and providing resources for issues like cleanliness, hygiene. Social issues like dowry, female foeticide, domestic violence are addressed. Health camps are organised from time to time to provide free healthcare. Environment awareness programmes are held round the year. A one-day workshop on “Organic Compost Preparation-utilisation of domestic waste” was organised by the NSS unit in collaboration with some departments under DBT STAR College Scheme. Vegetable wastes were brought by students from their houses and college canteen and an organic manure unit was created. The NSS Unit organises health check up camps for students. The

college organises seminars to enlighten students about 19th Century luminaries like Swami Vivekananda, Ishwar Chandra Vidyasagar and Sister Nivedita. Webinars on scientific figures Rosalind Franklin are organised. The college receives financial assistance from DBT Star scheme of the Department of Biotechnology, Ministry of Technology, Govt of India since 2020.

Infrastructure and Learning Resources

The institution has 6 buildings with 28 ICT enabled classrooms, science laboratories and a DST-funded Computer Laboratory. Other infrastructural facilities include Centenary Hall, Arts and Science library, RUSA Seminar Hall, Auditorium, Gymnasium cum Nivedita Prayer Hall, Students' Common Room and Alumni room. A college archive was inaugurated in 2021. An amount of Rs 1088 lakhs has been expended during the last five years for infrastructural expansion while Rs.140.7 lakhs was expended on maintenance of infrastructure.

The college library is fully automated with LIBSYS software and RFID technology. From the session 2021-22, the Library uses KOHA software. Inlibnet membership ensures access to e-books and e-journals. Rare books and objects are preserved in the college Archive. Wi-Fi facility is available in the Administrative Building, Science Library and the Centenary Hall.

Broadband internet connection for every department and smart classrooms aids in ICT based pedagogy. The institution is equipped with 2 internet connections updated to optical fibre (FTTH) network having 60 MBPS and 40 MBPS speed. A total of 167 computers are used as teaching learning aid.

The buildings are maintained by the Public Works Department, WB, and the furniture is purchased from and maintained by WB Small Industries Development Corporation Ltd. Upgradation and maintenance of computers are conducted through WEBEL. Scientific instruments are maintained by specialised chartered mechanics.

Solar Power Plant is situated at the top of Vidyasagar Building. In addition, another new solar panel (capacity 5kW) has been installed on top of the auditorium. Lightweight vertical extension of Kadambini Bhavan accommodating 7 classrooms, 2 laboratories, 1 staff room and washrooms along with installation of lift in the same building has been completed. The College Hostel with accommodation of about 150 outstation students has been inaugurated. The College Canteen provides nutritious food at a subsidised rate. There is a designated Chemistry research laboratory supported with sophisticated instruments like double beam UV spectrophotometer and centrifuge to facilitate research. The college has CCTV surveillance and offers facilities for Persons with disabilities. In order to provide barrier free access to different areas of the campus, ramps have been built.

Student Support and Progression

Students are the foremost priority in Bethune College. Providing opportunities for all round development of students is the chief concern. All information is provided in the college prospectus and the website, www.bethunecollege.ac.in.

The students receive financial assistance from Government and non-Government agencies. Institutional support includes reservation in admission, excursion concessions, freeships/half-freeships for tuition fees on merit-cum-means basis, and assistance to needy students from the Students' Aid fund. Over the last five years, 2101

students have benefitted from Governmental and non-Governmental/ institutional fundings. The College organises several programmes for the development of soft skills. The Career Counselling Cell organises campus recruitment drives. The Institution takes strong action against any untoward incidents through the Disciplinary and Grievance Committee, Internal Complaints' Cell and Anti-ragging Cell. The Backward Class and Minority Cell organises awareness programmes for sensitization. The RTI cell provides transparency in information procurement. The Psychological Counselling Cell offers free counselling which was especially beneficial during the pandemic.

In addition to curriculum-based teaching, students are motivated to appear in competitive examinations through programmes conducted by the Career Counselling Cell of the college. A good number of students qualify in such examinations. Students' progression from UG to PG and further higher education is remarkable.

There are several Clubs, monitored by students, under the Student Activity Cell and linked with extra-curricular activities. Students are encouraged to participate in intra and inter-college activities for holistic development. The College organises an annual inter-college competition **AALAP** and commemorates events of National and Global importance. The Students' Committee of the College is apolitical and effectively maintains a healthy liaison between students and teachers. Volunteers of the COVID Squad fulfilled almost 150 requisitions for oxygen, food, and blood, alongwith the NSS. Students have also made their institution proud by their achievements in sports and cultural events of high repute.

The registered Alumni Association, Bethune College Sammilani, while offering encouragement and assistance in the form of prizes and stipends for academic and overall performance of the students, is a support system to the college. Besides providing endowment funds, the association supports all academic and social activities.

Governance, Leadership and Management

In order to decentralise administrative work and ensure participation of each stakeholder, the institution forms committees which are convened by faculty members. Keeping in mind the objective of educating under-privileged students at extremely affordable costs, the institution offers several Government endowments and scholarships to deserving candidates. Kanyashree (1 & 2), Swami Vivekananda Merit cum Means Scholarship, INSPIRE, Student Aid Fund are some of the funds that students receive regularly. The different committees comprise the Principal, IQAC coordinator, TCS and Heads of departments as ex-officio members. These committees dispense administrative duties, student related duties and support, scholarships, campus maintenance, website work, NSS, service-related work such as service book, CAS, research projects and work related to accreditation, upgradation, and college ranking. For functions related to inauguration of journals, magazines, annual prize, annual fest and sports, celebration of significant days, short-term, need-based committees are formed. The institution implements e-governance in administration, finance and Accounts, Student Admission and Support and pre-Examination procedures. The institution has a well-regulated system for performance appraisal/SAR, leave rules, academic and administrative training measures, and communication with the Higher Education Department. Academic and administrative training workshops are arranged in the college for this purpose. The institution is financed entirely by the Government of West Bengal. There are two main sources of funds for the institution. The State government funds are utilised for salary, wages, health scheme, infrastructural expenses and maintenance of the institution via PWD. Central government funds like RUSA, DBT STAR are used for procurement of new facilities, renovation and on-campus construction. The College conducts an internal financial audit on an annual basis. External financial audit is conducted as per Government norms. The college has an efficiently managed website and conducts its academic and financial activities online in tandem with the portals of West Bengal Government (IFMS),

Calcutta University(CU website). All institution related data are uploaded on the Higher Education portal of the Government of West Bengal.

Institutional Values and Best Practices

The college has on-campus CCTV surveillance and security guards at the gate. It has an active grievance redressal system. The Code of Conduct policy document for students and staff members is uploaded on the institutional website. The College offers free psychological counselling and the Women's Studies Centre works actively to promote a gender-neutral environment.

Bethune College celebrates different cultural programmes throughout the year. The Cultural Committee along with the Students' Activity Cell celebrate theme-based programmes on Annual Prize Day, Rabindra Jayanti, Bethune Day, Republic Day, Independence Day and International Mother Language Day. *Banomahotsab/tree-planting*, is organised on Bethune Day.

The college conducts awareness programmes to sensitise all stakeholders regarding human rights, diversity, tolerance and constitutional obligations. The college undertakes green initiatives like waste segregation, use of solar energy and LED bulbs as alternative energy sources. Environmental Awareness programmes are organised. Lectures delivered in the 30-Hour Ethics and Value Education course address environment awareness issues like Bio-ethics and environmental ethics, Professional Ethics etc.

The college provides facilities like braille books, ramps, rails, elevators and disabled friendly washrooms to ensure a barrier free environment for differently-abled persons.

During the lockdown, the Students' Committee of the college created a Covid Squad to help families find resources during the second wave of Covid-19 in 2021. The NSS unit of Bethune College is actively involved in awareness programmes for the socially and economically underprivileged.

The best practice of the institution includes empowering and offering inclusive education to students from diverse backgrounds. Another best practice of the institution is the conservation and documentation of wild biodiversity in the campus and establishing a documented medicinal plant garden in the campus. Best practices also include Sanitizer preparation during the lockdown period and maintenance of rare archival documents in the college archives. The institution gets its distinctive character from its rich heritage of empowering women through education. Our students, well-established in different fields, keep up the rich legacy of the College.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	BETHUNE COLLEGE
Address	BETHUNE COLLEGE, KOLKATA 181, BIDHAN SARANI
City	Kolkata
State	West Bengal
Pin	700006
Website	www.bethunecollege.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	Anushila Hazra Bhattacharya	033-22571712	9433107527	-	bethunecollege1879@gmail.com
IQAC / CIQA coordinator	Sudeshna Mitra	033-22411731	9836236321	-	sudeshnaphilo@gmail.com

Status of the Institution	
Institution Status	Government

Type of Institution	
By Gender	For Women
By Shift	Day

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
West Bengal	University of Calcutta	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	01-11-1956	View Document
12B of UGC	01-11-1956	View Document

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
No contents				

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?	Yes
If yes, name of the agency	DBT STAR COLLEGE Scheme of Department of Biotechnology Ministry of Science and Technology Govt of India
Date of recognition	06-03-2020

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	BETHUNE COLLEGE, KOLKATA 181, BIDHAN SARANI	Urban	2.206	8926

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BA,Bengali	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	Bengali	38	27
UG	BA,English	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English	46	43
UG	BA,History	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English,Bengali	38	26
UG	BA,Hindi	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	Hindi	20	15
UG	BA,Sanskrit	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English,Bengali	40	6
UG	BA,Philosophy	36	Passed Higher Secondary, ISC, CBSE	English,Bengali	38	18

			or its equivalent examination			
UG	BA,Political Science	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English,Bengali	38	28
UG	BA,Women Studies	24	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English,Bengali	30	0
UG	BSc,Botany	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English	36	25
UG	BSc,Chemistry	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English	38	26
UG	BSc,Computer Science	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English	23	17
UG	BSc,Mathematics	36	Passed Higher Secondary, ISC, CBSE or its equivalent	English,Bengali	36	27

			examination			
UG	BSc,Physics	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English	36	29
UG	BSc,Psychology	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English,Bengali	20	19
UG	BA,Psychology	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English,Bengali	20	19
UG	BSc,Statistics	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English	18	15
UG	BSc,Economics	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English,Bengali	36	28
UG	BSc,Zoology	36	Passed Higher Secondary, ISC, CBSE or its equivalent examination	English	36	32

PG	MA,Bengali	24	Passed under Graduate in the subject	Bengali	23	23
PG	MA,English	24	Passed under Graduate in the subject	English	16	16
PG	MSc,Botany	24	Passed under Graduate in the subject	English	21	21
PG	MSc,Mathe matics	24	Passed under Graduate in the subject	English,Ben gali	16	16
PG	MSc,Psychol ogy	24	Passed under Graduate in the subject	English,Ben gali	5	5
PG	MA,Psychol ogy	24	Passed under Graduate in the subject	English,Ben gali	5	5
PG	MSc,Zoolog y	24	Passed under Graduate in the subject	English	21	21

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	6				39				70			
Recruited	1	1	0	2	11	26	0	37	11	49	0	60
Yet to Recruit	4				2				10			
Sanctioned by the Management/Society or Other Authorized Bodies	4				0				5			
Recruited	2	2	0	4	0	0	0	0	3	2	0	5
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				61
Recruited	25	8	0	33
Yet to Recruit				28
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
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				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	1	0	10	17	0	7	32	0	68
M.Phil.	0	0	0	0	4	0	0	6	0	10
PG	0	0	0	1	5	0	4	11	0	21
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	2	2	0	0	0	0	1	0	0	5
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	2	0	4
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
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		Total
	Male	Female	Others	Total	
	0	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	0	0	0	0	0
	Female	1131	17	0	1	1149
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	193	3	0	0	196
	Others	0	0	0	0	0
Diploma	Male	0	0	0	0	0
	Female	205	2	0	0	207
	Others	0	0	0	0	0
Certificate / Awareness	Male	0	0	0	0	0
	Female	382	3	0	0	385
	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	0	0	0	0
	Female	103	99	106	111
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	10	7	18	13
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	53	36	62	59
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	439	388	336	324
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		605	530	522	507

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	<p>a. Bethune College, Kolkata being the first women's college in Asia and holding 74 th Rank in college category in NIRF ranking 2022, has always tried to adopt multidisciplinary teaching learning process towards holistic development of women. Along with 16 Under Graduate Departments and 6 Post Graduate Courses., the multidisciplinary approach to education is further nurtured through the generic course of Women's -Studies. The Women's Studies Centre of the college is a central place which involves faculties to carry out interdisciplinary research harping on gender issues. b. The Institution tries to nurture the integration of humanities and science through three major disciplines like Women Studies, Psychology ,</p>
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	<p>Environmental studies. c. The institution offers several flexible and innovative curricula in the areas of community engagement and service through NSS, environmental education, and value-based education .</p> <p>d. The institutional always encourages students to enjoy multidisciplinary flexible- curriculum at different years of their stay of undergraduate education, e.g , Computer-training, Yoga training, First aid training . e. Several .seminars and webinars are conducted by individual departments, IQAC cell, IPR cell, Students activity cell etc on regular intervals covering wide array of topics across disciplines. Faculties across departments give lecture at popular level in the “Tuesday Lecture series” promoting multidisciplinary education. f. The Institution has a dedicated NSS team through which the students take up projects of outreach and community service to the aged and orphans, Environmental awareness- drive (including plantation of saplings and banning plastic), The Human Rights Cell also work in the same tune. Moreover, the institution has a good record of exchange of content for pedagogical transaction is designed by the parent university as per the UGC guidelines. The institution has made collaboration with different institution in rural and urban areas for exchange og faculty as an interdisciplinary approach to education. We anticipate all these drives will be very fruitful for implementing NEP 2020.</p>
2. Academic bank of credits (ABC):	<p>Our Affiliating University has discussed about the roadmap for the implementation of NEP-2020. And thus we get more clarity regarding the academic bank of credits being proposed in the policy shape up. The faculty members proposed welcome the for the change in the mindset of policy makers, which should help to create a framework for the smooth implementation of NEP-2020. We anticipate that this historic policy on education will yield positive results and too have pulled our socks to ensure its effective implementation. Our institution has a good record of persistent publishing in terms of books, journals, and the college magazines . Faculties are encouraged in book writing according to curricula and further advanced research. Students also prepare study materials for their own use and also for their juniors.</p>
3. Skill development:	<p>Considering the growing demand of Skilled work force in both public and private sector, affiliating university has framed her curriculum accordingly. So</p>

	<p>many skill oriented courses are introduced in the curriculum. Need of the hour is to produce young generation obtaining degrees in their choice of subjects and additional skill course that will help them to start their own entrepreneurship after leaving the college. Apart from usual skill curriculum from parent university, our college signed MOU with WEBEL , for apt computer training. Said training partner is providing training to our students to be effective Data Entry operator. Other good practices of the institution for skill development are through scientific workshop, as well as the atheletic performances etc. The syllabus for each Subject is so designed that the students have to undertake application oriented compulsory modules (Skill Enhancement Course in Sem 3 and Sem4) which relates to skill formation, problem solving and analytical thinking which are core to STEM.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>1. Our Institution has a legacy to ensure appropriate integration of Indian knowledge system by offering MIL(Modern Indian Languages) and core courses as per CBCS scheme set up by parent university. Languages like Hindi, Sanskrit, Bengali are offered to students as core subjects along with generic electives and skills. Subjects like Political science, History, Women studies are also offered in order to inculcate sense of national integration, love for art, culture, respect towards women community and civic sense among the student community. Teaching these courses through online mode during COVID pandemic was offered smoothly by the college. 4. For appropriate integration of Indian knowledge, two languages, Sanskrit and Hindi are taught. Also for revival of neglected regional culture, a certificate course on Banglar Bratachari is conducted for willing students in blended mode. Historical research on 19th Century Women education is also a good practice of the institution.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>Our institution offers four programmes with number of courses. Programmes include Bachelors in Arts, Bachelors in Science, Post graduate in Sciences and Post Graduate in Arts . After completion of their selected programme, a student is expected to have rational thought processes in several Social , Historical, Scientific , Economical, ideological and philosophical tradition related areas. 2. The programmes also empowers the graduates to appear</p>

in various competitive examinations or go for higher studies up to their choice. 3. All the Ignited minds, enough to think and act over solution of various issues prevailing in the human life to make this world a better place to live in . 4. Students are expected to acquire scientific and rational temper and approach a specially the science stream students. 5. Qualities of science observation, precision, analytical mind, logical thinking, clarity of thought and expression, systematic approach, qualitative and quantitative decision making. 6. Trains the learners to extract information, formulate and solve problems in a systematic and logical manner. Thus the institution takes concrete effort to make students ready for job market through specialised Industry-Academia interface sessions , and physical visit. Special classes on Communicative English make them more articulate and smart enough to face job- interview. Training on Data science for all students make them able For being Future Data entry operator. Departments under DBT star college Scheme conducts different hands on training in line with STEM to make them worthy of future researchers.

6. Distance education/online education:

In our country several organizations are offering quality education through distance mode in PG courses. Our college has offered full support in their endeavour to provide education at the doorsteps of people living in remote parts of the state . specially our college is conducting contact classes and is providing information of enrolled students to their respective even at home. During COVID pandemic our college switched over to virtual mode of teaching through various applications viz ZOOM, Google Classroom, Google meet etc. The college offers on line Education for the certificate Course on Ethics and value based Education for all the First Year students. Moreover ethics and value education courses are also conducted mostly in online mode Once the NEP is implemented in West Bengal, we will carry out more and more distance and online education as recommended by the policy framers of NEP-2020.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1375	1483	1506	1466	1380

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2 Teachers

2.1

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

Response: 105

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
96	97	89	88	86

3 Institution

3.1

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

2021-22	2020-21	2019-20	2018-19	2017-18
74.86	142.29	155.57	290.07	145.96

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

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:

The College maintains a centrally created routine for undergraduate and postgraduate classes of all departments for effective curriculum delivery and completion of syllabus within the stipulated period of a semester. Departments hold meetings for distribution of syllabus. At the beginning of each semester, a tentative teaching plan is shared with the students so that they are aware of the syllabus distribution. Different methods for effective teaching-learning, apart from the traditional chalk-and-talk method, are employed, such as, audio-visual aids, power point, and so on. Practical/Laboratory classes are conducted regularly for Science subjects. Tutorial classes for each paper are held for enabling proper understanding. Remedial classes are arranged for slow learners as per requirement. Mentoring classes ensure interaction between students and teachers. Mid-term examinations are conducted, which help to identify the particular needs of individual students. In the annual system, mid-term tests, as well as, selection tests were held. Class tests and tutorial assignments are part of the teaching-learning process. Syllabus distribution, teaching plans and individual class records are maintained to ensure that the syllabus is completed within the stipulated time. Students are also encouraged to actively participate in seminars/webinars, related to their subject of study and interdisciplinary topics, so as to broaden and deepen their understanding of topics of study. Wall magazines and online magazines prepared by students of different departments under the guidance of the teachers reflect their awareness of academic topics and different contemporary issues and sense of responsibility and involvement towards the larger world, outside the college. Excursions, day trips, short tours are organised by different departments to help students acquire practical knowledge of topics/events/phenomena that they study in books. As per the New Education Policy, 2020, teachers have created four-quadrant pattern study materials and these have been uploaded on the College website for easy access and convenience of students. Students are also encouraged and trained periodically for participation in inter and intra- College Quiz, Debate and Extempore Competitions. Students' Seminars are conducted by some departments with this end in view.

The Academic Calendar, prepared by the academic committee, ensures a systematic routine for curricular and extracurricular activities throughout the year. The College is affiliated to the University of Calcutta and abides by the dates of examinations fixed by the University for the different Semesters. The Academic Calendar provides tentative dates for the commencement of sessions, internal examinations, holidays, according to the Government of West Bengal Holiday List and institution-level events like Bethune Day, Intra-College Fest, Annual Sports Day, Annual Fest, Annual Prize Day and so on. Vacations and session breaks are also mentioned in the Academic Calendar, especially for the benefit of outstation candidates. The College strives to adhere to the Academic Calendar with utmost sincerity so that students, teaching and non-teaching staff remain aware of upcoming events. It was only during special circumstances, like Covid-19 pandemic, that there was some deviation from the Academic Calendar.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years	
Response: 03	
File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years				
Response: 26.44				
1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years				
2021-22	2020-21	2019-20	2018-19	2017-18
592	572	416	140	186
File Description	Document			
Upload supporting document	View Document			
Institutional data in the prescribed format	View Document			

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum
Response:
The College lays emphasis upon imparting holistic education to its students. The teaching-learning process is further enriched by incorporating discourses on gender, issues of professional ethics,

importance of conservation of environment and the need for sustainability. This is effectively done in two ways: (a) some departments have opted for Discipline Specific Electives, Core Courses and Generic Elective courses that have the afore-mentioned points directly as part of the CBCS curriculum and (b) departments organize seminars/webinars, lectures, certificate courses and other co-curricular activities on these topics.

The following subjects teach courses that include topics on Professional Ethics/Gender/Human Values/Environment and Sustainability:

Department of English: Women's Writing and Women's Empowerment in Core, DSE and GE courses, Human Values are dealt with in the DSE course on Partition Literature.

Department of Psychology: This department engages with Psychology of Gender, Indian Gender Role & Identity and Environment in Applied Social Psychology in UG courses, Environmental Psychology, Human Values/ Rights & Gender issues in PG courses and issues related to Professional Ethics in a course on Counselling Psychology.

Department of Philosophy: Human values are addressed in Core courses on Indian Ethics, Western Ethics and Philosophy of Religion. Environmental Philosophy and Feminist Philosophy are also taught as Skill Enhancement Course (SEC) for the Honours students of Semester 4.

Department of Political Science: Gender and Politics in DSE course

Department of Economics: Environmental Economics, Sustainability & Gender Issues in DSE course.

Department of Zoology: The various aspects of Environment and sustainability are addressed in UG core courses on Ecology, Developmental Biology, Evolutionary Biology, Animal Behaviour and Chronobiology. The PG programme includes courses on Ecological Theories, Conservation biology, Environmental Biology and Toxicology, Wildlife & conservation biology, Animal Behaviour and Evolutionary Biology and Perspectives of Environmental Science.

Department of Botany: This programme engages with various environmental issues in their courses on ecology, community ecology, biodiversity, phycology, mycology, plant ecology, ecosystem dynamics and environment pollution.

Department of Sanskrit: The core and elective UG courses include texts dealing with Human Values & Ethics, Gender, Environment sustainability and Professional Ethics.

Department of Women's Studies: This entire generic elective course is on Gender issues.

All students have to study a compulsory course AECC2 (Environmental Studies) as part of the

Semester 2 curriculum.

Besides the above-mentioned CBCS syllabus prescribed content delivered by different departments of the College, a 30-Hour Compulsory Certificate Course in Ethics & Value Education has also been introduced in 2020. All Semester 1 students enrol in this programme and attend lectures, take examinations, make seminar presentations, submit projects at the end of which they are awarded certificates based on their performance throughout the course.

A Human Rights Cell also functions in the College which organises lectures on issues related to Human Rights. The Cell has launched an Online Bulletin Board, named Jagriti, where students contribute in the form of write-ups, photographs, posters, short bio-notes of Human Rights activists. The Cell has provided students of the College the opportunity to understand the significance of Human Rights, duties, and values.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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

Response: 41.16

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

Response: 566

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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 (Yes or No)

Response: Yes

File Description	Document
Upload supporting document	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 83.15

2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
507	522	530	605	575

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
664	664	664	651	651

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 65.36

2.1.2.1 Number of actual students admitted from the reserved categories year - wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
183	186	142	166	176

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

2021-22	2020-21	2019-20	2018-19	2017-18
267	265	265	254	254

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2 Student Teacher Ratio

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

Response: 14.32

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 using ICT tools

Response:

The teachers of Bethune College acknowledge the need for innovation in teaching so that student centric methods can be developed using ICT tools. **Since last five years use of ICT tools increased in this college to a considerable extent. ICT has helped in making learning more interesting to the students and has aided in students' experiential learning, participative learning and problem solving methodologies.**

As far as the experiential learning is concerned in between 2017 and first half of 2020, regular educational tour, field trips and excursions were conducted by different departments where students gained opportunities to have first hand experiences related to their curriculum .Although in 2020-21 due to the pandemic, field-trips were not possible yet students of various departments were encouraged to use ICT tools to avail different online internship which enhanced their learning experiences. Students also were encouraged to experience certain virtual tours of places like different museums, art galleries etc.

For making the learning more participative, before pandemic, teachers of this College regularly used ICT tools like powerpoint presentation in classroom. In the pandemic era, teachers had to start taking online classes on platforms like Google Meet, Zoom, Teamlink, Skype etc. For making student centric methods more effective, teachers of the college also attended special training programmes

and workshops on the use of ICT tools for making themselves well-equipped in LMS. One Faculty Development Programme on Online Teaching and E- content Development was organized by College IQAC for eight days. Faculty also acquired ICT knowledge in two certified training programmes.

For students' participative learning seminars, workshops and in pandemic period webinars using online platforms were regularly arranged and students were also motivated for making different posters on various occasions like celebrations and commemorations. Students of science subjects were guided to participate in scientific model competitions. Student centric methods in the form of quiz, Photography competition, debates, sapling plantation, yoga and drills – were also devised. Participation in social service through NSS and environmental awareness programmes also contribute to the students' participative learning. Students were guided to prepare Wall magazines and E magazines, using ICT tools. Under the guidance of Ethics and Value Education Course, Student Activity Cell, Career Counselling Cell, students are motivated to participate in different programmes particularly using ICT enabled tools like Powerpoint which could enhance their knowledge and skill.

For solving students' problems, teachers also regularly uploaded e-content and learning materials in Google classroom and College website. Also videos from Open Educational Platforms and different documentaries from online archives were shared with students and YouTube assisted learning was also being practised. As part of problem solving methods, audio lectures recorded by teachers were also shared with students via whatsapp, email , Google Classroom and Google Drive. Students are encouraged to form whatsapp groups to promote effective participative learning. Students are motivated to use these groups to upload and exchange their works, educational videos, innovative ideas and in this way a collaborative online thinking is promoted by teachers among students of this college.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

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

Response: 81.28

2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:

2021-22	2020-21	2019-20	2018-19	2017-18
115	115	115	108	108

File Description	Document
Upload supporting document	View Document

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 88.38

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
85	85	81	78	74

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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:

Response:

Examination reforms are contextual and evolutionary. The examination reforms have been recommended consistently by various committees like Academic Council, Board of Studies, Examination Committee, Awards Committee and Grievance Committee.

Examination system has two components: Continuous Internal Assessment (CIA) and Semester

Examination. Choice based Credit system has been introduced along with grades. The College Academic Calendar contains all details of examination and evaluation procedure. Continuous internal assessment has two written internal tests for twenty marks each and third one includes innovative and diverse assessments through *assignments, presentations, surveys, quiz, poster presentation and Computer based examinations as per the discretion of the department* for ten marks.

Assessment is based on CIA and Semester Examination with equal weightage of 50% each. External examiners set all theory question papers for semester examinations.

Evaluation Process

- ? Single valuation for UG and double valuation for PG are done under the supervision of the Head of the Department.
- ? After the semester examinations, the results will be scrutinized and uploaded on the college website.
- ? Students will be given a marksheet (with sgpa) for every semester examination.
- ? At the end of the course, a consolidated marksheet (with cgpa) of the final results based on a weighted credit point system will be awarded to each student.
- ? The college ensures transparency in the evaluation process.
- ? Enrollment of Semester Examination by students.
- ? Uploading of Semester Examination questions.
- ? Declaration of examination results

Procedures in CIA

- ? Uploading of CIA questions / CIA marks / Publication of CIA results.
- ? CIA improvement tests (twice / year) for improving CIA scores.

Positive Impact

The evaluation of the students has become internal to assess a number of abilities like drive and capacity for hard work, leadership and team-work, motivation, quality of imagination, skill based testing etc.

Semester, Choice based credit system and grading system -

Semester system improves regular study habits among the students and curtail the load of full syllabus at a time. It develops skill and in depth subject knowledge. Continuous interaction of teacher -students are emphasized. The CBCS provides a wide range of program options and students can opt for more courses and earn extra credits.

Grievance redressal system:

CBCS system was introduced in both UG and PG level in the college in 2018. In the new system the evaluation process is in the form of mid semester which is introduced apart from the internal and tutorial examination prescribed by University. Mid semester examination is included in this process just to prepare and rectify the students for the betterment and understand their performance. Verifying answer scripts to address their complaints or misunderstanding, showing scripts explaining their pros and cons, informing their parents about their performances through parent-teacher meetings are our major mechanism to bring up an effective solution with clarity. Intra-departmental discussions, Mentor-mentee process is also maintained throughout the year for better understanding to reach out to their root problems. The departmental teachers always keep an eye on the convenience and difficulties of the girls and record them.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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 and attainment of POs and COs are evaluated

Response:

The Programme Outcomes and the Course Outcomes are uploaded on the College website for the benefit of both students and faculty members so that planning and curriculum delivery becomes easier. PDF copies of the PO and CO are also shared with students through WhatsApp groups for their awareness. POs and COs are formulated in order to give students a prior idea about what to expect from a particular course or programme. These also help students select papers in case of optional subjects.

Strategies adopted to ensure attainment of POs, PSOs and COs are evaluated through several direct and indirect assessment tools. The result of attainment of CO is used to evaluate the attainment of program specific outcome(PSO) and programme outcome(PO).

Attainment of **course outcomes** is obtained by direct method (80-90%) and indirect methods (10-20%).

1. **DIRECT METHOD:**Involves the performance of students in both Continuous Internal Assessment and End-of-Semester Examination.

A.Continuous Internal Assessment:Understanding of a subject and related skill development is ensured and evaluated through student seminars, assignments, group projects, laboratory performance, model making, poster presentation and PowerPoint presentation.

B. Semester Examination Performance Analysis: Grades obtained in formative and summative evaluations are the direct measures of attainment of specific Course Objectives (COs).

2. INDIRECT METHOD:

A. Evaluating Teaching plan: The faculty members work with a teaching plan in order to facilitate the attainment of COs for each course and Compliance Registers are maintained so that Faculty can also keep track of their performance.

B. Analysis of students' feedback:IQAC conducts student's feedback on teacher's performance regarding concept delivery, timely completion of curriculum assigned, evaluating. This is analysed and discussed with the course teacher and HOD.

The students are evaluated on how far they remember, understand, apply, analyse, evaluate and create in order to attain the **course outcome**. The attainment of CO is ensured through the above mentioned six levels of learning proposed by Bloom.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2 Pass percentage of Students during last five years

Response: 97.33

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

2021-22	2020-21	2019-20	2018-19	2017-18
558	501	456	416	439

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

2021-22	2020-21	2019-20	2018-19	2017-18
566	505	472	439	453

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.38

File Description	Document
Upload database of all students on roll	View Document

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: 38.05

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	3	4.75	30.295

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Response:

Bethune College is encouraging students for research and innovation for propagation of knowledge.

Student Development:

- For inculcating the essence of research following initiatives are taken:
- To sensitize the students with social responsibilities and moral values and enhancing quality of life through education, 30 Hour-Certificate Course on Ethics & Value Education has been introduced from the academic session 2020-2021, for the undergraduate students of Semester 1 and 2 of Bethune College.
- From June, 2021 NSS unit of Bethune College is conducting a 48 hours Certificate Course for the semester 2 & 3 NSS volunteers on 'Bratachari' in collaboration with Bengal Bratachari Samiti. The movement aimed to raise the self-esteem, national awareness and physical-mental health of the students as an initial initiative of the Special Secretary, Higher Education Department.
- Since 2006-07 WBEIDC-WIL division in collaboration with Bethune College offers a 120 hours on-campus DIPLOMA course in Computer Application, during college hours at a very affordable rate.
- The U.G.C. (Plan XI) approved Women's Studies Centre in Bethune College was inaugurated on the 29th of January 2010, since then organizing seminars , celebration of Women's Day and

conducting a course. Two books, *The Other Half: Mediation on Women's Space in Culture, Past and Present*, *Voices Beyond Silence: Issues and Insights* have been published which have empirical papers and research articles covering women's issues.

- Special Lectures by eminent Professors and Student seminars are organized every year by the Undergraduate as well as Post Graduate Departments where the students also act as speakers.
- Field visits and excursions are arranged by the departments (Zoology, Botany, History and Psychology) regularly to make the students acquainted with the applicability and tractability of a subject.
- On-campus placements and related training are organized to promote employability possibilities of students.
- To encourage creativity, publication of Annual College Journal; Heritage, College Magazine; Adiganta, Departmental wall magazines and cultural programmes are done periodically.
- Bethune College has a formal Students' Committee which is formed in consultation with the Principal and Heads of Departments and participate in the programmes organised by the College like Annual Prize Distribution ceremony, Annual Sports, Annual Intra-college Competition, Programmes on Independence Day and Republic Day among others. The Committee also organises programmes like, the Annual College Fest, Fresher's Welcome and Farewell.
- Students are also motivated to attend national and international conferences to present and publish their research.
- Science and Environment club of the college organize activities to motivate the students academically.

Faculty Development:

- International, National and State level workshops, seminars, conferences and webinars are organized to increase the vista of knowledge.
- Publication of books like Prohor Punthi, Iswar Prabare, A collection of well-researched articles on J.E.D. Bethune, *The Other Half: Mediation on Women's Space in Culture, Past and Present*, *Voices Beyond Silence: Issues and Insights* are some initiatives to extend knowledge.
- Promotion of research is catered through well-equipped lab, internet facility across the campus, and INFLIBNET linked library.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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: 302

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

2021-22	2020-21	2019-20	2018-19	2017-18
102	81	39	47	33

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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: 0.86

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

2021-22	2020-21	2019-20	2018-19	2017-18
21	18	17	22	12

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.4 Extension Activities

3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.

Response:

The NSS Unit and Student Activity Cell of Bethune College have always been active and contributed to the development of the neighborhood significantly through different programmes. During the last five years also, the NSS Unit has arranged such programmes and student-volunteers participated in them to make them successful events. Volunteers visited the neighborhood to create awareness about social issues like dowry, domestic violence and female feticide etc and sometimes they campaigned for maintenance of cleanliness, forestation etc. Volunteers also visited the slums situated in Goabagan and Ramdulal Sarkar Street to conduct developmental activities. The NSS volunteers, who imparted valuable knowledge from various seminars and workshops organized for them, shared that knowledge with the slum dwellers to create awareness among them. They provided information on health-related problems and tried to create awareness on Cancer and AIDS as well as on vector borne diseases like Dengue, Malaria, and Rabies etc. Information on social and legal issues was also given by volunteers as they discussed various problems faced by common people. Discussions on different laws having relevance in day-to-day life were also held. Thus people, especially women came to know about Dowry Prohibition Act, Domestic Violence Act, and Sexual Harassment Act. Programmes like Nutrition and Health Awareness Camp, Health Check up Camp and Eye Check up Camp were arranged to help the needy people of the slum. Some of the extension activities of the NSS Unit deserve to be mentioned, in this context. The NSS Unit visited a well-known old age home in South Kolkata along with the members of the Cultural Committee of the college. A cultural programme was also organized for the purpose of entertainment for the residents. Some of the members of the NSS Committee spent a day and shared precious moments with the children of an orphanage situated in Dumdum. During the famous festival of Durga puja clothes were presented to those children, also. The NSS Unit of Bethune College also emphasized on the literacy mission. Books and other necessary items were donated among the street children to facilitate their studies. Another notable measure adopted by it is distribution of clothes among the pavement dwellers. This programme is often arranged by the NSS Unit to extend support to the poor people living in the surroundings. During the period of pandemic, the NSS Unit along with an NGO which is situated in Dumdum, had extended its support to the poor and downtrodden people who became unemployed as a consequence of lockdown. Food items, especially baby food had been distributed among people living in different villages of North 24 Parganas and specially in the Sundarban region. Thus, the unit has contributed to various social activities constantly. Students' Activity Cell, Bethune College and Office of Electoral Registration Officer, GoI organized an awareness

programme regarding Systematic Voters' Education and Electoral Participation for first time voters on 01.10.2018. Under the leadership of Students' Activity Cell Funds were raised for Kerala Relief and sent to the Chief Minister Kerala Relief Fund on 30.08.2018

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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

Response:

Bethune College consistently secured good ranks at the national level in the college category judged by NIRF-74th in 2022, 77th in 2021, 88th in 2020 and 50th in 2019. Bethune College also came first among government women colleges from West Bengal in NIRF ranking in 2022, 2021 and 2020. Bethune College received the Education Eminence Award, 2022 as the Best Women College in Academic Excellence from News 18 Bangla and the Zee 24 Ghanta Academic Excellence Award, 2019. Our college was placed in the 23rd position in India and 3rd in West Bengal as per Education World India Non-Autonomous Colleges Rankings 2022-23. The College had secured the 68th, 22nd, 28th, 16th and 21st positions respectively from 2017-18 to 2021-22 in Education World Ranking. According to a survey conducted by India Today, Bethune College secured 5th rank in the Eastern region, 74th rank in Arts and 92nd in the Science category. In 2021, Classmate Protigi Technology announced Bethune College as the 4th best College for Science as well as Arts & Humanities in Kolkata. Bethune College was also awarded as one of the best performing colleges in respect of target fulfillment of Kanyashree Prakalpa in the Kolkata district during the Academic year 2019-20.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organised in collaboration with industry, community and NGOs) during the last five years

Response: 104

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

2021-22	2020-21	2019-20	2018-19	2017-18
23	13	14	31	23

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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: 4

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

- Bethune College is well equipped to offer quality teaching & learning in the Graduation (Honours) level of 17 Subjects and in the post-graduation level of 6 subjects.
- Departments are distributed in 6 Buildings including the Administrative Building.
- 18 classrooms with ICT facility exist and are used for teaching purpose.
- The Laboratories of the Science Departments are updated with regular development Grants received from Government (State & Central) and are equipped to conduct the experiments in the present curriculum offered by the University.
- The college has created a designated Chemistry Research Laboratory supported with sophisticated instruments (Low Temperature Reaction Bath, Rotaevaporator, FTIR, Double Beam UV Spectrophotometer, Centrifuge etc.) to facilitate research.
- A good number of Computers with internet connection serve the necessity of the teaching learning activities. Furthermore, the Departments of Computer Science, Physics and Statistics have well equipped Computer laboratories to conduct the curriculum.
- The DST funded Computer Laboratory at the ground floor of Annexe building is jointly used by the faculty and students of Departments of Chemistry and Computer Science.
- The Centenary Hall in Kadambini Bhavan can accommodate 234 students during the University Examinations. The hall is also used for hosting Seminars/Workshops, NSS activities, Bethune Day and Banmahotsav, Mini Book-fair, the annual event of the alumni called Anandamela and also for other administrative and academic activities. The RUSA Seminar Hall & the Archive Hall are also used to conduct meetings and other academic activities.
- Two wings of the library (Arts & Science), fully automated with KOHA, have a rich collection of Books and Journals and the students and teachers have open access to the stack. The library has a Server Room and the students have access in the internet searching facility. The students are also benefitted from the Departmental Libraries.
- College has a gymnasium and prayer hall for exercise and yoga for the students. The gymnasium is equipped with bi-cycle, agro meter, twister, chest expander, trade meal etc.
- The Annual College Sports is held in December or January every year in the sports ground. Apart from this, the college has a badminton court and two sports rooms equipped with carrom, chess, a table tennis board and other sports equipments.
- Ground Floor of Nivedita Prayer Hall is used as Girls' Common Room.
- There is a dedicated Union Room for the apolitical Students' Committee of the college which works in organizing various cultural and social activities.
- The college has seven clubs with Teachers and Students at the helm: Literary club, Photography club, Art and Crafts club, Quiz and Debate club, Film and Drama club, Cultural club and Science and Environment club. All these clubs carry on activities throughout the year holding competitions and exhibitions, culminating with the Fest and Annual Prize function.
- The other facilities include Hostel, Auditorium, NSS room, Sick room, Room for Anti-Ragging

Cell, Alumni room, Solar Power Panel (total 2 units, the second one has been installed on 11.12.2021), Medicinal Plant Garden, Lift, CCTV, Ramp for physically disabled, Canteen.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 71.45

4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
35.19	91.77	113.21	218.58	119.07

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

- The college library has a rich collection of Books and Journals, and is computerised from the year 2001. The library has been fully automated with LIBSYS software since 2001, and with RFID technology since 2019. Since 2021-22, the KOHA software is being used.
- The beneficiaries can search using internet (OPAC); a server room is functioning in Library (located in the Arts Section).
- The library has Inlibnet N-List Membership for e-Journals. The Membership Fee is Rs. 5900/- and it is renewed every year.
- The College Library is Member of Dspace/Institutional Repository for Databases.
- The amount spent for purchase of Books & Journals in the year 2021-22 is Rs. 1,03,193/-.
- During the year 2021-22 student's footfall was to some extent restricted due to Covid-19 pandemic. Though, teachers occasionally visited library during that period. Average usage of the

library by the college in the year 2021-22 = Total no. of teachers & students in each day for all working days / Total no. of working days = (5937+504)/198=32.53.

- The process to preserve the rare articles (Books and other objects) in the Library in the newly built Archive Hall is going on although this part is not yet reflected in the internet searching (OPAC).

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

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

Response:

- The Departments are connected with Broadband (BSNL) internet and are updated regularly.
- Presently the institution is equipped with 2 (two) internet connections updated to optical fiber (FTTH) network, one with speed 100 MBPS and the other with speed 40 MBPS.
- The easy access to the internet from every Department gives better opportunity in the teaching learning process.
- The existing Smart classrooms equipped with ICT facility and internet connection are in frequent use in the teaching learning process.
- The Office is using the updated facilities of technology to carry out the administrative works.
- Initially the Wi-Fi facility was provided to the Administrative Building and the Science Library. Very recently the Centenary Hall is also brought under the same facility.
- All computers are monitored through the AMC and are regularly updated as and when suggested by the attending personnel.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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

Response: 8.23

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

Response: 167

File Description	Document
Upload supporting document	View Document

Other Upload Files	
1	View Document
2	View Document
3	View Document
4	View Document
5	View Document
6	View Document
7	View Document
8	View Document
9	View Document
10	View Document
11	View Document

4.4 Maintenance of Campus Infrastructure

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

Response: 18.78

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)

2021-22	2020-21	2019-20	2018-19	2017-18
16.62	11.67	36.31	69.71	17.54

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 35.17

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
533	520	582	621	280

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

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

Response: E. None of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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: 32.61

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

2021-22	2020-21	2019-20	2018-19	2017-18
876	436	521	304	214

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4 The Institution has a transparent mechanism for timely 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: B. Any 3 of the above

File Description	Document
Upload supporting document	View Document

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: 64.09

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

2021-22	2020-21	2019-20	2018-19	2017-18
394	317	321	252	235

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

2021-22	2020-21	2019-20	2018-19	2017-18
558	501	456	416	439

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 100

5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
24	48	54	86	40

5.2.2.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
24	48	54	86	40

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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

2021-22	2020-21	2019-20	2018-19	2017-18
2	1	11	10	9

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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: 40.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
31	124	13	18	15

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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:

The Alumni Association of Bethune College, the Bethune College Sammilani started its journey as an 'Old Students Guild' with encouragement from the then Principal, Ms. G M Wright on 3rd September, 1921. Primarily being an association for ex-students, the Sammilani, now, is a common platform of ex- students, present teachers and ex-teachers of Bethune College. It is the oldest Alumni Association among the Government Colleges of West Bengal and extends the best efforts for the welfare of the College and social outreach including helping the AMPHAN victims, distributing

handmade masks, donating tree saplings etc.

In 1988, the Sammilani introduced several memorial prizes, namely, Rupa Chakraborty Memorial Prize for cultural contribution, Aruna Mukhopadhyay Memorial Prize for Social Activities, Ishita Dutta Memorial Prize for overall contribution, Deepti Tripathi Memorial Prize for Cultural Contribution etc. Since 2010, on the occasion of college Reunion, the alumnae members who have completed 50 years of their graduation are felicitated. Since February, 2017, the Kadambini Ganguly Silver Medal has been introduced in the memory of the notable alumane Kadambini Ganguly, the 1st woman graduate and the practicing doctor of the British India. Mrs. Nilanjana Chatterjee was bestowed with the Award of bravery by the Sammilani in the year 2020-2021.

The Sammilani under the leadership of Dr. Sunanda Ghosh (ex-student of Bethune College and the former Head of the Department of Political Science of this College) was successful in obtaining the Certificate of Smt. Chandramukhi Basu, who passed the F.A. Examination from Calcutta University in 1877 but was denied the Certificate under the Colonial rule. It is noteworthy that Smt. Chandramukhi Basu was one of the first female graduates of Asia and became the first Lady Principal of Bethune college.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

The **vision** of the institution is to provide:

- Value-based education to develop a sense of responsibility, patriotism, social and environmental awareness amongst students and to create intellectually stimulated, technologically trained and empathetic citizens,
- To identify the inherent potentials of students and enhance these competencies to enable them to meet the challenges in their chosen field of work,
- To provide equal opportunities for good quality higher education at an affordable cost, especially to the underprivileged sections of society.

The **mission** of the institution is:

- To endow its learners with access to higher education that promotes capacity-building and holistic development through a quality teaching-learning process. Holistic education is one that emphasizes the importance of knowledge of a specific subject with equal amount of emphasis upon inculcation of ethical values is one of the main aims of the institution.
- To nurture honest and responsible citizens who shall preserve their rich cultural heritage of the country and be fully trained and equipped to meet the challenges of the future.

In keeping with the above-mentioned vision and mission of the institution, a Committee System has been created, which helps to distribute all academic, administrative, co-curricular and extra-curricular activities of the institution amongst the teaching and non-teaching faculty/staff. A brief overview of the working of the Committee System shall clarify how the governance of the institution is decentralized and allows opportunity for participation in the governance of the institution to its members. The Principal, the Teachers' Council Secretary and the IQAC Coordinator are ex officio members of all the committees and supervise the overall performance of these committees throughout the academic session. The committees hold meetings at regular intervals and submit annual reports to the Principal. Teachers' Council meetings are held at regular intervals to discuss and take decisions on all important matters.

The Committees may broadly be divided into the following broad categories:

- Academic Committees: These include Academic Affairs Committee, Routine Committee, Class Record Committee, CBCS Committee, ENVS Committee, Ethics & Value Education Course Committee, Multi-Facility Centres for Arts & Science subjects.
- Students' Section & Support: These include Admission Committee (for both UG and PG students), Anti-Ragging Cell, Career Counselling, Internal Examination & University Examination committees, Grievance Redressal Committee, Feedback Committees. These committees act as the interface between students and the College administration.

- Scholarships & Funds: There are separate committees that work towards facilitating the process of students having access to all funds/grants/scholarships provided by the state and central governments.
- Students' Activity Cell: this committee has numerous other sub-committees and clubs the Cultural Committee, Debate Club, Photography Club, Film Club etc. that work constantly to give students the opportunity to hone their co-curricular and extra-curricular skills.
- NSS: the College has an extremely active NSS Cell that conducts regular programmes, awareness camps, visits to orphanages and so on in order to induce a sense of social responsibility amongst students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

Bethune College is a government college and as such the overall administrative setup, appointments, service rules, procedures and policies that guide the working of the institution are all framed by the Higher Education Department of the Government of West Bengal. However, every effort is made on part of the institution to abide by and to put to effect the policies/plans/strategies/ guidelines as issued by the said authority from time to time. There are various Committees like the Service Book, Career Advancement, Pay Fixation & Arrear, Grievance Cell which work to put government policies and plans in matters of employment and service conditions into action constantly. As a heritage educational institution, the Academic Affairs Committee alongside the IQAC constantly strives to improvise curriculum delivery. The Student Activity Cell concentrates on the curricular and extra-curricular development of students. The Backward Classes Cell sensitizes all regarding the creation of a safe environment for members of the said community within the college campus. Sports Committee, Annual Fest and Annual Prize Committees conduct the biggest intra and inter-College events annually. The Website Committee works relentlessly to keep the college website updated so that students have easy access to upcoming events and programmes.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2.2 Implementation of e-governance in areas of operation

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

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Response:

The teaching and non-teaching staff of the institution have access to all the welfare measures initiated and approved by the Higher Education Department, Government of West Bengal. The key welfare measures are:

1. General Provident Fund and Group Insurance
2. Pensionary benefits, Gratuity and Leave Encashment
3. Child Care Leave, Medical Leave besides Casual Leave
4. Government quarters are provided to employees based on need and availability
5. LTC, twice during the service of the employee
6. Government Health Scheme for employee and his/her dependent family members
7. The teaching and non-teaching staff are also granted On-Duty Leave to attend Professional Development and Administrative Training Programmes respectively
8. There is a Performance Appraisal System for teaching staff through the annual Self-Appraisal Report (SAR) and a separate appraisal of the non-teaching staff by the DDO

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

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

Response: 63.56

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

2021-22	2020-21	2019-20	2018-19	2017-18
39	87	76	12	86

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

2021-22	2020-21	2019-20	2018-19	2017-18
4	5	7	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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:

The institution is financed entirely by the Government of West Bengal. There are two main sources of funds for the institution.

- State Government Allotment: These are utilized for:

1. Salary
2. Wages (Remuneration of State-Aided Contractual Teachers)
3. Allotment to West Bengal Health Scheme
4. Electricity Bill
5. Telephone Bill
6. Office expenses
7. Allotment to PWD (Civil and Electrical) for enhancement of infrastructure and Campus maintenance
8. Development Grant

- Central Government Allotment:

1. RUSA fund: allotment has been utilized for procurement of new facilities, renovation and construction on campus. The RUSA 1.0 project is completed.
2. DBT STAR College Scheme

The Head of the Institution calls for a meeting of the Purchase Committee (having the heads of all departments and the Office Accountant as members) to discuss and finalize the requirements of these departments ranging from books and computers to laboratory equipment and chemicals, furniture etc. The Purchase Committee then prepares a budget which is scrutinized by the Principal and submitted to the Higher Education Department of the Government of West Bengal. The GoWB allots Development Grant to the College which is utilized to meet the needs of the College. The departments submit the bills and other documents of purchases made to the College Office.

The College conducts internal financial audit on an annual basis. For external financial audit, The Principal has to send a request to the Principal Accountant General, Audit Branch, A.G. Bengal, who then forwards the same to the Accountant General, Bengal to send a team of auditors to visit the institution and conduct the audit. The last external financial audit was conducted by the College in May, 2022 by CAG-enlisted auditors. The last internal academic audit was held in May, 2022.

File Description:

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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:

The Internal Quality Assurance Cell (IQAC) keeps a vigilant eye on the quality of the teaching learning process. In doing so, the IQAC has taken the following essential steps:

- It works closely with the academic departments and cells/study centers (Human Rights Cell, Women's Study Center) of the college to define and decide upon effective curriculum delivery.
- An Academic Committee has been constituted in order to monitor and review the teaching-learning process, infrastructural facilities and methodologies of operations and learning outcomes at regular intervals.
- It also plays an important role in collecting and analyzing feedback from students and guardians. These feedback reports are then analyzed to take necessary action on part of individual teaching/non-teaching staff and Action Taken Reports are also monitored to mark necessary changes.
- It organizes seminars/webinars for students and training programmes for teaching and non-teaching staff and has kept the flow of the teaching-learning process unhindered even during the Covid19 pandemic.
- It conducts regular meetings to examine the performance of the academic departments and also creates plan of action to keep the process of teaching learning uninterrupted and ensure constant improvement in the quality of the same.
- It conducts Internal Academic Audit on an annual basis to ensure that each department has conducted all curricular, co-curricular and extra-curricular activities as well as maintained proper documentation of these activities.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2 Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
- 2.Collaborative quality initiatives with other institution(s)/ membership of international networks**
- 3.Participation in NIRF**
- 4.any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

Response: A. All of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

Bethune College, the first women's college in Asia, is committed to the cause of empowerment of women from all sectors including those who are socially and economically deprived through access to higher education.

To create a safe space for everyone, the college has *on-campus CCTV surveillance* and *security guards at the gate*. The college has a *strong redressal system* in the form of Internal Complaints, Grievance Redressal and Anti-Ragging Committees. The institute has provisions for *psychological counselling*. These measures ensure a gender sensitive and empowering environment.

The Women's Studies Centre works actively to promote a gender-neutral environment. *The Centre has produced 2 publications (between 2017-22) dedicated to women's issues which are important resources for scholars and contribute towards gender sensitization.* The centre has organized 11 awareness programmes for sensitization purposes in the last 5 years. The Annual Gender Sensitization Plan of the last two sessions have been digitally circulated. The Centre also observes the International Women's Day.

The introduction of Women's Studies as a course in the undergraduate level and special modules dedicated to women's issues in subjects like English, Political Science, History and Philosophy have initiated academic conversation on the issue of gender equity. A special module on gender has been introduced in the 30-hour online Ethics and Value Education course for undergraduate students since 2020.

The NSS Unit of the college organizes seminars and gender sensitization programmes both inside and outside the college campus. The volunteers visit nearby slums to sensitize the slum dwellers regarding domestic violence and sexual abuse. They also conduct awareness programmes on women's health and organize special medical camps.

The institution has a rich tradition of celebrating different cultural programmes throughout the year. Every year, the Cultural Committee along with the Student's Activity Cell of the college celebrate theme-based programmes on Annual Prize Day, Rabindra Jayanti, Bethune Day, Republic Day, Independence Day and International Mother Language Day. The cultural programmes highlight contemporary issues. **Rabindra Jayanti, commemorating the Birth Anniversary of Rabindranath Tagore**, is observed every year by the college. **Bethune Day** is celebrated every year and the College pays homage to John Elliot Drinkwater Bethune by observing his death anniversary on 12th August. Tree plantation festival known as **Banomahotsab** is organized on that day. The college observes **Republic Day & Independence Day** every year. After flag hoisting by the principal, students of the college participate in march past and drill. **International Mother Language Day** is celebrated every year on 21st February. **World Environment Day, Human Rights Day** and **International Women's Day** is also celebrated in the institution. **World Yoga Day** has been observed in 2020 and 2021. The Intellectual Property Rights Cell observed **World Creativity and Innovation Day** on 21.4.2021 and **World Book and Copyright Day** on 23.4.2021 and **World Intellectual**

Property Day on 26.4.2021.

"*SampritiSaptaha*" to commemorate the 125th Anniversary of Chicago Address delivered by Swami Vivekananda was organised in 2018, *Ishwarchandra Vidyasagar's Birth Anniversary* was observed in January 2020 and *Sister Nivedita's Birth Anniversary* was celebrated in October 2021

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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
Upload supporting document	View Document

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: C. Any 2 of the above

File Description	Document
Upload supporting document	View Document

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Bethune College strictly follows the **Reservation rules** for admission as per directives of Central and State Governments as well as the affiliating university. **The Backward Class and Minority Cell** of Bethune College sensitizes everyone towards an inclusive environment.

Many students outside the state opt for studies in Bethune College. In 2021-22 session, a total of 23 students outside of West Bengal are enrolled in different courses in the college.

NSS unit of Bethune College is actively involved in helping socially and economically underprivileged persons. NSS volunteers often visit nearby slums accompanied by their teachers to donate old clothes and participate in various sensitization programmes.

Bethune College celebrates International Mother Language Day (21st February every year) to highlight cultural and linguistic diversity and to encourage tolerance and respect for different cultures among students. Many departments in the college offer lectures in the vernacular medium with English.

Introducing 'humanity' as religion in admission form was highly appreciated by the education fraternity. The option humanity has been kept for the students who do not believe in established religions.

It is worth mentioning that through the **curriculum in UG courses in subjects like Political Science, History, English, Philosophy students are sensitized towards diversity.**

The institution teaches students to be competent, disciplined and productively innovative while inculcating the fundamental ethics and values of a good human being. **The Code of Conduct policy document for students and staff has been hosted on the college website to this effect.**

Through the curriculum in UG courses in subjects like English, History, Political Science students are taught about constitutional obligations. Regular observance of **Independence Day** and **Republic Day** along with lectures delivered on these days remind students and staff of their constitutional obligations.

The students are involved in social activities through the **National Service Scheme (NSS) befitting their social responsibilities.** Adoption of a nearby slum, distribution of old clothes, awareness programmes, visits to orphanages, and old age homes are the regular activities. During the lockdown period, they extended support to the poor people living in the Sunderban area. NSS unit has successfully completed a Certificate Course for interested students on **'Bratachari' in collaboration with Bengal Bratachari Samiti** for physical and mental well-being for students.

The college conducts a 30 hour Certificate Course in Ethics and Value Education. Bethune Day and **Banomahotsav**, Teachers' Day, International Mother Language Day, Human Rights Day, International Women's Day, and Rabindra Jayanti are celebrated every year. Instructive Seminars are regularly held to commemorate the birth anniversaries of luminaries, many of them being leading figures of the Bengal Renaissance. These inculcate values and ethics in students.

The Human Rights Cell champions human rights & creates awareness among our students. 'Jagriti'(Awakening) is the quarterly online bulletin of the Cell.

Psychological Counselling is offered to students to cater to their emotional needs. Psychological counselling via telephone was provided since March 2020.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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 I

EDUCATION FOR EVERYONE

Bethune College, a pioneer institution, committed to the cause of women's education for 143 years, has been imparting impartial and inclusive education to women from diverse social, cultural, economic and linguistic backgrounds. The institution aims to create learning spaces where financial and social disadvantages do not impede a student's education and growth. The college acknowledges diversity and creates opportunities for women from all sectors so that they may be educated and empowered. The college believes in providing inclusive, safe learning environments for women from diverse social and economic backgrounds so that they may evolve as leaders and agents of social change who make a significant contribution in all spheres of life.

The college is known for providing quality education at a nominal cost. It has been ranked 6th in terms of low fees in the entire country according to a survey conducted by India Today (2022). Students receive financial support from various government and non-government sources. The college also has a Students' Aid fund which is maintained with contributions from teaching staff and students. **241 students have benefitted from the Students' Aid Fund of the college between 2017-2022.** There are several Endowment Funds created by the alumni and well-wishers of the College. The income generated from these funds is utilized for stipends for deserving and needy students.

To acknowledge diversity, the Backward Class and Minority Cell of the college, along with the Human Rights Cell organize regular sensitization programmes. The college provides adequate infrastructure for Persons with disabilities. Most courses are taught in both English, Hindi and Bengali for the benefit of students from different linguistic backgrounds. The college has an alert and active grievance redressal system which provides a secure, gender sensitive and empowering learning environment. Psychological Counselling is provided to students, if found necessary, to improve their sense of well-being and alleviate feelings of distress.

The college provides holistic through courses on Ethics and *Bratachari* and imparts soft-skills through programmes conducted by the Career Counselling Cell and WEBEL Certificate Course. It promotes leadership qualities in students through the Students' Committee that organizes various events in the college. Students are nominated as office bearers of each club and they work under the guidance of teacher

advisors. Student representatives are included in important bodies like IQAC, Backward Class and Minority Cell, Anti Ragging Committee and Students' Committee. Career Counselling Cell connects students with potential employers, empowering them through employability, making them economically active citizens.

Our students perform consistently well in examinations. *As many as 42 students have secured ranks between 1-10 in University examinations between 2017-2019.* The college provides an education that is imbued with a sense of social responsibility. **83** community outreach programmes organized by NSS unit of the college during 2017-2022 have been instrumental in developing a sense of giving it back to the community. As part of institutional social responsibility, students of the college formed the Covid Squad in April 2021. More than **86** students were selected through the Career Counselling Cell of the college (2017-22). Despite belonging to diverse backgrounds, the college has been nurturing ground for students, who, as alumni have provided financial support and encouragement in terms of donations, endowments and prizes.

Best Practice II

Conservation and Documentation of wild biodiversity in the College Campus and Establishment of Medicinal Plant Garden within the college campus.

Conservation of wild, ornamental, rare and endangered species helps in inculcating an awareness and responsibility towards our environment and promotes sustainable development. Establishment of medicinal plant garden is beneficial for generating attention and responsiveness among students and to popularise the values of medicinal plants for primary healthcare.

Qualitative and quantitative study of floral and faunal components in and around the College campus was undertaken along with vegetational mapping and tree profiling of Canopy Cover. Cytological study of a few species of Ficus with Barcoding, some of them is important niche for fruit bat and rock bee population was done. Preservation of voucher specimens (plants) in the College Herbarium including photo documentation of biodiversity components identified in the college campus.

The wild flora and fauna in the College campus and its surroundings have been documented. Voucher specimens (plants) have been preserved in the College herbarium and Digital photo Documentation of Biodiversity components identified in the College campus and its surroundings have been done. An attempt has also been made to utilize tissue culture methods (micropropagation) to develop some over exploited medicinal plants (like *Bacopa monnieri*, common name Brahmi). Some important medicinal plants are maintained in flowering pots.

In February 2020, UG and PG students of Botany and Zoology along with their professors conducted a survey to prepare PEOPLES' BIODIVERSITY REGISTER under the initiative of West Bengal Biodiversity Board (WBBB). Biodiversity Register (PBR) is a document which contains comprehensive information on locally available Bio resources including landscape and demography of a particular area or village. *The PBR for Kolkata Municipal Corporation Ward no.26 was documented and prepared by Bethune College.* Landscape, lifescape and peoplescape data were collected for the entire ward no. 26.

On 10.03.2022, a workshop on "Organic Compost Preparation-utilization of domestic waste" was organized by the NSS unit in collaboration with Department of Botany and Chemistry under DBT STAR College Scheme. Vegetable wastes were brought by students from their houses and college canteen and

organic manure unit was created. A greenhouse has been built and is maintained by the Department of Botany to conserve the green cover in the campus.

It has been possible to document more than 30 plants, some of which are roosting sites of fruit bats and nesting areas of squirrels, crows, mynas, bees and ants. A medicinal plant garden has been reared within the College campus where about 40 species of medicinal plants like the (L.) Jack, *Hemidesmus indicus* (L.) R.Br., *Rauvolfia serpentina* (L) Benth., *Barleiaprionitis* L., *Kaempferia galanga* L., *Rhoeo discolor* L. are maintained. The data for PBR survey was finally documented and the report was submitted to WBBB in August 2020.

File Description	Document
Best practices as hosted on the Institutional website	View Document
Any other relevant information	View Document

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:

As the first women's college in Asia, Bethune College always had women's empowerment at its core, in its long pioneering journey of 143 years. ***Empowering women through education is what gives to this heritage institution its distinct character.*** The institution is committed to the cause of empowerment of women from all sectors including those who are socially and economically deprived through access to higher education. Keeping in mind the changing contours of education in the current era, the institution aims to become a vibrant knowledge center in teaching, research, and extension activities.

The journey of Bethune College began on 16th June, 1879. The Calcutta Gazette published the news of appointment of Baboo SosiBhusanDutt, (Lecturer of Ravenshaw College, Cuttack) on 16th June, 1879 as the First Lecturer of the College Department of Bethune School. This is a Government College under the aegis of the Department of Higher Education, West Bengal. Twice accredited with "A" grade, the institution has been included in the DBT Star College Scheme of the Department of Biotechnology, Ministry of Science and Technology, Government of India in 2020. Bethune College has been placed in the 74th position in the College Category in NIRF rankings (2022). ***It is the only Government College for women from West Bengal to feature among the first hundred colleges in the country.*** In Education World Ranking 2022-23, Bethune College ranked 3rd in State Level and 23 in All India Level.

Women belonging to diverse socio-economic backgrounds have studied here and established themselves as successful and dynamic global citizens. In 1879, Bethune College classes started with one student Kadambini Bose in First Year Arts and very soon Chandramukhi Bose also joined the class in 1881 after completing her First Year Arts from Free Church Normal School. Since 1880, Bethune College was open to the female students of all religious backgrounds.

Chandramukhi Bose and KadambiniGanguly (Bose) were students of Bethune College in 1881 as they were studying for the Degree Examination. In 1883, both Chandramukhi Bose and KadambiniGanguly passed in the BA examination from Bethune College and created history by becoming *the first women graduates of the University of Calcutta* as well as the entire British Colonial Empire. *Chandramukhi Bose* then continued her education and became the first woman to have passed M.A in English from the University of Calcutta. In 1888, she was appointed Principal of Bethune College, *thus becoming the first woman administrative head of an Under Graduate Academic establishment in South Asia.*

KadambiniGanguly was the first woman to study in Bengal Medical College (later renamed as Calcutta Medical College) in 1884. As she completed the course in medicine, she was awarded a GBMC (Graduate of Bengal Medical College) degree which gave her the right to practice. In 1888, Kadambini was appointed as a Doctor at the Lady Dufferin Women's Hospital. In 1893, she went to England and acquired triple degrees in Paediatrics, Gynaecology and Surgery from London and Scotland. These two women paved the path for countless other women who studied in Bethune College and emerged as empowered and enlightened individuals making a mark in the world.

The college boasts of alumni like the celebrated revolutionaries *PritilataWaddedar*, *Kalpana Joshi* and *Bina Das*. *Leela Roy*, another alumna, was associated with the formation of the Indian Constituent Assembly. The mathematician *Begum FazilatunnesaZoha*, was the first female Muslim graduate of Bengal. Distinguished Bengali poet and social worker, *Kamini Roy*, was the first woman honours graduate of British India. The year 2022 marks the 150th Birth Anniversary of *Sarala Devi Chaudhurani*, educationist and political activist who was an illustrious ex- student of our college. Padma Bhushan, *Dr. Asima Chatterjee*, the renowned scientist was also an alumna of our college. (hons in Chem from Scottish)

Athlete *Ila Mitra*, also an alumna, is described as the first Bengali woman to get an Olympic call in 1940 which she could not respond to as she was imprisoned owing to her involvement in the Tebhaga Peasant Uprising in Bengal.

In the recent past, *Dr. Aditi Sen De*, the *Shanti Swarup Bhatnagar awardee* (2018). *Dr. Neena Gupta*, also a *Shanti Swarup Bhatnagar awardee* (2019) and *Ramanujan Prize winner for Young Mathematicians* (2021), a mathematical prodigy who solved the unresolved Zariski Cancellation Problem; was also awarded “*Nari Shakti Puraskar*” by the *President of India* on March 8th, 2022. Priyadarshini Das, a national level table tennis player and Swarnali Dey who has secured an AIR 1 in the Joint CSIR UGC NET JUNE 2020, have made the college very proud.

Priyadarshini Das (UG 2019) is a National level Table Tennis Player with World Ranking No. 331. As per Table Tennis Federation of India Rankings, Priyadarshini is placed 6th among Youth Women Table Tennis players in India. *Subhaswapna Mukherjee* (UG 2020) won the first position and a gold medal in the All India Essay Writing Competition organized by Ram Prasad Mission and United Nations Information Centre, India, 2018 despite suffering from complete immobility. *Saheli Chatterjee* (UG 2020) is an entrepreneur who has built a successful business with a turnover of 2 crores in revenue when she was just 21 years old. She is the founder of AmbiFem, a digital marketing agency with expertise in social media marketing. She also runs Freelance 101 Academy- where freelancers are taught everything they need to upskill and diversify.

The college that was established with a vision of empowering women with education has indeed shaped generations of students equipped not only to engage with the world around them but to effect changes for the better. The presence of an apolitical Students' body, rare of its kind, adds to the affable atmosphere in the College. Students work harmoniously with the College administration and the Teacher's Council for the sustenance and enhancement of the academic and cultural ethos of the College.

File Description	Document
Appropriate web in the Institutional website	View Document
Any other relevant information	View Document

5. CONCLUSION

Additional Information :

Recent developments in the college campus: As a tribute to the founder of Bethune School and College, a bust of John Elliot Drinkwater Bethune was unveiled in the college campus on 12.8.22. As a fitting tribute to the pioneers in the sphere of women's education, busts of Ishwarchandra Vidyasagar and Sister Nivedita were unveiled at Bethune College, , on 3.9.2021 to commemorate 100 years of the Alumni Association of the institution. The busts were in memory of late Roma Sur, a former Professor of Chemistry at the college and former secretary of the Alumni Association.

Future Plans:

- The college plans to introduce more certificate courses to help students in skill development and enhance professional expertise.
- More Students' Exchange and Faculty Exchange Programmes to be undertaken.
- To start more Collaborative programmes with other organisations.
- Vacant posts to be filled up.
- To create more ICT enabled classrooms
- To encourage teachers to generate e content.
- Include a greater number of students under various financial support schemes.
- To put stress on experiential learning activities for students.
- Multidisciplinary research activities among the departments of the college which is already existing may be increased in number.
- More programmes promoting gender equity involving students and staff members to be initiated.
- Green audit to be undertaken as per UGC and Government norms.
- Divyangjan facilities to be increased - divyangjan toilets to be constructed. Audiobooks to be purchased. Signage for divyangjan to be prepared.
- Training programmes may be conducted for teaching and non teaching staff who are not quite well-versed in the online mode of working.
- The college may conduct more Faculty Development Programmes for its teachers and of other institutions.
- Online database of students and teachers to be maintained.
- Compulsory Yoga classes for students and staff, at least once in a month, to be introduced.
- Psychological Counselling facility to be strengthened with the involvement of more professional psychologists. This facility is to be offered to teaching and non teaching staff apart from students.

- **Website link** <http://www.bethunecollege.ac.in/default.htm>
- **SSR supporting documents link** <http://www.bethunecollege.ac.in/BethuneCollege-SSR.htm>

Concluding Remarks :

From Bethune College emerged the first two lady graduates of the British Empire, the historical figures of Dr. Kadambini Ganguly and Prof. Chandramukhi Basu, who later joined her alma mater as its first Principal. That

historically the college has been producing icons of women's empowerment can be seen from the long list of its successful ex-students. The college believes in balancing tradition and modernity in such a way that the two can co-exist without contradictions, by continuously updating its value-based education system while being firmly rooted in its heritage. The core mission of the institution is increasing scope and diversification of knowledge, utilizing them to the betterment of society, especially fast tracking women's education so that they become psychologically and economically self-sufficient, which is a necessary step towards autonomy and independence from limiting factors. To this effect, the college offers quality education with a low fee structure. Overall, the aim of the college in which it has acquired unprecedented success is in helping women realise their highest potential and working towards it without fear. Bethune college thus carries forward the Indian legacy of multidisciplinary studies. Francis Bacon, the great Renaissance Humanist said, "Abeunt studia in mores" meaning that "Studies pass into character", and our students, who excel in all walks of life, certainly prove the truth of this aphorism.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
3.3.2	<p>Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years</p> <p>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</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>63</td> <td>84</td> <td>20</td> <td>11</td> <td>15</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Remark : links provided are not working showing File not found (404 error)</p>	2021-22	2020-21	2019-20	2018-19	2017-18	63	84	20	11	15	2021-22	2020-21	2019-20	2018-19	2017-18	0	0	0	0	0
2021-22	2020-21	2019-20	2018-19	2017-18																	
63	84	20	11	15																	
2021-22	2020-21	2019-20	2018-19	2017-18																	
0	0	0	0	0																	
5.1.2	<p><i>Capacity building and skills enhancement initiatives taken by the institution include the following</i></p> <ol style="list-style-type: none"> <i>1. Soft skills</i> <i>2. Language and communication skills</i> <i>3. Life skills (Yoga, physical fitness, health and hygiene)</i> <i>4. ICT/computing skills</i> <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: E. None of the above Remark : input edited as per provided document</p>																				
5.1.4	<p>The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases</p> <ol style="list-style-type: none"> 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 <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: B. Any 3 of the above Remark : input edited as per provided document</p>																				

2.Extended Profile Deviations

ID	Extended Questions
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1.1 Number of students year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
1363	1429	1481	1472	1377

Answer After DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
1375	1483	1506	1466	1380