



Ref. No.:

Date:

ACTION TAKEN REPORT 2017-2022

BASED ON TEACHER'S FEEDBACK (2017-2018)

Questions put to the parents	Feedback received	Action Taken Based on Feedback
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 decisions.	The institution is more than willing to get all the teachers into decision making process.
2. Faculty exchange programme is highly encouraged	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.

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Cluny Women's College

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Ref. No.:

Date:

	students' academic performance. However, a few wants more effectiveness in the evaluation system.	
6.The College provides adequate opportunities and support to faculty for their academic growth	Whereas the majority agrees with the same, there are few voices that believe more can be done in terms of opportunities provided.	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.
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.	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	A overwhelming percentage of the teachers believe that the college administration is approachable and faculty-friendly. However, there is scope for improvement.	The institution shall always strive to see that the faculty members are honoured ,cared for and respected .
10.The labs are well equipped for hands-on training of students (ifapplicable) 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.
11.The toilets are sufficient, clean and well maintained	60% 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.
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	Whereas the majority agrees	The college is ever ready to

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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

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		transparent.
20.The library is optimally used by the faculty, students and research scholars	All the teachers agree that the library is optimally used by the faculty, students and research scholars.	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 standard.

BASED ON TEACHER'S FEEDBACK (2018-2019)

Questions put to the parents	Feedback received	Action Taken Based on Feedback
1.The College motivates participatory decision making by involving employees at various levels	Majority of the teachers believe 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.
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.
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.
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	College encourages faculty members to invite experts from any institutions and industry in workshops/seminars etc. organized by respective departments. However the

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	departments. Few are of the opinion that more such programmes should be encouraged and approved.	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.
5.The examination and evaluation system followed by the College is effective and fair in judging students' academic performance	All the teachers believe that the examination and evaluation system followed by the College is effective and fair in judging students' academic performance.	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	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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applicable) and research	well-equipped labs. The unanimous opinion is that things need to be improve.	upgraded.
11.The toilets are sufficient, clean and well maintained	60% 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.
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	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.
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 whenever required.
15.The College has taken initiatives to encourage research.	Majority 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	Almost all the teachers agree that the library offers a very convenient atmosphere both	The library is one area in which the college takes pride in. Hence the working

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Date:.....

in the library are convenient	for research as well as exchange of books.	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. Whenever the faculty informs the institution of such requirements ,it shall work on such intimations immediately.
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 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 standard.

BASED ON TEACHER'S FEEDBACK (2019-2020)

Questions put to the parents	Feedback received	Action Taken Based on Feedback
1.The College motivates participatory decision making by involving employees at various Levels	45% of the teachers believe 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 decisions.	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

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		making process.
2. Faculty exchange programme is highly encouraged	About two third of the teachers believe that faculty exchange program has been encouraged. The rest believes that a lot needs to be done.	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.
3. Faculty members have the freedom to adopt new techniques /strategies of teaching such as group discussions, seminar presentations, etc	About two-third 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. Any form of knowledge dissemination shall be encouraged. The departments shall cater to the needs of the teachers as well .
4. College encourages faculty members to invite experts' from many 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.
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 students' academic performance.	The college shall see if there are more efficient methods of evaluation and request the teachers to adapt them 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 agrees with the same, there are few voices that believe more can be done in terms of opportunities provided for	The college is ever ready to allow teachers participate in their own academic growth because the college benefits from such fruitful actions.

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	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

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		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.
18.The library is well	The majority of the teachers	The college shall request all

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equipped with different learning resources, including books, Journals, e-resources etc	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 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.
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 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 standard.

BASED ON TEACHER'S FEEDBACK (2020-2021)

Questions put to the parents	Feedback received	Action Taken Based on 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 teachers that 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

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	improvements to happen in the future.	inform the institution from time to time.
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.
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.
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 students' academic performance. Some opinions differ.	The college shall see if there are more efficient methods of evaluation and request the teachers to adapt them 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 disagrees with the same, there are others that believe opportunities provided are adequate and 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. 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	There is a mixed opinion	The institution at any point of

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and share their opinions, ideas and suggestions	with the same and 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

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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 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 adequate ICT facilities. 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.
14.The College supports the participation of faculty in national conferences, seminars, symposia by providing academic leave and financial support	There are many 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 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.
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	The library is one area in which the college takes pride in. Hence the working method of the library shall be

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	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 standard.

BASED ON TEACHER'S FEEDBACK (2021-2022)

Questions put to the parents	Feedback received	Action Taken Based on Feedback
1.The College motivates participatory decision making by involving employees at various Levels	Around 60% of the teachers believe 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

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		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 and fair in judging students'	Most of the teachers believe that the examination and evaluation system followed by the College is effective	The college shall see if there are more efficient methods of evaluation and request the teachers to adapt them

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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

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		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.

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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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		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 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 standard.

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