Ref. No.:...

Date

ACTION TAKEN REPORT 2017-2022

BASED ON TEACHER'S FEEDBACK (2017-2018)

Questions put to the	Feedback received	Action Taken Based on
parents 1. The College motivates participatory decision making by involving employees at various levels	About two third of the teachers agree that the College motivates participatory decision making by involving employees at various levels. The rest believe that teachers should be offered more space in making participatory	Feedback The institution is more than willing to get all the teachers into decision making process.
2.Faculty exchange programme is highly encouraged	decisions. Majority of the teachers believe that faculty exchange program has not been actively encouraged. It is high time that such exercise is allowed.	The institution has taken serious note of this and will see to it that all teachers and stake holders are benefitted henceforth.
3.Faculty members have the freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations, etc	Most of the teachers believe that they have the freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations, etc. However, there are some voices that disagree with the above view.	The college has requested the debate and seminar committee to include all the teachers and cooperate with them in all forms whenever required.
4.College encourages faculty members to invite experts from any institutions and industry in workshops/seminars etc organized by respective Departments	Majority of the teachers believe that college encourages faculty members to invite experts from any institutions and industry in workshops/seminars etc. organized by respective departments. However, few are of the opinion that more such programmes should be encouraged.	College encourages faculty members to invite experts from any institutions and industry in workshops/seminars etc. organized by respective departments. However the college also admits that there are challenges while it works for solutions.
5.The examination and evaluation system followed by the College is effective and fair in judging students' academic performance	Majority of the teachers believe that the examination and evaluation system followed by the College is effective and fair in judging	The college shall see if there are more efficient methods of evaluation and request the teachers to adapt them whenever necessary.

Prencipal
CLUNY WOMEN'S COLLEGE
Kakimpone

Ref. No.:....

Date.....

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	students' academic performance. However, a few	
	wants more effectiveness in	
	the evaluation system.	
	·	
6.The College provides	Whereas the majority agrees	The college is ever ready to
adequate opportunities and	with the same, there are few	allow teachers participate in
support to faculty for their	voices that believe more can	their own academic growth
academic growth	be done in terms of opportunities provided.	because the college benefits from such fruitful actions.
7.Faculty are free to explicit	Whereas the majority agrees	The institution at any point of
and share their opinions,	with the same, there are few	time is ready to accept
ideas and suggestions	voices that believe more	teachers' share their
	freedom can be given to them	opinions, ideas and
	related to sharing of ideas	suggestions.
	and suggestions.	
8.The College has an	Whereas the majority agrees	The college is extremely
effective grievance redressal	with the same, there are few	serious when it comes to
system	voices that believe more can	effective grievance redressal
	be done in terms of addressing the grievances of	system. Hence it shall leave no stone unturned to see all
	the teachers.	problems being addressed
	the teachers.	adequately.
9.The College administration	A overwhelming percentage	The institution shall always
is approachable and faculty-	of the teachers believe that	strive to see that the faculty
friendly	Alea aallaaa administootian is	
menury	the college administration is	members are honoured ,cared
inclidiy	approachable and faculty-	for and respected.
Hiendry	approachable and faculty- friendly. However, there is	*
·	approachable and faculty-friendly. However, there is scope for improvement.	for and respected.
10.The labs are well	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion	for and respected . The college shall take every
10.The labs are well equipped for hands-on	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it	for and respected . The college shall take every possible measure to see that
10.The labs are well equipped for hands-on training of students	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well	The college shall take every possible measure to see that the labs are periodically
10.The labs are well equipped for hands-on	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The	for and respected . The college shall take every possible measure to see that
10.The labs are well equipped for hands-on training of students	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well	The college shall take every possible measure to see that the labs are periodically
10.The labs are well equipped for hands-on training of students	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that	for and respected . The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all
10.The labs are well equipped for hands-on training of students (ifapplicable) and research	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient,	for and respected . The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see
10.The labs are well equipped for hands-on training of students (ifapplicable) and research 11.The toilets are sufficient,	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient, clean and well maintained.	The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see that the sanitation is done
10.The labs are well equipped for hands-on training of students (ifapplicable) and research 11.The toilets are sufficient,	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more	for and respected . The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see
10.The labs are well equipped for hands-on training of students (ifapplicable) and research 11.The toilets are sufficient, clean and well maintained	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more needs to be done.	The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see that the sanitation is done efficiently.
10.The labs are well equipped for hands-on training of students (ifapplicable) and research 11.The toilets are sufficient, clean and well maintained	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more needs to be done. Whereas the majority agrees	The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see that the sanitation is done efficiently. The college agrees that some
10.The labs are well equipped for hands-on training of students (ifapplicable) and research 11.The toilets are sufficient, clean and well maintained 12.The classrooms and furniture available are	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more needs to be done. Whereas the majority agrees with the same, there are few	The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see that the sanitation is done efficiently. The college agrees that some more classrooms are required
10. The labs are well equipped for hands-on training of students (ifapplicable) and research 11. The toilets are sufficient, clean and well maintained 12. The classrooms and furniture available are adequate, clean and well	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more needs to be done. Whereas the majority agrees with the same, there are few voices that believe more can	The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see that the sanitation is done efficiently. The college agrees that some more classrooms are required to address the increasing
10.The labs are well equipped for hands-on training of students (ifapplicable) and research 11.The toilets are sufficient, clean and well maintained 12.The classrooms and furniture available are	approachable and faculty-friendly. However, there is scope for improvement. There is a divided opinion amongst the teachers when it comes to the question of well equipped labs. The unanimous opinion is that things need to be improve. 60% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more needs to be done. Whereas the majority agrees with the same, there are few	The college shall take every possible measure to see that the labs are periodically upgraded. The institution shall take all the remedial measures to see that the sanitation is done efficiently. The college agrees that some more classrooms are required

Prencipal
CLUNY WOMEN'S COLLEGE
Katismoong

Ref. No.:...

Date.....

the faculty in the College are adequate and satisfactory	with the same, there are few voices that believe more can be done in terms of increase in the number of ICT enabled classrooms.	see that in due course of time all the classrooms are ICT enabled.
14. The College supports the participation of faculty in national conferences, seminars, symposia by providing academic leave and financial support	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of providing opportunities to the teachers for participation of faculty in national conferences, seminars, symposia by providing academic leave and financial support.	The college is much willing to provide support to its faculty members in case of their participating in national conferences, seminars, symposia by providing academic leave and financial support.
15.The College has taken initiatives to encourage research	Around two third of the teachers believe that the college has taken initiatives to encourage research. The rest expect a better response in the future.	The college strongly believes that through research the country moves on her path of progress. Hence it shall contribute to encourage its teachers for the same.
16.College website is updated and well maintained	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of providing updated and well maintained college website.	The college is committed to have an updated and well maintained website and shall take all the possible measures that it can offer a quality website for the users.
17. The timings of the library as well as the procedure for issue/return of books in the library are convenient	Almost all the teachers agree that the library offers a very convenient atmosphere both for research as well as exchange of books.	The library is one area in which the college takes pride in. Hence the working method of the library shall be mentioned all the time.
18. The library is well equipped with different learning resources, including books, Journals, e-resources etc	The majority of the teachers believe that the library is well equipped with different learning resources, including books, Journals, e-resources etc. However, some teachers believe that more journals and e-journals should be added.	The college shall request all the faculty members to inform it about the possible inclusion of all quality books, Journals, e-resources etc so that it enhances the quality of the library.
19. The procedure of procurement of books etc in library is fair and transparent	All the teachers agree that the procedure of procurement of books etc in library is fair and transparent.	The college shall strive to maintain the quality and f procedure of procurement of books etc in library and also see that it is fair and

Principal
CLUNY WOMEN'S COLLEGE
Katishoong

		transparent.
20.The library is optimally	All the teachers agree that the	The complete agreement on
used by the faculty, students	library is optimally used by	part of the teachers that the
and research scholars	the faculty, students and	library is optimally used by
	research scholars.	the faculty, students and
		research scholars speaks
		volumes of the interest of all
		the stake holders and effort
		shall be to maintain such a
		standard.

BASED ON TEACHER'S FEEDBACK (2018-2019)

Questions put to the	Feedback received	Action Taken Based on
parents		Feedback
1.The College motivates	Majority of the teachers	The institution is more than
participatory decision	believe that the College	willing to get all the teachers
making by involving	motivates participatory	into decision making process
employees at various levels	decision making by involving	at all the levels of academics
	employees at various levels.	and administration.
2.Faculty exchange	About two third of the	The institution has taken
programme is highly	teachers believe that faculty	serious note of this and will
encouraged	exchange program has been	see to it that all teachers and
	actively encouraged.	stake holders are benefitted
		henceforth. The faculty
		members are requested to
		inform the institution from
		time to time.
3. Faculty members have the	Most of the teachers believe	The college has requested the
freedom to adopt new	that they have the freedom to	debate and seminar
techniques /strategies of	adopt new techniques /	committee to include all the
teaching such as group	strategies of teaching such as	teachers and cooperate with
discussions, seminar	group discussions, seminar	them in all forms whenever
presentations, etc	presentations, etc. However,	required. Any form of
	there are some voices that are	knowledge dissemination
	neutral with the above view.	shall be encouraged.
4.College encourages faculty	Majority of the teachers	College encourages faculty
members to invite experts	believe that college	members to invite experts
from any institutions and	encourages faculty members	from any institutions and
industry in	to invite experts from any	industry in
workshops/seminars etc	institutions and industry in	workshops/seminars etc.
organized by respective	workshops/seminars etc.	organized by respective
Departments	organized by respective	departments. However the

Prencipal
CLUNY WOMEN'S COLLEGE
Kalimpone

Ref. No.:...

Date.....

5.The examination and evaluation system followed by the College is effective and fair in judging students' academic performance	departments. Few are of the opinion that more such programmes should be encouraged and approved. All the teachers believe that the examination and evaluation system followed by the College is effective and fair in judging students'	college also admits that there are challenges while it works for solutions. The teachers shall be readily encouraged to take up all forms of initiatives. The college shall see if there are more efficient methods of evaluation and request the teachers to adapt them whenever necessary.
6.The College provides adequate opportunities and support to faculty for their academic growth	academic performance. Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of opportunities provided for academic growth.	The college is ever ready to allow teachers participate in their own academic growth because the college benefits from such fruitful actions.
7. Faculty are free to explicit and share their opinions, ideas and suggestions	Whereas the majority agrees with the same, there are few voices that believe more freedom can be given to them related to sharing of ideas and suggestions.	The institution at any point of time is ready to accept teachers' share their opinions, ideas and suggestions. Any idea benefitting the institutions and stakeholders shall be encouraged.
8.The College has an effective grievance redressal system	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of addressing the grievances of the teachers and improve upon the same.	The college is extremely serious when it comes to effective grievance redressal system. Hence it shall leave no stone unturned to see all problems being addressed adequately.
9.The College administration is approachable and faculty-friendly	An overwhelming percentage of the teachers believe that the college administration is not approachable or faculty-friendly. However, there is scope for improvement.	The institution shall always strive to see that the faculty members are honored, cared for and respected. If the teachers believe that the communication leaves a lot to be desired the college shall make every effort to see that the faculty feels adequately comfortable.
10. The labs are well equipped for hands-on training of students (if	There is a divided opinion amongst the teachers when it comes to the question of	The college shall take every possible measure to see that the labs are periodically

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CLUNY WOMEN'S COLLEGE
Katismoong

Ref. No.:...

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Prencipal
CLUNY WOMEN'S COLLEGE
Kalismoons

Ref. No.:...

Date

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in the library are convenient	for research as well as	method of the library shall be
	exchange of books.	mentioned all the time.
18.The library is well	The majority of the teachers	The college shall request all
equipped with different	believe that the library is well	the faculty members to
learning resources, including	equipped with different	inform it about the possible
books, Journals, e-resources	learning resources, including	inclusion of all quality books,
etc	books, Journals, e-resources	Journals, e-resources etc so
	etc. However, some teachers	that it enhances the quality of
	believe that more journals	the library. Whenever the
	and e-journals should be	faculty informs the institution
	added.	of such requirements, it shall
		work on such intimations
		immediately.
19.The procedure of	All the teachers agree that the	The college shall strive to
procurement of books etc in	procedure of procurement of	maintain the quality and f
library is fair and transparent	books etc in library is fair	procedure of procurement of
	and transparent.	books etc in library and also
	_	see that it is fair and
		transparent.
20.The library is optimally	Majority of the teachers	The complete agreement on
used by the faculty, students	agree that thelibrary is	part of the teachers that the
and research scholars	optimally used by the faculty,	library is optimally used by
	students and research	the faculty, students and
	scholars. The rest are neutral	research scholars speaks
	in this regard.	volumes of the interest of all
	_	the stake holders and effort
		shall be to maintain such a
		standard.

BASED ON TEACHER'S FEEDBACK (2019-2020)

Questions put to the	Feedback received	Action Taken Based on
parents		Feedback
1.The College motivates	45% of the teachers believe	The institution is more than
participatory decision	that the College motivates	willing to get all the teachers
making by involving	participatory decision	into decision making process
employees at various Levels	making by involving	at all the levels of academics
	employees at various levels.	and administration. The
	The rest believe that teachers	teachers are requested to
	should be offered more space	come up with suggestions so
	in making participatory	that they benefit and become
	decisions.	part of an inclusive decision

Prencipal
CLUNY WOMEN'S COLLEGE
Kalismoons

Ref. No.:...

Date.....

		making process.
2 Faculty ayahanga	About two third of the	The institution has taken
2. Faculty exchange		serious note of this and will
programme is highly	teachers believe that faculty	
encouraged	exchange program has been	see to it that all teachers and
	encouraged. The rest believes	stake holders are benefitted
	that a lot needs to be done.	henceforth. The faculty
		members are requested to
		inform the institution from
		time to time.
3. Faculty members have the	About two-third of the	The college has requested the
freedom to adopt new	teachers believe that they	debate and seminar
techniques /strategies of	have the freedom to adopt	committee to include all the
teaching such as group	new techniques / strategies of	teachers and cooperate with
discussions, seminar	teaching such as group	them in all forms whenever
presentations, etc	discussions, seminar	required. Any form of
F, 525,	presentations, etc. However,	knowledge dissemination
	there are some voices that	shall be encouraged. The
	disagree with the above view.	departments shall cater to the
	disagree with the above view.	needs of the teachers as well.
4. College encourages faculty	Majority of the teachers	College encourages faculty
members to invite experts'	believe that college	members to invite experts
=	_	=
from many institutions and	encourages faculty members	from any institutions and
industry in	to invite experts from any	industry in
workshops/seminars etc.	institutions and industry in	workshops/seminars etc.
organized by respective	workshops/seminars etc.	organized by respective
Departments.	organized by respective	departments. However the
	departments. Few are of the	college also admits that there
	opinion that more such	are challenges while it works
	programmes should be	for solutions. The teachers
	encouraged and approved.	shall be readily encouraged
		to take up all forms of
		initiatives.
5.The examination and	Majority of the teachers	The college shall see if there
evaluation system followed	believe that the examination	are more efficient methods of
by the College is effective	and evaluation system	evaluation and request the
and fair in judging students'	followed by the College is	teachers to adapt them
academic performance	effective and fair in judging	whenever necessary. The
r	students' academic	institution is also ready to
	performance.	take help from other colleges
	Periodiane.	and Universities whenever
		required.
6.The College provides	Whereas the majority agrees	The college is ever ready to
adequate opportunities and	with the same, there are few	allow teachers participate in
support to faculty for their	voices that believe more can	their own academic growth
academic growth	be done in terms of	because the college benefits
academic growm		from such fruitful actions.
	opportunities provided for	mom such fruitiul actions.

Prencipal
CLUNY WOMEN'S COLLEGE
Kalimpong

Ref. No.:...

Date.....

	academic growth.	
7. Faculty are free to explicit and share their opinions, ideas and suggestions	There are mixed voices that believe more freedom can be given to them related to sharing of ideas and suggestions.	The institution at any point of time is ready to accept teachers' share their opinions, ideas and suggestions. Any idea benefitting the institutions and stakeholders shall be encouraged.
8.The College has an effective grievance redressal system	The majority believe more can be done in terms of addressing the grievances of the teachers and improve upon the same.	The college is extremely serious when it comes to effective grievance redressal system. Hence it shall leave no stone unturned to see all problems being addressed adequately. The institution shall request the teachers to be more open about problems faced.
9.The College administration is approachable and faculty-friendly	There is a mixed opinion among the teachers that believe that the college administration is yet approachable or faculty-friendly. However, there is scope for improvement.	The institution shall always strive to see that the faculty members are honored, cared for and respected. If the teachers believe that the communication leaves a lot to be desired the college shall make every effort to see that the faculty feels adequately comfortable.
10.The labs are well equipped for hands-on training of students (if applicable) and research	There is a divided opinion amongst the teachers when it comes to the question of well-equipped labs. The unanimous opinion is that things need to be improve.	The college shall take every possible measure to see that the labs are periodically upgraded. The college shall also see that adequate budgetary provisions are made to such cause.
11.The toilets are sufficient, clean and well maintained	Only 35% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more needs to be done.	The institution shall take all the remedial measures to see that the sanitation is done efficiently. All that are responsible for proper sanitation shall be instructed to do the needful. The institution may also train the people responsible for cleaning in the immediate

Prencipal
CLUNY WOMEN'S COLLEGE
Kalimpone

Ref. No.:

Ref. No.:		Date
		future as it is deemed necessary.
12.The classrooms and furniture available are adequate, clean and well maintained	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of increase in the number of classrooms.	The college agrees that some more classrooms are required to address the increasing percentage of students in the college every year.
13.ICT facilities available to the faculty in the College are adequate and satisfactory	There is a divided opinion amongst the teachers when it comes to the question of whether more can be done in terms of increase in the number of ICT enabled classrooms.	The college is ever ready to see that in due course of time all the classrooms are ICT enabled. The college admits it shall take time to enable all such classes.
14. The College supports the participation of faculty in national conferences, seminars, symposia by providing academic leave and financial support	Whereas the majority agrees that more can be done in terms of providing opportunities to the teachers for participation of faculty in national conferences, Seminars, symposia by providing academic leave and financial support, few believe that the college does just enough.	The college is much willing to provide support to its faculty members in case of their participating in national conferences, seminars, symposia by providing academic leave and financial support whenever required.
15.The College has taken initiatives to encourage research	Majority of the teachers believe that the college has yet to take initiatives to encourage research. The rest expect a better response in the future.	The college strongly believes that through research the country moves on her path of progress. Hence it shall contribute to encourage its teachers for the same. All research related activities shall be monitored and encouraged.
16.College website is updated and well maintained	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of providing updated and well maintained college website.	The college is committed to have an updated and well maintained website and shall take all the possible measures that it can offer a quality website for the users.
17. The timings of the library as well as the procedure for issue/return of books in the library are convenient	Almost all the teachers agree that the library offers a very convenient atmosphere both for research as well as exchange of books.	The library is one area in which the college takes pride in. Hence the working method of the library shall be mentioned all the time.
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CLUNY WOMEN'S COLLEGE
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18. The library is well

Coordinator
Internal Quality Assurance Cell (IQAC)
Cluny Women's College
Kalimpong

The college shall request all

Ref. No.:

equipped with different

believe that the library is well	the faculty members to
equipped with different	inform it about the possible
learning resources, including	inclusion of all quality books,
books, Journals, e-resources	Journals, e-resources etc so
etc. However, some teachers	that it enhances the quality of
believe that more journals	the library. Whenever the
and e-journals should be	faculty informs the institution
added.	of such requirements, it shall
	work on such intimations
	immediately.
All the teachers agree that the	The college shall strive to
procedure of procurement of	maintain the quality and f
	l I

learning resources, including books, Journals, e-resources etc	equipped with different learning resources, including books, Journals, e-resources etc. However, some teachers believe that more journals and e-journals should be	inform it about the possible inclusion of all quality books, Journals, e-resources etc so that it enhances the quality of the library. Whenever the faculty informs the institution
	added.	of such requirements, it shall work on such intimations
		immediately.
19. The procedure of	All the teachers agree that the	The college shall strive to
procurement of books etc in	procedure of procurement of	maintain the quality and f
library is fair and transparent	books etc. in library is fair	procedure of procurement of
	and transparent.	books etc in library and also
		see that it is fair and
		transparent.
20. The library is optimally	Majority of the teachers	The complete agreement on
used by the faculty, students	agree that thelibrary is	part of the teachers that the
and research scholars	optimally used by the faculty,	library is optimally used by
	students and research	the faculty, students and
	scholars. The rest are neutral	research scholars speaks
	in this regard.	volumes of the interest of all
		the stake holders and effort
		shall be to maintain such a
		standard.

BASED ON TEACHER'S FEEDBACK (2020-2021)

Questions put to the	Feedback received	Action Taken Based on
parents		Feedback
1.The College motivates participatory decision making by involving employees at various Levels	There is a mixed opinion among the teachers regarding the belief that the College motivates participatory decision making by involving employees at various levels.	The institution is more than willing to get all the teachers into decision making process at all the levels of academics and administration. The teachers are requested to come up with suggestions so that they benefit and become part of an inclusive decision making process.
2.Faculty exchange programme is highly encouraged	There is a mixed opinion among the teachersthat believe that faculty exchange program has been actively encouraged and others expecting such	The institution has taken serious note of this and will see to it that all teachers and stake holders are benefitted henceforth. The faculty members are requested to

CLUNY WOMEN'S COLLEGE Kalimpong

Ref. No.:...

Date.....

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	improvements to happen in	inform the institution from
	the future.	time to time.
3. Faculty members have the	Most of the teachers believe	The college has requested the
freedom to adopt new	that they have the freedom to	debate and seminar
techniques /strategies of	adopt new techniques /	committee to include all the
teaching such as group	strategies of teaching such as	teachers and cooperate with
discussions, seminar	group discussions, seminar	them in all forms whenever
presentations, etc	presentations, etc. However,	required. Any form of
	there are some voices that are	knowledge dissemination
	neutral with the above view.	shall be encouraged. The
		departments shall cater to the
1.0.11		needs of the teachers as well.
4.College encourages faculty	Majority of the teachers	College encourages faculty
members to invite experts	believe that college	members to invite experts
from any institutions and	encourages faculty members	from any institutions and
industry in	to invite experts from any	industry in
workshops/seminars etc	institutions and industry in	workshops/seminars etc.
organized by respective	workshops/seminars etc.	organized by respective
Departments	organized by respective	departments. However the
	departments. Few are of the	college also admits that there
	opinion that more such	are challenges while it works
	programmes should be	for solutions. The teachers
	encouraged and approved.	shall be readily encouraged
		to take up all forms of
5 The constitution and	Main sides of the translation	initiatives.
5. The examination and	Majority of the teachers	The college shall see if there
evaluation system followed	believe that the examination	are more efficient methods of
by the College is effective	and evaluation system	evaluation and request the
and fair in judging students'	followed by the College is	teachers to adapt them
academic performance	effective and fair in judging students' academic	whenever necessary. The institution is also ready to
	performance. Some opinions	take help from other colleges
	differ.	and Universities whenever
	differ.	required.
6.The College provides	Whereas the majority	The college is ever ready to
adequate opportunities and	disagrees with the same,	allow teachers participate in
support to faculty for their	there are others that believe	their own academic growth
academic growth	opportunities provided are	because the college benefits
deddenne growth	adequate and more can be	from such fruitful actions.
	done in terms of	The teachers shall be
	opportunities provided for	requested to come up with
	academic growth.	the updated fixtures for all
	deddenne growth.	such programmes and they
		shall be helped in such
		regards.
7. Faculty are free to explicit	There is a mixed opinion	The institution at any point of
acting are free to expire		point of

Prencipal
CLUNY WOMEN'S COLLEGE
Kalimpong

Ref. No.:...

Date.....

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and share their opinions, ideas and suggestions	with the sameand few voices believe more freedom can be given to them related to sharing of ideas and suggestions.	time is ready to accept teachers' share their opinions, ideas and suggestions. Any idea benefitting the institutions and stakeholders shall be encouraged.
8.The College has an effective grievance redressal system	Whereas the majority disagrees with the same, there are few voices that believe more can be done in terms of addressing the grievances of the teachers and improve upon the same.	The college is extremely serious when it comes to effective grievance redressal system. Hence it shall leave no stone unturned to see all problems being addressed adequately. The institution shall request the teachers to be more open about problems faced. Any discontent can be solved through active discussion.
9.The College administration is approachable and faculty-friendly	There is a mixed opinion among the teachers that believe that the college administration is not approachable or faculty-friendly. However, there is scope for improvement.	The institution shall always strive to see that the faculty members are honored, cared for and respected. If the teachers believe that the communication leaves a lot to be desired the college shall make every effort to see that the faculty feels adequately comfortable.
10.The labs are well equipped for hands-on training of students (if applicable) and research	There is a divided opinion amongst the teachers when it comes to the question of well-equipped labs. The unanimous opinion is that things need to be improve.	The college shall take every possible measure to see that the labs are periodically upgraded. The college shall also see that adequate budgetary provisions are made to such cause.
11.The toilets are sufficient, clean and well maintained	50% of the teachers believe that the toilets are not sufficiently clean and well maintained. The rest believe that more needs to be done.	The institution shall take all the remedial measures to see that the sanitation is done efficiently. All that are responsible for proper sanitation shall be instructed to do the needful. The institution may also train the people responsible for cleaning in the immediate

Prencipal
CLUNY WOMEN'S COLLEGE
Kalimpone

Ref. No.:...

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		future as it is deemed
		necessary. The teachers on arrival of such issues can
		immediately intimate the
		concerned committees.
12.The classrooms and	Whereas the majority agrees	The college agrees that some
furniture available are	with the same, there are few	more classrooms are required
adequate, clean and well	voices that believe more can	to address the increasing
maintained	be done in terms of increase	percentage of students in the
13.ICT facilities available to	in the number of classrooms. There is a divided opinion	college every year. The college is ever ready to
the faculty in the College are	amongst the teachers when it	see that in due course of time
adequate and satisfactory	comes to the question of	all the classrooms are ICT
	adequate ICT facilities. There	enabled. The college admits
	are few voices that believe	it shall take time to enable all
	more can be done in terms of	such classes.
	increase in the number of	
14. The College supports the	ICT enabled classrooms. There are many voices that	The college is much willing
participation of faculty in	believe more can be done in	to provide support to its
national conferences,	terms of providing	faculty members in case of
seminars, symposia by	opportunities to the teachers	their participating in national
providing academic leave	for participation of faculty in	conferences, seminars,
and financial support	national conferences,	symposia by providing
	Seminars, symposia by	academic leave and financial
	providing academic leave	support whenever required.
15.The College has taken	and financial support. Majority of the teachers	The college strongly believes
initiatives to encourage	believe that the college needs	that through research the
research	to take initiatives to	country moves on her path of
	encourage research. The rest	progress. Hence it shall
	expect a better response in	contribute to encourage its
	the future.	teachers for the same. All
		research related activities
		shall be monitored and encouraged.
16.College website is	Whereas the majority agrees	The college is committed to
updated and well maintained	with the same, there are few	have an updated and well
	voices that believe more can	maintained website and shall
	be done in terms of providing	take all the possible measures
	updated and well maintained	that it can offer a quality
17 The timings of the liber	college website.	website for the users.
17. The timings of the library as well as the procedure for	Almost all the teachers agree that the library offers a very	The library is one area in which the college takes pride
issue/return of books	convenient atmosphere both	in. Hence the working
in the library are convenient	for research as well as	method of the library shall be

Prencipal
CLUNY WOMEN'S COLLEGE
Kaismoong

Ref. No.:...

		Date
	exchange of books.	mentioned all the time. All
		stake holders can report issues that can improve the atmosphere in the library.
18.The library is well equipped with different learning resources, including books, Journals, e-resources etc	The majority of the teachers believe that the library is well equipped with different learning resources, including books, Journals, e-resources etc. However, some teachers believe that more journals and e-journals should be added.	The college shall request all the faculty members to inform it about the possible inclusion of all quality books, Journals, e-resources etc so that it enhances the quality of the library. Whenever the faculty informs the institution of such requirements, it shall work on such intimations immediately. The institution is committed to make the college a repository of knowledge.
19. The procedure of procurement of books etc in library is fair and transparent	Most of the teachers agree that the procedure of procurement of books etc. in library is fair and transparent.	The college shall strive to maintain the quality and f procedure of procurement of books etc in library and also see that it is fair and transparent.
20.The library is optimally used by the faculty, students and research scholars	Majority of the teachers agree that the library is optimally used by the faculty, students and research scholars. The rest are neutral in this regard.	The complete agreement on part of the teachers that the library is optimally used by the faculty, students and research scholars speaks volumes of the interest of all the stake holders and effort shall be to maintain such a

BASED ON TEACHER'S FEEDBACK (2021-2022)

Questions put to the	Feedback received	Action Taken Based on
parents		Feedback
1.The College motivates	Around 60% of the teachers	The institution is more than
participatory decision	believe that the College	willing to get all the teachers
making by involving	motivates participatory	into decision making process
employees at various Levels	decision making by involving	at all the levels of academics
	employees at various levels.	and administration. The
		teachers are requested to
		come up with suggestions so
		that they benefit and become

Prencipal
CLUNY WOMEN'S COLLEGE
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Coordinator
Internal Quality Assurance Cell (IQAC)
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Kalimpong

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Ref. No.:

		part of an inclusive decision making process.
2.Faculty exchange programme is highly encouraged	About two third of the teachers believe that faculty exchange program has been actively encouraged.	The institution has taken serious note of this and will see to it that all teachers and stake holders are benefitted henceforth. The faculty members are requested to inform the institution from time to time. All forms of information exchange and empowerment shall be encouraged.
3.Faculty members have the freedom to adopt new techniques /strategies of teaching such as group discussions, seminar presentations, etc	Most of the teachers believe that they have the freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations, etc. However, there are some voices that are neutral with the above view.	The college has requested the debate and seminar committee to include all the teachers and cooperate with them in all forms whenever required. Any form of knowledge dissemination shall be encouraged. The departments shall cater to the needs of the teachers as well. Any new form of teaching technique that may benefit the teaching learning process shall be adopted.
4.College encourages faculty members to invite experts from any institutions and industry in workshops/seminars etc organized by respective Departments	Majority of the teachers believe that college encourages faculty members to invite experts from any institutions and industry in workshops/seminars etc. organized by respective departments. Few are of the opinion that more such programmes should be encouraged and approved.	College encourages faculty members to invite experts from any institutions and industry in workshops/seminars etc. organized by respective departments. However the college also admits that there are challenges while it works for solutions. The teachers shall be readily encouraged to take up all forms of initiatives. All external expertise shall be gladly accepted and acknowledged.
5.The examination and evaluation system followed by the College is effective	Most of the teachers believe that the examination and evaluation system followed	The college shall see if there are more efficient methods of evaluation and request the

by the College is effective

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CLUNY WOMEN'S COLLEGE
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and fair in judging students'

Coordinator
Internal Quality Assurance Cell (IQAC)
Cluny Women's College
Kalimpong

teachers to adapt them

Ref. No.:...

Date.....

academic performance	and fair in judging students' academic performance.	whenever necessary. The institution is also ready to take help from other colleges and Universities whenever required.
6.The College provides adequate opportunities and support to faculty for their academic growth	Whereas the majority believes that more can be done in terms of opportunities provided for academic growth, some are happy with the opportunities provided.	The college is ever ready to allow teachers participate in their own academic growth because the college benefits from such fruitful actions. The teachers shall be requested to come up with the updated fixtures for all such programmes and they shall be helped in such regards.
7.Faculty are free to explicit and share their opinions, ideas and suggestions	Whereas the majority agrees with the same, there are few voices that believe more freedom can be given to them related to sharing of ideas and suggestions.	The institution at any point of time is ready to accept teachers' share their opinions, ideas and suggestions. Any idea benefitting the institutions and stakeholders shall be encouraged.
8.The College has an effective grievance redressal system	Whereas the majority believes that the grievance redressal is not effective enough, there are few voices that believe more can be done in terms of addressing the grievances of the teachers and improve upon the same.	The college is extremely serious when it comes to effective grievance redressal system. Hence it shall leave no stone unturned to see all problems being addressed adequately. The institution shall request the teachers to be more open about problems faced. Any discontent can be solved through active discussion. Grievance redressal cell shall actively participate in coming up with workable solutions.
9.The College administration is approachable and faculty-friendly	A significant percentage of the teachers believe that the college administration is not approachable or faculty- friendly. However, there is scope for improvement.	The institution shall always strive to see that the faculty members are honored, cared for and respected. If the teachers believe that the communication leaves a lot to be desired the college shall

Prencipal
CLUNY WOMEN'S COLLEGE
Kalimpong

Ref. No.:...

		make every effort to see that the faculty feels adequately comfortable.
10. The labs are well equipped for hands-on training of students (if applicable) and research	There is a divided opinion amongst the teachers when it comes to the question of well-equipped labs. The unanimous opinion is that things need to be improve.	The college shall take every possible measure to see that the labs are periodically upgraded. The college shall also see that adequate budgetary provisions are made to such cause. The teachers as stakeholders can adequately point out the loopholes towards which the college shall work with all sincerity.
11.The toilets are sufficient, clean and well maintained	53% of the teachers believe that the toilets are sufficient, clean and well maintained. The rest believe that more needs to be done.	The institution shall take all the remedial measures to see that the sanitation is done efficiently. All that are responsible for proper sanitation shall be instructed to do the needful. The institution may also train the people responsible for cleaning in the immediate future as it is deemed necessary. The teachers on arrival of such issues can immediately intimate the concerned committees.
12.The classrooms and furniture available are adequate, clean and well maintained	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of increase in the number of classrooms.	The college agrees that some more classrooms are required to address the increasing percentage of students in the college every year. Every effort shall be made by the institution to make optimal use of the existing infrastructure and also add to it in the immediate future.
13.ICT facilities available to the faculty in the College are adequate and satisfactory	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of increase in the number of ICT enabled classrooms.	The college is ever ready to see that in due course of time all the classrooms are ICT enabled. The college admits it shall take time to enable all such classes.

Prencipal
CLUNY WOMEN'S COLLEGE
Kalimpone

Ref. No.:...

Date.....

14. The College supports the participation of faculty in national conferences, seminars, symposia by providing academic leave and financial support	The majority agrees that more can be done in terms of providing opportunities to the teachers for participation of faculty in national conferences, Seminars, symposia by providing academic leave and financial support.	The college is much willing to provide support to its faculty members in case of their participating in national conferences, seminars, symposia by providing academic leave and financial support whenever required.
15.The College has taken initiatives to encourage research	Majority of the teachers believe that the college needs to take initiatives to encourage research. The rest expect a better response in the future.	The college strongly believes that through research the country moves on her path of progress. Hence it shall contribute to encourage its teachers for the same. All research related activities shall be monitored and encouraged. The institution is ready to sought suggestions from the teachers on the kind of support they may require.
16.College website is updated and well maintained	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of providing updated and well maintained college website.	The college is committed to have an updated and well maintained website and shall take all the possible measures that it can offer a quality website for the users.
17. The timings of the library as well as the procedure for issue/return of books in the library are convenient	Almost all the teachers agree that the library offers a very convenient atmosphere both for research as well as exchange of books.	The library is one area in which the college takes pride in. Hence the working method of the library shall be mentioned all the time. All stake holders can report issues that can improve the atmosphere in the library.
18. The library is well equipped with different learning resources, including books, Journals, e-resources etc	The majority of the teachers believe that the library is well equipped with different learning resources, including books, Journals, e-resources etc. However, some teachers believe that more journals and e-journals should be added.	The college shall request all the faculty members to inform it about the possible inclusion of all quality books, Journals, e-resources etc so that it enhances the quality of the library. Whenever the faculty informs the institution of such requirements, it shall work on such intimations immediately. The institution

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Ref. No.: Date.

		is committed to make the college a repository of knowledge.
19. The procedure of	Most of the teachers agree	The college shall strive to
procurement of books etc in	that the procedure of	maintain the quality and
library is fair and transparent	procurement of books etc. in	procedure of procurement of
	library is fair and transparent.	books etc in library and also
		see that it is fair and
		transparent.
20.The library is optimally	Majority of the teachers	The complete agreement on
used by the faculty, students	agree that the library is	part of the teachers that the
and research scholars	optimally used by the faculty,	library is optimally used by
	students and research	the faculty, students and
	scholars. The rest are neutral	research scholars speaks
	in this regard.	volumes of the interest of all
		the stake holders and effort
		shall be to maintain such a
		standard.

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