SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

TETSO COLLEGE

TETSO COLLEGE, 5TH MILE, SOVIMA. 797115. NAGALAND
797115

tetsocollege.org

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

July 2024

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Tetso College is affiliated to Nagaland University (NU), accredited by NAAC (National Assessment & Accreditation Council) and recognised under 2 (f)& 12(B) of the UGC Act 1956. Tetso College is a multidisciplinary PG college offering programs from the undergraduate to the postgraduate level in professional (BBA, BCA etc), humanities and commerce streams and an application has also been submitted to start Bachelors in Physical Education and sports with a student demographic across India.

The College was established in 1994 and is sponsored by the Council of Rengma Baptist Churches. Since its inception Tetso College has been an institution for students from all backgrounds and walks of life who are driven and committed towards learning and lifelong excellence. Tetso College has been an innovator in higher education with top-ranked academic programmes aimed at promoting a global vision through its wide network of collaborations with both foreign and domestic universities and institutions, industry, government, media houses and NGOs to further the institution's mission and vision.

The academic programmes are rigorous and demanding, and also encompass a wide variety of experience and growth for all round development of students. It is grounded in digital learning and teaching through the integration of Google for Education, online courses, practical learning through internships, community outreach initiatives within the indigenous community and research development through Department and student research projects. Some of the recently introduced academic programmes include BA in Mass Communication, BA Linguistics, Bachelors of Computer Applications. A new addition in 2023 is the Bachelors of Social Work programme, with Bachelors of Music scheduled to begin in 2024.

Tetso College has a diverse teaching and student profile, counting among its faculty recipients of scholarly achievements as gold medalists and awardees of research projects in their respective disciplines. Tetso staff and students come from not only the neighbouring states in the North East but across the different states in India allowing for cross-cultural learning and a diverse learning environment. The College offers Scholarships that are both merit and financial need-based for students. Tetso College promotes social mobility and representation of the larger indigenous community.

Vision

The Vision of the College is "**To create a positive impact in the world**".

Tetso College is grounded on the vision that every member of Tetso College, irrespective of caste, tribe, race or background is capable of making a positive impact to society. This includes both staff and students of the Tetso family.

An example of creating a positive difference in the world include promoting entrepreneurship, using mass media to promote discussion and ideas that can scale, organising seminars and workshops, tying up with

organisations that share similar goals, helping students with placements and corporations to find their employees, and charity initiatives undertaken to benefit orphanages and old age homes. The college aims to develop ethical leadership through internal training and a leadership academy open to external parties.

Mission

The Mission of Tetso College is "**To empower people towards life-long excellence**".

Tetso College seeks to live up to the motto to 'Strive for Excellence'. The mission statement reaffirms our motto that excellence is a continuous endeavour, lifelong and part and parcel of what defines us as Tetso College.

Our values that will help us fulfil our mission are given below:

- To put students first
- To value time
- To adhere to ethical and moral principles
- To achieve excellence
- To be professional

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Having good number of academic programs at undergraduate level

2. Introduction of course curriculum at undergraduate level as per the National Credit framework under the NEP-2020

3. Good academic results Sufficient infrastructure, including class rooms, laboratories and computer lab facility to implement academic programme

4. Existence of the state-of-the art auditorium, conference rooms, indoor stadium and open-air amphitheater

5. Collaboration with National Institute of Electronics and Information Technology (NIELIT), Dimapur, for O level certification courses

6. Innovative teaching methodology that incorporates experiential learning alongside co-curricular projects and events such as debates, extempore, department newsletters, ISBN publications by students and more. This also includes adaptability to incorporate hybrid learning and strong technology expertise amongst faculty and students.

Institutional Weakness

1. The College has young and dynamic faculty yet in some Departments, the freshers outnumber the experienced faculty members

2. Lack of faculty members with PhD degree

3. Nonexistence of Associate Professor (one appointed in 2024)

4. Low number of externally funded research projects

5. Low research publication (UGC CARE listed & SCOPUS)

6. Inadequate Rain Water harvesting facility to meet the growing demand of water

Institutional Opportunity

1. To open more disciplines under UG and PG levels

2. To open a research centre on identified focal theme concerning Nagaland

3. To enhance total number of book volume in library

4. To develop a rainwater harvesting and ground recharging system

5. Tetso College offers variety and diversity in its courses in comparison with other Colleges in the Nagaland and the NorthEast. An example is the introduction of BA Linguistics in the year 00000, which made Tetso College one of the first Colleges in Nagaland and amongst the few in the Northeast to introduce the programme. We believe we have the ability to become one of the leading Colleges in Northeast India and a bridge for Higher Education in South East Asia. The larger plan is to develop as an autonomous institution

6. To generate more funds through endowments, fundraisers, parent teacher associations and more

Institutional Challenge

1. Difficulty of Private Colleges to compete with Govt College Salary band as fees charged to students based on Nagaland's economy (The PCI of the State for the year 2021- 22(A.E) is estimated at Rs 135701) is insufficient to sustain the Salary of staff as per UGC 7th Pay Scale. This leads to challenges in the retention of experienced faculty members.

2. While we have been able to trace prominent Tetso alumni studying and working in reputed institutions and organisations, and in the Govt. sector, many of the Departments are still in the process of ascertaining where they are working or studying. It requires Departments to proactively spare time to reconnect and reach out to their former students, which is still a work in progress.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Tetso College follows a well documented curriculum delivery system where the syllabus, timetable, internal assessment schedules, examination seat arrangements, academic calendar, among others are made available to the students via the college website and the college intranet. The college also makes extensive use of Google for Education to give its students an upper edge in being adaptable to the usage of ICT in education. 4 teachers(3 BBA & 1 BCOM) of Tetso College are members of the Board of Undergraduate Studies (BUGS) at Nagaland University, and 1 teacher is a member of the Board of Postgraduate Studies (BPGS) at Nagaland University (English). In 2022, Tetso College implemented the CBCS syllabus as per university regulations for all its undergraduate courses (except BCA and BBA), and one of its Postgraduate Courses (MA English). Tetso College also offered free add-on certificate courses to 1011 of its students as part of its MoU with National Institute of Electronics and Information Technology (NIELIT), Kohima. Apart from the various courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability, the college also promotes these concepts by organizing seminars, talks, trainings, and through various activities undertaken by the Women Cell, Anti-Sexual Harrassment Committee, Placement Cell, NSS, NCC, Nature Club, and by observing important days which correspond with these themes. More than 500 students have undertaken internships (both mandatory as part of their curriculum and voluntary), and project works in the past five years. To involve the stakeholders in the running of the college, feedback surveys are conducted where students give feedback on the policies, and facilities in the college, about their classes, and employees give feedback about their supervisors and the college policies, both including suggestions and recommendations. The findings are discussed in meetings, and responses to feedback and suggestions by students are placed on the student intranet regularly for all students to view.

Teaching-learning and Evaluation

Tetso College has a total of 1996 students as of the 2022-2023 cycle, and offers 13 UG programmes and 2 PG programmes. The college has reservations for ST, SC, OBC and PWD candidates. The unoccupied seats in these reserved categories are assigned to other applicants wishing to pursue their studies at Tetso College. The college takes special care to ensure all students receive the best education experience possible. A few steps in this regard are the mentorship programme, one-on-one sessions with teachers, and classification of students into groups based on their academic performances. This helps us identify and help students towards excellence. The colege has students from several states, and advertises admissions on banners across the northeastern states, as well as on social media (which has proved most effective). We encourage the admission of students and hiring of teachers from other states so as to diversity the experiences at Tetso College. A good student to teacher ratio is maintained (1993:103 - 2022/23). Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences. ICT tools in the form of Google for Education is extensively used by all the teachers and students for sharing of material, teaching content, conducting internal assessments, and surveys, among others. In 2020, students and teachers were given the opportunity to enrol in Coursera online courses for free, and this upskilled them. Tetso has 23 PhD teachers as of 2022/23, and several teachers are pursuing their doctoral studies. Internal Assessments are conducted regularly where methods include class tests (objective and descriptive), presentations, case-studies, interviews, educational games, internships, project works, among others. Till 2021-22, certain marks were awarded for attendance as well, so as to encourage students to maintain good attendance percentages. External evaluation is carried out as per the regulations set by Nagaland University, including external evaluation for the 4th and 6th Semester UG papers, and all PG papers. To ensure the curriculum is executed efficiently, all teachers maintain their COs and adhere to POs, and also maintain their lesson plans. The college secured a pass percentage of 92.81 % in 2022-23, and the pass percentages have been equally high in the preceeding cycles, with an almost 100% pass percentage in 2020.

Research, Innovations and Extension

Tetso College received a grant of Rs. 4,97,450/- from the National Commission for Women, New Delhi, for a Minor Research Project titled Cyber Security – Challenges under Cyber Space specially for Women Users: The Exploratory Study of the Ramifications of Cyber Crime for Women in Nagaland. The College also received a grant of Rs 1 lakh for conducted a Capacity Building and Personality Development workshop for women students in 2022-23. Apart from this, the college received a grant of Rs 30,000 each for the Departments of History and English for conducting two National Seminars in the online mode. The college has also hosted several webinars, talks, and workshops, both in the online and the offline modes. There are 30+ ISBN and ISSN publications by the faculty members during this period, and 20+ chapters in edited books. The college has also produced 5 books with ISBN numbers. The college has been applauded for its initiatives in organizing and contributing to blood donation camps, and under the aegis of NSS and NCC, along with some other Departments, several charity activities have been conducted as well, including book donation drives, tree plantation drives, donation drives for orphanages and old age homes, among others. More than 600 students have participated in extension activities conducted in collaboration with industry, community and Non-Government Organizations through NSS/NCC/Red Cross/ YRC etc,. The college has more than 25 MoUs with various organizations and institutions which enable collaborative projects and initiatives (https://tetsocollege.org/about/mous-collaborations/).

Infrastructure and Learning Resources

Tetso College is equipped with modern facilities, learning resources, necessary infrastructure for both curricular and co-curricular activities to achieve an environment of excellence through its state of the art infrastructure aligning to its vision, mission and values. The teaching - learning resources/infrastructure includes library, labs, computer hive, classrooms, and conference rooms, as well as facilities like free Wi-Fi, amphitheatre, auditorium, and various sports facilities. Classrooms are equipped with LED TVs, projectors, white boards, lighting, fans, and furnishings. The college has professional employees for electricity and water supply, as well as two technicians for IT infrastructure maintenance. The college maintains computers, printers, generators, and maintains its own water supply through bore wells. AquaGuard Water Purifiers are installed at the administrative building, mens hostel, women's hostel, teachers pantry. Generator and Inverter facility, in the absence of electric power supply is available with the college and utilised as per the requirements. The college library, fully automated in 2017, has over 12,000 books, 9 journals, 18 magazines, and 150 CDs, the library covers various subjects and has 15 locations. It is well-air conditioned and uses Integrated Library software and the KOHA open-source integrated library system (ILS). The library also offers OPAC service for searching books and NLIST, part of the e ShodhSindhu consortium of INFLIBNET. The College has adequate classrooms and computer labs with internet connectivity for facilitating teaching and learning processes. Internet accessibility through Wi-Fi with adequate bandwidth is made available for all academic and administrative purposes. The College makes efforts for efficient utilization and updation of latest ICT. There is open access to WiFi connectivity for all students and staff members of the college. Departments of the college are also provided laptops and other related accessories, whenever needed. Students are also made aware of the different educational sites.

Student Support and Progression

The College continues to provide a very supportive, welcoming and student-centered environment where they can pursue higher education without any harassment. The College has an anti-ragging committee, committee

for SC/ST, Women Cell(grievance & counselling), Minority cell, Anti-sexual harassment cell, Counselling & placement cell, Mentoring cell, etc. to encourage, counsel, and make recommendations so that their issues are appropriately handled promptly. Students are encouraged and taken for field trips, industrial visits, educational tours and student exchange programmes to explore and learn from various institutions and organizations. One such is the College's collaboration with M.L Dahanukar College, Mumbai Student Exchange Programme held from 12th September to 20th September and 10th October to 18th October 2022. Additionally, the Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities in the various forms through the Tetso Student Council, a body that has been created to provide students the opportunity to develop their leadership skills and provide a platform for them to voice their opinions be it in terms of teaching and learning aspects or co-curricular activities; Class Representatives, who assists the teachers in maintaining the discipline and decorum of the classroom as well as ensuring feedback and suggestions from the students; and the existence of Clubs/Units/Cells/Committees of different nature such as NSS, NCC, Red Ribbon Club, Book Club, Business Club, Literary Club, IIIPR Cell, etc, where students are encouraged to participate in its functioning and conduct of activities enabling them to bring out their capabilities and potentials to fore. The college also has a Tetso Alumni Network that was formally established on 18 January, 2020. The network ensures the continued engagement of alumni in various activities such as conferences, meetings, lectures, etc and to provide them an opportunity to take active part in the progress and development of the College. The Alumni Network aims to connect the students with our Alumni family, encourage a professional network and to help students think about the transition after graduation.

Governance, Leadership and Management

The governance of the institution is reflective of and in tune with the vision and mission of the institution i.e., "To create a positive impact in the world" and "To empower people towards life-long excellence". The empowered team of the college involves the Principal, Director, Deans, Convenor/Coordinator of different committees, Teaching faculty, IQAC Committee, non-teaching and supporting staff, student council, student representatives, alumni, and board members. The Principal along with the Core committee monitors the mechanism regarding administration and academic process, ensuring the proper functioning of the policies, rules, and action plans of the college. The effective governance, leadership and management is visible in its institutional practices such as decentralization and participative management. The College's participative organisational structure and decision making processes are as follows:

(1) The Governing Board - The College governing body is the apex decision making and sanctioning body of the institute. It has representatives from the teaching and non teaching staff but also individuals and experts from external agencies.

(2). IQAC - The IQAC initiates, plans, conducts and supervises various activities that are necessary to increase the overall quality standards in the College. This includes collecting data, disseminating information, recording and monitoring standards, and collecting feedback from stakeholders besides preparation & submission of NAAC requirements.

(3) The Management body: The management body comprises the Principal, Vice Principal, Director, Director of Facilities, Deans and HODs. The Principal takes operational decisions by open consultations with all staff. The Vice Principal assists the Principal for the smooth functioning of the administrative and academic programs. The Director oversees the admissions procedure, disbursement of university materials, budgets from payroll to maintenance of the physical plant, supervises maintenance personnel, support staff, and keeps track of College records. The Deans and HoDs ensure to administer their respective departments, plan and execute

academic programs.

(4). Faculty members are given representation and responsibilities in various academic, administrative and other non-statutory committees for transparency in administration. They contribute actively in the management of academic, co-curricular, and extracurricular activities of the College throughout the year and monitor the overall progress of the students.

Institutional Values and Best Practices

The institutional values are: to put students first, valuing time, adhering to ethical and moral principles, achieving excellence and to be professional.

Some best practices of Tetso College inculcated are:

The College utilizes Google for Education for virtual learning, benefiting from its early adoption during the pandemic. This platform allows teachers to personalize learning experiences, enhancing 21st-century problem-solving skills. Google Classroom offers unlimited sharing options, online tests, and assignments, while GSuite offers easy organization and accessibility through Google Drive folders. The consequent upgradation of Google for Education to premium has enhanced online delivery capabilities and allows asynchronous learners to access lectures at their own pace. For the same, a monthly broadband allowance(for staff) was introduced for seamless recording. The college provided Digital Citizenship training to students, promoting safe internet usage and empowering them to create content through managed Instagram and Facebook accounts. The Degree of Thought column, a weekly newspaper feature, engages students and teachers in discussing current topics, published weekly by The Morung Express. Research allowance introduced for faculty development, and the Innovation, Incubation, and IPR Cell continue to support idea generation and IPR modalities. Monthly webinars were conducted for faculty engagement. Additionally, the College promotes practical and experiential learning through regular seminars, webinars, workshops, and engaging activities like essay, elocution, discussions, quizzes, debates, presentations, student festivals, case studies, field work and internships. The Library Department provides self-help resources such as learning tools, previous year question banks, eBooks, and e-journals to students and teachers. Furthermore, Tetso College offers helpdesk services for academic and administrative queries, responding within 48 hours. The college's new online learning hub, Tetso Morung, enables seamless planning, teaching, and assessment on mobile and computer devices, with configurable access levels.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	TETSO COLLEGE
Address	Tetso College, 5th Mile, Sovima. 797115. Nagaland
City	Chumoukedima
State	Nagaland
Pin	797115
Website	tetsocollege.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Hewasa L Khing	08414-805818	8974021963	-	iqac@tetsocollege.org
IQAC / CIQA coordinator	Anjan Kumar Behera	09366-825779	9366825779	-	hlorin187@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Nagaland	Nagaland University	View Document

Details of UGC recognition		
Under Section	**Date**	**View Document**
2f of UGC	26-05-2009	View Document
12B of UGC	26-05-2009	View Document

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

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

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

Location and Area of Campus				
Campus Type	**Address**	**Location***	**Campus Area in Acres**	**Built up Area in sq.mts.**
Main campus area	Tetso College, 5th Mile, Sovima. 797115. Nagaland	Rural	11.08885	34000

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BA,English, Honours	36	Higher Secondary all	English	300	275
UG	BA,Political Science,Honours	36	Higher Secondary all	English	480	476
UG	BA,Sociology,Honours	36	Higher Secondary all	English	180	145
UG	BA,Economics,Honours	36	Higher Secondary all	English	180	82
UG	BA,History, Honours	36	Higher Secondary all	English	180	164
UG	BA,Education,Honours	36	Higher Secondary all	English	150	104
UG	BCom,Commerce,Accountancy and Management	36	Higher Secondary Commerce Only	English	180	141
UG	BA,General,	36	Higher Secondary all	English	165	146
UG	BCom,General,	36	Higher Secondary Commerce Only	English	10	3
UG	BBA,Management,	36	Higher Secondary all	English	195	180
UG	BA,Journalism And Mass Communication,	36	Higher Secondary all	English	150	18
UG	BA,Linguistics,	36	Higher Secondary all	English	120	18
UG	BCA,Computer Applications,	36	Higher Secondary all	English	120	64

UG	BA,Psychology,	36	Higher Secondary all	English	180	88
PG	MA,Ma English,	24	Undergraduate Arts	English	120	34
PG	MA,Ma Political Science,	24	Undergraduate Arts	English	120	45

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				1				78			
Recruited	0	0	0	0	0	0	0	0	36	42	0	78
Yet to Recruit	0				1				0			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				28
Recruited	12	16	0	28
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				6
Recruited	6	0	0	6
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	5	6	0	11
M.Phil.	0	0	0	0	0	0	3	2	0	5
PG	0	0	0	0	0	0	34	41	0	75
UG	0	0	0	0	0	0	0	0	0	0

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

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

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	6	14	0	20

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	993	6	0	0	999
	Female	955	36	0	0	991
	Others	0	0	0	0	0
PG	Male	23	0	0	0	23
	Female	52	1	0	0	53
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		**Year 1**	**Year 2**	**Year 3**	**Year 4**
SC	Male	4	2	4	5
	Female	1	1	1	1
	Others	0	0	0	0
ST	Male	514	666	863	968
	Female	460	596	801	895
	Others	0	0	0	0
OBC	Male	0	2	4	6
	Female	2	2	4	5
	Others	0	0	0	0
General	Male	13	17	20	22
	Female	3	4	23	24
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		997	1290	1720	1926

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Tetso College is a multidisciplinary institution that offers a wide range of programmes from undergraduate to postgraduate levels. 1) Multiple Departments: Tetso College offers programs in various fields, including Arts (9 departments till June 2023), Commerce, Management, and Professional courses such as BBA and BCA (BSW since July 2023, and B.Music since July 2024). This diverse range of programs indicates the college's capability to integrate different disciplines, promoting a multidisciplinary educational approach. 2) Teacher Training Programmes: Faculty members at Tetso College are actively encouraged to attend FIPs, FDPs, workshops, and continually upskill themselves

by enrolling for certificate courses. These are mostly interdisciplinary in nature and enable the faculty to develop an understanding of the importance of an interdisciplinary approach to education. FIPs undertaken by the faculty members also familiarize and train them regarding NEP. 3) Seminars, Workshops, & Conferences: Tetso College has hosted many workshops, guest talks, and seminars on various topics which are kept open for all students (regardless of the department they belong to), and teachers, thereby promoting multidisciplinary learning. A list of some of the events can be found here (https://tetsocollege.org/seminars-webinars-workshops/). Additionally, faculty members are actively encouraged to attend workshops, present papers in seminars and conferences, and publish papers in journals and books, which further trains them towards interdisciplinary approaches. 4) Environmental Science: As part of the curriculum, Tetso College offers the Environmental Studies papers to BA and BCom 5th and 6th Semesters, and BBA 4th Semester students. This has also been crucial in providing students from various disciplines with a multidisciplinary understanding of environment related issues. 5) NIELIT Courses: Tetso College as part of its MoU with the National Institute of Electronics & Information Technology (NIELIT), Meriema, began offering computer courses to undergraduate and postgraduate students (free of cost), allowing for interdisciplinary education before the implementation of the NEP curriculum by Nagaland University in July 2023. (https://tetsocollege.org/academics/computer-courses/) 6) Tetso Interdisciplinary Journal (ISSN 2319-2925): Tetso College publishes the 'Tetso Interdisciplinary Journal', which encourages scholarly work that spans various fields of study. This journal not only provides a platform for interdisciplinary research but also promotes the integration of knowledge across different academic domains 7) MoUs and Internships: As part of the college's mission to empower people towards lifelong excellence and it's vision - to create a positive impact in the world, Tetso College has MoUs with higher educational institutions, healthcare bodies, publishing and media, skill development bodies, NGOs, government bodies, among others. This allows students to gain interdisciplinary

	knowledge and skill through the events conducted as part of the MoU, and it also offers them internship opportunities even before the implementation of the mandated internship program as part of NEP. (https://tetsocollege.org/about/mous-collaborations/) Additionally, Tetso College is preparing for the new education policy by identifying program learning outcomes and preparing integrating multiple disciplines into its curriculum. By aligning its programs with the new education policy, Tetso College ensures that its students receive a modern and relevant education that spans multiple disciplines.
2. Academic bank of credits (ABC):	The Academic Bank of Credits was not used by the college and its students during the assessment period - 2018 to 2023. It was implemented in the college in February, 2024 (after the implementation of NEP by Nagaland University). Currently, 90%+ students have created their ABC IDs and the same has been documented by our offices.
3. Skill development:	Tetso College has signed MoUs (https://tetsocollege.org/about/mous-collaborations/) with various skill development bodies which allows students to gain interdisciplinary knowledge and skill through the events conducted as part of the MoU, and it also offers them internship opportunities even before the implementation of the mandated internship program as part of NEP. The various skill development bodies we have MoUs with are National Institute of Information Technology (NIIT), Nagaland, National Institute of Electronics & Information Technology (NIELIT), Meriema, and All India Computer Saksharta Mission (AICSM) which have provided computer courses to students, Mahendra's Coaching and Alternative Learning System (ALS) providing competitive examination coaching. The Entrepreneurs Associates (tEA) and Emporium Training & Consultancy Private Ltd. provide internship and capacity building training opportunities. Clefnote Music Academy provides a platform for music education and training, while the Tetso College Young Indians initiative provides capacity building and upskilling for students. Bharat Scouts and Guides, NCC, and NSS units provide for overall skill development and capacity building. BCA students had also been offered a paper as part of their curriculum to hone their skill development - BBA

	402: Professional and Personality Development. This course was further adapted and developed and offered to all 6th Semester undergraduate students between 2018 and 2020. The college has also organized workshops and talks which hone the skill development of the students, for example, 'Creative Writing Workshop', organized by the Department of English, Tetso College in association with DoTTalks, with Ms Asenla Yanger Ozukum, Principal of Sakus Mission College, Dimapur as the resource person (6th March, 2023)
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The following papers have been taught as part of the curriculum for the undergraduate courses- ENG H 303 - Naga Writings in English, HIS 502 - History of Christianity in Nagaland, HIS 602 - Political History of the Nagas, and SOC 402: Social Movements (a unit covering Nagaland), SOC 502: Rural Sociology (a unit related to Nagaland), and a postgraduate course - PS 107 Politics of Northeast India which covered the political issues in Northeast India as a whole. Apart from these courses, teachers try to connect and relate the theories and concepts being taught with examples and illustrations from Nagaland and the Northeast, and India in general to make the students have a localised application based understanding of the same. The college also organizes talks on indigenous knowledge and learning. A few examples include 'Language Endangerment in the Northeast: From Despair to Hope' – a lecture by Rev. Dr. Vijay A. D'Souza (Director, North Eastern Institute of Language and Culture (NEILAC), Guwahati) organised by the Department of Linguistics, in collaboration with the Research and Development Cell, Tetso College (30th March 2023), 'Songs of Raengdailu: Rememory(ing) Poetry and Women' - a DoTTalks lecture by Dr Achingliu Kamei (Associate Professor, Atma Ram Sanatan Dharma College, Delhi University) organised by the Department of English (11th March, 2023), and 'The Importance of Indigenous Languages' – a student webinar held on the occasion of International Mother Language Day 2023, organised by the Department of Linguistics in collaboration with the University of North Texas (21st February, 2023). The college has also organized seminars on indigenous knowledge and culture. A few examples will be 'Fourth World Literature:

	Voices of the Marginalised with Special Reference to Northeast India' – an Indian Council of Social Science Research (ICSSR) sponsored Online National Seminar organised by the Department of English, Tetso College (22nd – 24th November, 2021), Indian Council of Social Science Research (ICSSR) sponsored Two-day Online National Seminar on "The Quest for Emancipation: Intellectual Traditions among the Dalits and Tribes in India" Organised by the Department of History, Tetso College in collaboration with Sacred Heart College, Vellore (10th & 11th February 2022),
5. Focus on Outcome based education (OBE):	Tetso College focuses on Outcome Based Education by implementing the following measures: Defining Learning Outcomes: Before the start of every semester, students are given their Programme Objectives and Course Objectives via their Google Classroom pages. These outcomes are specific, measurable skills or knowledge that students are expected to demonstrate at the end of an instructional period. It helps teachers align their teaching content and pedagogy accordingly so that the set goals are achieved. Assessment and Evaluation: Assessment and evaluation further helps achieve outcome based education at Tetso College. The assessment (as per the curriculum set by Nagaland University is divided into two components - internal assessments (conducted by the college), and external assessments (end semester examination conducted by the University). Teachers consistently monitor the performance of their students providing feedback which helps them identify the areas they can improve and further strengthen their performance. Continuous Improvement: The Mentorship Programme of Tetso College furthers helps students with their academic and professional growth where each mentee is provided with one-on-one guidance. The Heads of the Departments also maintain a classification system for students based on their academic performance - Eagles (for most promising and academically stellar students, Ravens - for average performance students, and Robins - for academically weak students. This classification is not revealed to the students, however this enables the teachers to plan additional tutorial classes and distribution of materials which would aid these students, based on the classification they belong to.

6. Distance education/online education:	Tetso College has been a forerunner when it comes to integrating ICT tools into its curriculum in Nagaland. 1) Google for Education: We began making extensive use of Google for Education tools as early as 2016. This proved extremely useful during the pandemic as Tetso College again become the first educational institution in Nagaland to begin offering online classes via Google Meet within two days of the lockdown (https://www.eastmojo.com/news/2020/03/20/how-this-nagaland-college-is-beating-covid-19-with-virtual-classes/). The following tools of Google for Education are utilised by the employees of the college in the daily running of the institution: a) Gmail: Each student and employee has their own institutional email ID and official correspondence is carried out there Google Classroom: Teachers share materials, conduct tests, and assess assignments (utlising the integrated originality reports), while students can respond to posts and raise questions. b) Google Calendar: All classes, meetings, and events are saved on Google Calendar synced across everyone's devices for effective communication and organization. c) Google Drive: All important documents are saved here, easily accessible via any device regardless of the location of the user. Apps like d) Google Docs, Google Slides, and Google Forms are used for collaboration and integrated work output. 2) Distance Education (Tetso College on Coursera): Apart from this, Tetso College tied up with Coursera in 2020 to enable students and faculty to enrol for online courses on the platform for free. 318 learners enrolled in 898 such courses which allowed for distance mode learning. There were 252 unique course completions registered on the portal. 3) Faculty Engagement with Distance Education: Several faculty members of Tetso College are currently enrolled in distance education courses from IGNOU, NIELIT. As of 2024, Tetso College is in the process of establishing an IGNOU Study Centre in its campus, with over 40 teachers who have filed the necessary paperwork to be empanelled as Academic Councellors for the same. With the implementation of the NEP courses, the college is also in the process of orienting its students to enrol for and complete SWAYAM courses.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes, the ELCs are functional and representative in character.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	a) Discussion on Nagaland Legislative Assembly Elections 2023 On 24th February, 2023 at 10:30 AM at the Lorin Hall an open discussion program with the Tetso College community was held on account of the forthcoming Nagaland Legislative Assembly Elections 2023. Mr. Kvulo Lorin (Director) was the Moderator of the session, Ms. Teresa Haokip(Asst. Professor), Khrorite-u Lasuh, Ahyule Keppen, Mughaholi Zhimomi, Tenyele Vini Semp, Vanthungo Jungio and Hisato as the student participants. The objective of the session is to bring the voices of the younger generations and provide a dialogue forum to deliberate on the existing political and electoral scenario of the state. The session accentuated the points on clean election, violence during elections, democratic voting, free and fair elections, etc. b) The Electoral Literacy Club of Tetso College in collaboration with Tetso Students' Council held a Debate Competition on April 27, 2023 at Hall 1994 from 12:00 – 1:30 p.m. The judges for the event were: Dr. Debabrata, Sir Manngai and Sir Jit Hazarika. The objective of the event is to encourage students develop critical thinking and enhance the art of articulation on the given topic. Around one hundred students attended the program. The winners were given prizes along with a certificate. The program was a success and the Club is looking forward to organize more of such events in the coming days.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	a) A survey on voting behavior of the student community to analyse and classify voters and to track the fundamental political attitudes and values overtime was conducted on 19 March 2019. b)The Electoral literacy Club Tetso College organized a tree plantation drive in the college campus on 4th June 2022 on account of the World Environment Day with the theme "Only one Earth' at early 7 a.m thereby the club invited everyone to be a part of this drive. c) In

	view of the upcoming General Election to the Nagaland Legislative Assembly, the Electoral Literacy Club, Tetso College, and NBCC have jointly organised a Clean Election Movement Nagaland Sensitisation Campaign on 20th February 2023 at 12:00 pm at the Lorin Hall. This initiative was organized to create awareness among the public and to exercise a free and fair election as the foundation of a democratic Government. Panellists from different professions & thought leaders will talk on diverse topics about Election through facts or experiences, express opinions, and answer audience questions. Panellists: Dr Villo Naleo (Dean, Shalom Bible Seminary) Ms. Vitono Gugu Haralu (Social Worker) Mr. Kevitho Kera (Business Man) Ms. Limasenla Jamir (Actress/Former Corporate Executive) A special performance was presented by the 'Colored Keys' band d) Virtual Event(National Voters Day: 25/01/22) On account of the National Voters Day, the electoral literacy club attended the online District level function under the theme Making Election inclusive, accessible and participative organized by the District administration, Dimapur Nagaland. The electoral literacy club also initiated a program after the online session.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	Most of our students are enrolled as voters, and the college declares a holiday of one or two days to allow students to go back to their constituencies and hometowns to cast their votes. Some initiatives of the club in this regard to create more awareness include - a) Appointed ambassadors On 8th February 2023 the Electoral Literacy Club appointed candidates Campus Ambassadors and Executive Members of Electoral Literacy Club. Who conducted voter awareness sessions in each classroom highlighting the eligible students to enroll themselves as voters. b) National Voters Contest 07/03/22 National Voters contest organized by the election commission of India. Name of the participants and the contest assisted by the electoral literacy club . 1.quiz Contest- · Inahuto H Aye. · Tokato K Sumi 2.Song Contest- · Arentila Azukumer 3.Slogan Contest- · Tokato K Sumi, · Kinzani, · Kavikali Z Chishi, · Niloli Muru, · Dr Chandramoni. 4.Poster Design Contest- 1. Avila Jing, 2. Niloli Muru 3. Shabu Sania 5. Video Making Contest : · Arentila, · Bokai, · Kalino, · Amughaka, · Inahuto, · Yimtiyong,linoka, · Deepasana, · Noami.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1993	1899	1637	1233	1022

File Description	Document
Institutional data in prescribed format	[View Document](#)

2 Teachers

2.1

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

Response: 112

File Description	Document
Institutional data in prescribed format	[View Document](#)

2.2

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

2022-23	2021-22	2020-21	2019-20	2018-19
69	64	47	57	53

3 Institution

3.1

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

2022-23	2021-22	2020-21	2019-20	2018-19
842.67	560.40	212.79	337.04	108.07

File Description	Document
Upload Supporting Document	[View Document](#)

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

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

Response:

Syllabus: The College follows the syllabus prescribed by Nagaland University, available on the student intranet and NU website.

Preparation of Academic Calendar: The Managing Board along with the Deans prepare the academic calendar for every semester in accordance with the university academic schedule.

Preparation of Class Time Tables: The Deans in consultation with the Heads of Departments prepare the class time tables which are shared with the students through the Student Intranet and emails.

Preparation of Course Outcomes (CO), Programme Outcomes (PO) & OKRs (Objective Key Results): Every department prepares its Objectives Key Results (OKR) calendar of events for every semester which is inline with the institution's academic calendar.

Participation in Curriculum Preparation and Review Process: The teaching faculty through its BUGS (Board of Undergraduate Studies) and BPGS (Board of Post Graduate Studies) members participate in the preparation and review of the curriculum.

Choice of Paper: With the introduction of CBCS, the College now offers students the opportunity to opt for interdisciplinary papers. However, for the students in their 3rd and 5th semsters, the old Nagaland University Syllabus continues to be followed.

Preparation of Lesson Plans: Every faculty is required to maintain a Lesson Plan for each semester which is reviewed by the Principal, Deans and Department Heads monthly.

Usage of Online Platform: The College uses Google for Education for sharing of e-resources/learning materials and sending out notifications apart from emails and other online platforms.

Preparation of Academic Calendar: The academic calendar is prepared by the Deans in consultation with the Principal every semester in accordance with the university academic schedule, which comprises admissions, commencement of classes, internal assessments for theory and lab courses and tentative dates for end semester examinations. The college conducts continuous internal evaluations through methods such as group discussions, class participation, presentations, assignments, project work, seminars, workshops, field visits and work, internships practical and viva, class test, remedial class, improvement tests. The HoD/ Dean, teachers interact with students to review the effectiveness of course delivery at regular intervals. Further, the teacher identifies the slow and advanced learners based on their

continuous internal evaluation. Remedial classes and counseling and mentoring support are provided for slow learners as additional support, and advanced learners are encouraged to pursue courses through SWAYAM, Coursera, etc to facilitate self-learning.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

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

Response: 4

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Other Upload Files	
1	[View Document](#)

1.2.2

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

Response: 1.75

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online

courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
136	0	0	0	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

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

Response:

1) **Gender Sensitization**: Tetso College has a Women Cell, Sexual Harassment Cell and Minority Cell to provide, promote gender equity among students and dealing with related issues of safety and security of female students, staff and faculty. Women cell has been very proactive in conducting different extension activities Major gender issues are focused and addressed through the activities like, essay and poster exhibitions, seminars, etc. The college campus is secured with CCTV and security guards. Separate Boys & Girls hostelsfor providing a safe environment to all student hostellers.

2) **Environment and Sustainability**: "Environmental Studies or Environmental Sciences' ' paper related to ecosystem, its balance & sustainability is an integral part of the curriculum. The course enables creating awareness and developing the importance of the environment among students.The College N.S.S organizes various environment-related programs including tree plantation, village cleanliness, plastic free drive, Poster Competition, Debate Competition, etc. The college has solar water heaters, rainwater harvesting units, waste segregation systems, solar lights, e-waste collection facility, solar-powered classrooms, and a a composting unit.

3) **Human Values and Professional Ethics**: Tetso College, with a vision to create social awareness among the students, organises seminars, quiz, essay, photography, role play etc. initiated by various departments, clubs, units, and cells in collaboration with various NGO or, govt. bodies, helping to inculcate human values among students.

4) **Co-curricular and Extracurricular Activities**: Tetso College celebrates days of National and International importance as Republic Day, Women's Day, Independence Day, Teachers' Day, International Yoga Day, Blood Donation Day, World Mental Health Day, Suicide Prevention etc, helping nurture the moral, ethical and social values among the students.

5) **Papers which deal with Professional Ethics, Gender, Human Values, Environment and Sustainability**: The following papers further enlighten students on professional ethics, gender, human values, and sustainability -

a) All of BBA papers (professional ethics)

b) Media, Human Rights, Gender, & Environment Studies (MC DSE 2)

c) Global Media and Politics (MC DSE 1)

d) Human Rights in a Comparative Perspective (POL/H/DSE1)

e) Human Rights, Gender, and Environment (POL/GEN/GE2)

f) Political Processes in India (POL/H/C4)

g) Business Organization and Management (BCA 603)

h) Indian Sociological Thinkers (SOC 603)

i) Women and Politics in India (POL 505)

j) Conflict and Peace Studies (POL 604)

k) Inclusive Education (EDU 603)

l) Educational Management (EDU 202), among others

As of 2023, more such courses are being offered as part of the NEP Curriculum. A list of the papers is provided as additional information.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

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

Response: 9.38

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

Response: 187

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

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

Response: B. Feedback collected, analysed and action has been taken and communicated to the relevant bodies

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 97.11

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

2022-23	2021-22	2020-21	2019-20	2018-19
686	732	779	526	466

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

2022-23	2021-22	2020-21	2019-20	2018-19
708	761	795	545	475

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)

2.1.2

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

Response: 37.21

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

2022-23	2021-22	2020-21	2019-20	2018-19
204	191	167	146	146

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

2022-23	2021-22	2020-21	2019-20	2018-19
495	532	556	380	332

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

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

Response: 28.88

2.3 Teaching- Learning Process

2.3.1

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

Response:

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences The institution practices a methodology which is student centric as it allows students to take responsibility to shape their own learning experiences and be active agents of change. The methodology that involves experiential learning, participative learning and problem solving are adopted in the form of curricular, co-curricular and extra-curricular activities. The teachers take the role as facilitators of their learning process by promoting discussion, debates, and space for open dialogue. Internships, Field trips, educational excursions, student exchange programmes and competitions such as debates, speeches, seminars and conferences are part of the academic programme. Students are encouraged to enroll themselves in various college units like NSS, NCC and clubs such as Debate Club, Reading Club, Drama Club, Music Club and more are available to cater to the diverse interests and abilities of the students. Important international, national and state events are observed by the Departments and Clubs to enrich their world knowledge. Under practical learning, various activities such as webinars/seminars/ fests by various departments are held

where students play active roles and explore their capabilities. Each department conducts events that supplements to their course. The College also has a Student Council Executive that simulates the Indian electoral process to elect their student leaders and provide a platform for them to learn and grow as leaders.

Tetso College encourages intensive use of ICT enabled tools including online resources for effective teaching and learning process. Subsequent efforts are taken by the College to provide an e- learning atmosphere in the classroom. With Wi-Fi enabled on the college premises, all faculty members use laptops to prepare notes and presentations. Some classrooms are fully furnished with LCD which help the faculty members to also use IT enabled learning tools such as PPT - enabled with animations and simulations to improve the effectiveness of the teaching- learning process, Video clippings , Audio system, online sources, to expose the students to advanced knowledge and practical learning. Online teaching Platform: Google Meet is extensively used which helps to record class, online tutorials, examinations, class presentations, etc. Google Classroom becomes feasible to manage and post course related information- learning material, quizzes , submissions and evaluations, assignments, etc. Online quizzes and polls are regularly conducted to record the feedback of the students. The major emphasis is, however, on classroom interaction in terms of research paper presentations, seminars, debates, group discussions, assignments, quiz/tests/viva and laboratory works. Following are the lists of some of the ICT initiatives at Tetso for the faculty and students of Tetso College to broaden the horizon of learning: SWAYAM On-line Courses UG/PG MOOCs e-PG Patshala e-Content courseware in UG subjects SWAYAMPRABHA CEC-UGC YouTube Channel National Digital Library Shodhganga e-Shodh Sindhu Vidwan.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

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

Response: 96.99

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

2022-23	2021-22	2020-21	2019-20	2018-19
78	64	47	57	53

2.4.2

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

Response: 34.83

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

2022-23	2021-22	2020-21	2019-20	2018-19
17	16	16	12	40

File Description	Document
Institution data in the prescribed format	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1

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

Response:

Grievances handling mechanism is transparent at Tetso College. Starting of every semester all faculty members describe the evaluation process of internal marks and external marks; and Internal examination test schedules are prepared and communicated to students in advance. inal Internal marks are uploaded to the Student Intranet portal and on Google Classroom pages by the concerned subject teacher. Detained list is prepared well in advance with a common criteria and penalties, if any grievances are observed in it, is being resolved either for medical reasons/emergency. After evaluation of internal assessment answer scripts, the scripts are shown to the students to check any discrepancy or doubt in checking. If they come across any doubts, clarification is given by faculty to enable them to fare better in future. By adopting the criteria as per the direction of affiliating university, complete transparency is maintained in internal assessment tests. Any grievances related to External Assessment related to question paper like out of syllabus, repeated questions, improper split of marks, marks missed, wrong question number during semester exams are addressed the university immediately through center controller (University representative). University decision after resolving the grievances/correction in question paper is intimated immediately to the students through the examination committee members. If a student has any grievances related to evaluation of university answer scripts, students are allowed to apply for re-evaluation/scrutiny of answer scripts by paying necessary processing fees to university.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

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

Response:

Yes, the POs and COs for all the programmes offered by the institution are stated and displayed on the website. Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution. Tetso College ensures that the teachers and students are made aware of the Programme Outcomes (PO) and Course Outcomes (CO) of any programme offered by the institution. This will contribute to standard learning outcomes from the students. The outcomes serve as performance indicators to help assess the teaching and learning practices. Programme Outcome set by different schools of the institution gives a broad overview of the curriculum design and relates the teachers and students about skills, knowledge and attitude that is intended to be achieved at the completion of the programme. While, Course Outcomes relates the teachers and the students about appropriate skills and concepts that they will be able to demonstrate at the end of the course. At the commencement of the programme the POs and COs are briefed to the students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Attainment of the Course Outcome Tetso College adheres to the curriculum given by the Nagaland University to which it is affiliated. It is assessed on the completion of syllabus through continuous evaluation (internal evaluation). Teachers are expected to complete the syllabus and even take revision classes if extra classes remain before the end of the semester. Remedial classes are also given to those students who need extra assistance to understand the course content. Continuous evaluation is done

through tests, quizzes, written assignments, presentation of papers, oral presentations, field work and so on. Marks are allotted for attendance and class participation as well which encourages them to be proactive in the classes. The institution provides necessary information for their exam to keep them updated at all times.

Attainment of Programme Outcome: The institution uses student satisfaction surveys developed by NAAC. The feedback system helps to measure and reckon the attainment of the programme outcomes. It provides necessary information pertaining to the relevance of the course, availability of the course material, and course's importance in terms of employability and so on which are pertinent questions and which help the institution measure its learning outcomes. Furthermore, extracurricular activities such as lectures on relevant topics, observation of certain important days are practiced to sharpen their knowledge. The attainment level of students' final result is computed by grading system as proposed by the affiliated University, Nagaland University.

2.6.3

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

Response: 87.2

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

2022-23	2021-22	2020-21	2019-20	2018-19
540	357	419	283	179

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

2022-23	2021-22	2020-21	2019-20	2018-19
662	434	433	305	205

File Description	Document
Institutional data in the prescribed format	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.13

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

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

Response: 4.97

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	4.97	0	0	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

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

Response:

Origin of IIC

Tetso College, Nagaland has established an Institution's Innovation Council (IIC) with the registration number IC202115822 on its campus, in accordance with the norms of the Innovation Cell, Ministry of Education, Government of India, for the academic calendar year 2020-21.

Vision, Mission, and Journey of the IIIPR Cell

The Institution Innovation Council (IIC) at Tetso College, Nagaland, is dedicated to fostering innovation and entrepreneurship among students, in alignment with the college's vision to create a positive impact

on the world through innovative ideas. The IIC comprises members from various sectors, including faculty, industry experts with technical, financial, and legal expertise, and student coordinators from all programs under the IIIPR Cell. This diverse representation ensures a holistic approach to innovation and entrepreneurship education. The IIC at Tetso College convenes regularly to outline quarterly activities and strategic plans. These meetings are crucial for ensuring that the council's initiatives are aligned with the latest directives from the Ministry of Education's Innovation Cell (MoE-IIC). All relevant details and updates are uploaded to the IIC portal, ensuring transparency and accessibility. Information received from MoE-IIC is disseminated to students and faculty, fostering a culture of continuous learning and innovation. The IIC has organized numerous activities aimed at inspiring students to think innovatively and work towards sustainable development. These activities include workshops and webinars on Intellectual Property Rights (IPR), innovation, entrepreneurship, and project management. Such events provide students with the knowledge and skills necessary to navigate the complexities of the modern entrepreneurial landscape. To further support innovation and entrepreneurship, the college curriculum has been updated to include courses focusing on entrepreneurship and design thinking. These courses are offered as open electives to students from all disciplines, ensuring that every student has the opportunity to develop entrepreneurial skills. This interdisciplinary approach is critical for fostering a culture of innovation across the entire college community. Tetso College management has extended various facilities to support interested students. These facilities include access to the college library, laboratories, and dedicated seating areas, as well as mentoring support from experts and faculty members. This comprehensive support system is designed to provide students with the resources they need to bring their innovative ideas to life. Students are also encouraged to participate in external events and competitions, such as hackathons. These events provide valuable opportunities for students to test their ideas, collaborate with peers, and receive feedback from industry professionals. Participation in such events not only enhances students' skills but also increases their visibility in the broader innovation and entrepreneurship community. In conclusion, the Institution Innovation Council at Tetso College is making significant strides in promoting innovation and entrepreneurship among its students. Through regular meetings, comprehensive activity planning, curriculum enhancements, and robust support systems, the IIC is equipping students with the skills and knowledge necessary for lifelong excellence in innovation. By fostering a culture of creativity and problem-solving, Tetso College is ensuring that its students are well-prepared to make a positive impact on the world through their innovative ideas.

3.2.2

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

Response: 6

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

2022-23	2021-22	2020-21	2019-20	2018-19
2	2	0	1	1

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

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

Response: 0.08

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

2022-23	2021-22	2020-21	2019-20	2018-19
6	3	0	0	0

File Description	Document
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.3.2

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

Response: 0.11

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

2022-23	2021-22	2020-21	2019-20	2018-19
6	1	1	3	1

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

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

Response:

Tetso College continues to actively organize and participate in various extension activities and outreach programs to promote the Institute-Neighborhood community to sensitize the students towards community needs. Various program like Cleanliness, Green Environment & tree plantation, Gender sensitization, Blood donation drives, Hygiene and Environment Awareness, Plantation drive, Mental health awareness,National Youth Day celebration,NSS Day celebrations, Blood donation camps, Nature activities, Women Development and Empowerment activities, has been conducted over the years. Some of the activities carried out in the last five years are as follows:

1. **Cleanliness drive conducted by NSS, Tetso College(2018);**

2. **Door to door awareness campaign on cleanliness at its adopted village by NSS, Tetso College(2018);**

3. **Visit to Tribal Old Age Home cum Day Care Centre by Department of EDucation(2018);**

4. **Cleanliness drive at the Chumoukedima Saturday Weekly Market by NSS, YI & NCC, Tetso College(2019);**

5. **Cleanliness drive at the Christian Institute of Health Sciences & Research(CIHSR), Dimapur   by NSS, Tetso College(2019);**

6. **Door to door awareness campaign on hygiene practices & good community health at Sovima village by NSS, Tetso College(2019);**

7. **Book Donation Drive to the Library of Central Jail, Dimapur by Department of**

English(2019);

8. College hostel requisitioned as quarantine centre during the COVID-19 pandemic(2020);

9. Online Special Prayer Services conducted for returnees quarantined at Tetso College Centre(2020);

10. Mass Plantation Drive conducted by NSS Cell, Nagaland and 173 BN CRPF(2021);

11. Blood Donation Awareness Video by the Red Ribbon Club, Tetso College(2021);

12. Freedom Run jointly organized by NSS, NYKS, Youth Resources and Sports Dept., Nagaland (2021);

13. Swachh Bharat activity conducted by NSS, Tetso College(2021);

14. Leadership and Personality Development through Life Skills by the NSS Cell, Nagaland(2021);

15. NSS Day Celebration at Ebenezer Orphanage Home by NSS Unit, Tetso College(2021);

16. NSS Pre- Republic Day Parade Camp East Zone NSS, Govt. of India, Ministry of Youth Affairs and Sports(2021);

17. Students attended the Virtual edition of the National Youth Festival hosted by the Ministry of Youth Affairs and Sports, Govt. of India and Govt. of Puducherry(2022);

18. Awareness campaign on HIV/AIDS and TB by the RRC, Tetso College(2022);

19. International Women's Day celebrated by NSS and RRC, Tetso College(2022);

20. Organized NSS Special Camp by the NSS, Tetso College(2022);

21. Blood Donation Awareness Programme conducted by RRC, Tetso College in collaboration with CIHSR(2022);

22. NSS Integration Camp with NSS, Govt. of India, Ministry of Youth Affairs and Sports(2022);

23. Blood Donation Drive with the Ghaspani BN Assam Rifles and CIHSR(2022);

24. Blood Donation Camp with Sovima Health Sub-Center Management Committee under Nagaland Health Project, Govt. of Nagaland(2022);

25. Video Awareness Drive on women safety and health apps jointly by NSS and Department of Mass Communication(2023);

26. Sensitization of Waste Segregation NSS, Tetso College(2023);

27. **Book donation drive conducted by the Tetso College's Book Club at the Cosmopolitan School, Chumoukedima(2023);**

28. **Tetso NCC cadets planted 500 tree saplings near ICFAI university, Tenyiphe Campus(2023).**

3.4.2

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

Response:

Tetso College has consistently demonstrated its commitment to community service and societal development through various extension activities. This dedication has been recognized by some governments and other bodies through recognition/acknowledgement letters. The college's comprehensive rural outreach programs, which include Cleanliness campaigns, book donation and blood donation, & charity drives, tree plantation drives and environmental conservation efforts have significantly improved the quality of life in surrounding communities, providing essential services and fostering sustainable development. To name a few, Tetso College received recognition/acknowledgement letters from the Christian Institute of Health Sciences & Research(CIHSR), Dimapur and District Hospital, Dimapur for the College's their voluntary blood donation to their institutions' blood centers; donation of books to the inmates at the Central jail of Dimapur; and visitation & charitable contributions made to old age come and day care center. These acknowledgements and recognitions reflect Tetso College's unwavering commitment to extending its resources and expertise beyond the classroom, making a positive impact on society.

File Description	Document
Upload Additional information	[View Document](#)

3.4.3

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

Response: 22

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

2022-23	2021-22	2020-21	2019-20	2018-19
6	2	3	6	5

File Description	Document
Institutional data in the prescribed format	[View Document]
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document]

3.5 Collaboration

3.5.1

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

Response: 09

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document]
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document]
Institutional data in the prescribed format	[View Document]
Provide Links for any other relevant document to support the claim (if any)	[View Document]

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

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

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

Response:

Tetso College is equipped with modern facilities, learning resources, necessary infrastructure for both curricular and co-curricular activities to achieve an environment of excellence through its state of the art infrastructure aligning to its vision, mission and values. The teaching - learning resources/infrastructure includes library, labs, computer hive, classrooms, conference room. This aspect is further supported with facilities such as free wi-fi, amphitheatre, auditorium, Tetso Arena for Badminton, Table Tennis, Gym & Zumba centre, Basketball courts, Volleyball court, hostels for both girls and boys, canteens, ICT enabled classrooms, conference room, halls, auditorium, etc.

Classroom allocation for different papers are made during the preparation of the Time Table. Teachers and students utilise the ICT enabled classrooms, conference room and auditorium for conduct of lectures, presentations, Viva-Voce, Seminars, etc. All classrooms are equipped with LED TV, Projectors, white boards, proper lighting, fans, and necessary furnishings to ensure the learning experience of students is not impeded.

The College has professional employees for the electricity and water supply, masons, carpenters and IT engineers. The College has two (02) technicians for maintenance of hardware and software of the IT infrastructure. The computers labs are maintained periodically for any relevant updates. The computers and printers in the campus are maintained through M/s Synergy Services. Maintenance of 02 Generators (160 KVA and 30 KVA each) is done through M/s Kirloskar Service. Upkeep (cleaning of campus including parking areas, toilets and bathrooms) is done by permanent IV grade staff. The College management Committee decides the major steps for location, upkeep and maintenance of sensitive equipment. To regulate voltage fluctuations Main Circuit Breaker (MCB) and Earth Leakage Circuit Breaker (ELCB) are placed at prominent power supply units. The College has its own arrangement of constant supply of water through individual bore wells. AquaGuard Water Purifiers are installed at the administrative building, mens hostel, women's hostel, teachers pantry . Generator and Inverter facility, in the absence of electric power supply is available with the college and utilised as per the requirements. The institution ensures optimal allocation and utilisation of the available financial resources for utilities.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2

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

Response: 79.24

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

2022-23	2021-22	2020-21	2019-20	2018-19
665.90	459.04	150.60	196.06	161.55

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

4.2 Library as a Learning Resource

4.2.1

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

Response:

Tetso College Library has become fully automated in the year 2017. The Library is located on the third floor of the Administration Block (Tech Square). The Library collection includes more than 12,000 books, 9 journals,18 magazines, 150 CDs. During the last five years more than 5000 books were brought. The library has 15 different locations and the collection of books covers a wide range of subjects from English Literature, Economics, Social Science, Mathematics, Linguistics, Psychology, Competitive Exams Etc. The library is well air-conditioned having separate sections for reference collection, spacious

reading hall and rooms.

The college library is automated with Integrated Library software, KOHA open-source integrated library system (ILS), used world-wide by public, school and special libraries.The various housekeeping activities of the library such as data entry, issue,return and renewal of books, members login,etc are done through the software. The books are classified according to Dewey Decimal classification 23rd edition. OPAC(Online Public Access Catalogue) service is also provided where the users can search the collection of books by Title, author, ISBN, publisher,etc. Apart from the printed books the library has access to NLIST which is a part of e ShodhSindhu consortium of INFLIBNET, where the users are given awareness on how to register, to access, browse and download e- books, e- journals, databases etc.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

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

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

Response:

At the start of every academic session, a review and inventory requirements of IT facilities including wi-fi, ICT tools, budget allocations, upgrades or replacements of the existing equipments as well as upgradations or improvements to the existing infrastructure is carried out based on the suggestions from the Board of Directors, Heads of the Departments, IQAC, IT technicians and System Administrator. The College has adequate classrooms and computer labs with internet connectivity for facilitating teaching and learning processes. Internet accessibility through Wi-Fi with adequate bandwidth is made available for all academic and administrative purposes. The College makes efforts for efficient utilization and updation of latest ICT. There is open access to WiFi connectivity for all students and staff members of the college. Departments of the college are also provided laptops and other related accessories, whenever needed. Students are also made aware of the different educational sites.

File Description	Document
Provide Link for Additional information	[View Document](#)

4.3.2

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

Response: 20.98

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

Response: 95

File Description	Document
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

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

Response: 4.03

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

2022-23	2021-22	2020-21	2019-20	2018-19
18.15	26.11	5.75	13.38	19.6

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

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

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

Response: 40.39

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

2022-23	2021-22	2020-21	2019-20	2018-19
1348	7	12	918	859

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

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

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

Response: B. 3 of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)	

5.1.3

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

Response: 7.81

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

2022-23	2021-22	2020-21	2019-20	2018-19
240	197	63	54	54

File Description	Document
Institutional data in the prescribed format	[View Document](#)

5.1.4

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

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

Response: C. 2 of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2 Student Progression

5.2.1

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

Response: 11.47

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

2022-23	2021-22	2020-21	2019-20	2018-19
79	31	48	39	7

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

2022-23	2021-22	2020-21	2019-20	2018-19
540	357	419	283	179

File Description	Document
Institutional data in the prescribed format	[View Document](#)

5.2.2

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

Response: 0.25

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

2022-23	2021-22	2020-21	2019-20	2018-19
2	0	0	1	1

File Description	Document
Institutional data in the prescribed format	[View Document](#)

5.3 Student Participation and Activities

5.3.1

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

Response: 24

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

2022-23	2021-22	2020-21	2019-20	2018-19
11	3	3	2	5

File Description	Document
Institutional data in the prescribed format	[View Document](#)

5.3.2

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

Response: 4.6

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

2022-23	2021-22	2020-21	2019-20	2018-19
5	7	4	3	4

File Description	Document
Institutional data in the prescribed format	[View Document]

5.4 Alumni Engagement

5.4.1

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

Response:

The college has a Tetso Alumni Network that was formally established on 18 January, 2020. The main aim of setting up this network is to ensure the continued engagement of alumni in various activities such as conferences, meetings, lectures, etc and to provide them an opportunity to take active part in the progress and development of the College. The goal of the Alumni Network is to connect the students with our Alumni family, encourage a professional network and to help students think about the transition after graduation. The College aims to organise on-campus activities and get-togethers in the coming years to further strengthen the existing Network.

File Description	Document
Provide Link for Additional information	[View Document]

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

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

Response:

The College stands committed to its Motto "Strive for excellence" in all aspects by providing a dynamic and friendly learning environment on the campus. A periodic need analysis is carried out with the help of key administrative (Principal, Vice Principals and Administrator) and academic personnel. Interaction with various stakeholders like Government, Directors of Higher Education, University, civil society, Alumni, Parents, teachers and students provides valuable inputs for future policies and planning. The following procedures are adopted by the College to monitor and evaluate policies-

The Feedback system (Regular Feedback collected from the stakeholders)

Regular meeting (Annual Governing board and IQAC meeting, Monthly Management & Faculty meeting, Weekly HODs and Department Meeting)

Department review meeting by the Principal with HODs

Periodical internal and external audit

Attendance and result analysis meeting

The College is committed to promote decentralization and a culture of participative management. The Principal, Vice-Principal, Administrator, HODs, Faculty, Student council and IQAC are responsible for academic and administrative leadership of the college.

Participative Management Level-I (The Governing board): The College governing body is the apex decision making and sanctioning body of the institute. It has representatives from the teaching and non teaching staff. All of its decisions and policies are made keeping in mind the vision and mission of the College.

Participative Management Level-II (IQAC): The IQAC initiate, plan and supervise various activities that are necessary to increase the overall quality standard in the College. The IQAC frame modalities to collect data and information on various aspects of institutional functioning, disseminate information, record and monitor quality, act as a nodal agency of the College for quality-related activities, collect feedback and suggestion from stakeholders for quality

improvement, prepare AQAR and such other reports.

Participative Management Level-III (The Management body): The management body comprises the Principal, Vice Principal/Deans, Administrator, Director of facilities and HODs. The Principal takes operational decisions by open consultations with all the faculty members during regular teaching & non-teaching staff meetings. The Vice Principal/Deans assists the Principal for the smooth functioning of the administrative & academic programs. The College administrator oversees the admissions procedure, disbursement of university materials, budgets from payroll to maintenance of the physical plant; supervise personnel and keep track of College records. The Director of facilities supervises the support staff for responsible social, fiscal and environmental stewardship.

Participative Management Level-IV (faculty Level): Faculty members play an active role in the management of academic activities of the college. They are encouraged to develop leadership skills by being in charge of various academic, co-curricular, and extracurricular activities.

Participative Management Level-IV (Internal management Committee): Faculty members are given representation and responsibilities in various academic, administrative and other non-statutory committees to make the administration open & transparent. Some of the statutory and non-statutory committees are- Management, Admission , Anti-Ragging Committee, Examination , Grievance , Career guidance and placement Cell, Library , Alumni , Sports , Disciplinary, etc.

Participative management Level-V (Student Level): The Students through the Student council actively participates in various curricular, co-curricular and extra-curricular activities.

File Description	Document	
Provide Link for Additional information	[View Document](#)	

6.2 Strategy Development and Deployment

6.2.1

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

Response:

Yes, the institute has strategic plans and deployment documents. The perspective plan is drawn as short-term and long-term goals from different aspects of the functioning of the college such as teaching-learning, research and development, industry & community engagement, human resource, planning and infrastructure. The institution takes effort in finding the key indicators for performance assessment and development. It addresses issues from the stakeholder's feedback perspective and takes steps to provide a quality learning environment.

1.Organizational structure: The Governing body/board of directors is the apex body which acts as the supreme authority of the institute. It frames plans and policies, takes decisions and evaluates its implementation and execution by various committees. The Principal, Vice-Principal/Deans, Administrator, HODs, faculty and administrative staffs are involved in the decision making and implementation process. The delegations of authority operate through a well structured organizational hierarchy chart.

a.Various Committees/bodies: Examination, Library, Discipline, Research Coordination Committee, Anti-ragging Cell, Grievances and Redressal Cell, Career guidance and placement Cell, etc. exist and work as per guidelines.

b.Service Rules & Procedures: The Institute strictly follows the service rules according to the UGC and University norm through a dedicated HR Department.

Recruitment: The College follows the University and UGC norms for staff recruitment. The HODs review and submit the consolidated staff requirement to Principal through Vice-Principal/Deans and conduct the recruitment as per the norms. The vacancies, if any, are advertised in the newspapers/social media/college website.

Promotional Policies: Promotions to higher position is based on the UGC CAS.The pay band/ incentives/emoluments are decided by the Management as per the college policy in case of promotions with higher responsibilities as per the UGC pay scale.

Grievance redressal mechanism: Committee members meet to discuss and resolve the grievances, if any. The committee members in consultation with the Principal, Vice-Principal/Deans and Administrator deliberate the issues and address them. A helpdesk and feedback mechanism through an online & QR based is available and is responded to every month.

Some of the strategic plan and deployment leads are as follows:

1 To start BA Linguistics, BA Mass Communication, B.Music:

- **Introduced BA Linguistics -**

- **Introduced BA Mass Communication -**

- **Introduced B.Music - 2024**

- **To introduce Bachelor of Physical Education**

2 To start vocational and skill oriented based courses:

- **Soft Skills and Free Computer classes through NIELIT**

introduced 2017

- **Skill development training courses in collaboration with NEIPA introduced in 2023**

3 Automation of library services and digitization of very old manuscripts: Library is fully automated

4 To construct new Administrative block, staff room, teaching and non-teaching apartments, & Classrooms: Construction of reception, labs recording studio, music rooms, additional classrooms and banquet hall

5 To Apply for research projects from funding agencies: Received fund from NCW for a research project entitled Challenges under Cyber Space: The Exploratory Study of the Ramifications of Cyber Crimes for Women in Nagaland, (F. No.16(2)/2020-21/NCW-NER(RS)) to Tetso College, Nagaland dated 19.01.2021.

6 To organise conferences, Seminars, Workshops, FDPs in the College on a regular basis.

File Description	Document
Institutional perspective Plan and deployment documents on the website	[View Document](#)

6.2.2

Institution implements e-governance in its operations

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

Response: A. All of the above

6.3 Faculty Empowerment Strategies

6.3.1

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

Response:

Tetso College is committed to providing a supportive environment that promotes the well-being and professional growth of both teaching and non-teaching staff. Tetso College has an effective and wide range of welfare measures for all staff such as Employee Medical Insurance, Maternity benefits (as per norms), Saving, Broadband, Research, Laptop, and House Rent Allowances. The

following facilities are also provided to employees for efficient functioning: Sick Leave, Earned Leave, Study Leave, Financial Assistance leave, Psychological counselling, Wi-Fi facility, Canteen, Pantry, Sports facilities such as Gym, Badminton & Tennis Courts, Zumba Class, etc. Mini departmental store on campus, Staff quarter for teaching and non-teaching staff. Some of the welfare measures and career development avenues are discussed as under:

Loyalty Allowance: To recognize and reward the dedication of our staff, we offer a Loyalty Bonus to employees who have demonstrated long-term commitment.

Provident Fund (PF) Allowance: To ensure financial security for our staff through contributions to the Provident Fund to aid in building a substantial retirement corpus, providing financial stability for the future.

Medical Insurance: Comprehensive medical insurance coverage is provided to both teaching and non-teaching staff.

Saving Allowance: Saving Allowance is provided to encourage prudent financial management among our staff.

Training and Workshops: We prioritize the continuous development of our staff through regular organized training sessions, workshops, and seminars.

Continuing Education Support: Our institution facilitates staff pursuing further education or relevant professional certifications through study leave, fostering continuous professional growth and ensuring staff remains adept and up-to-date in their respective roles.

Recognition and Awards: We honor exceptional contributions and innovative efforts with the SEA (Strive for Excellence) award. This recognition serves to motivate staff, highlighting their achievements and inspiring them to continue striving for excellence in their professional endeavors.

Financial Assistance Leave (FAL): To support professional development and academic engagement, faculties are offered FAL specifically designed for participation in academic programs such as seminars, conferences, workshops, lectures, and talks.

Performance appraisal systems for Teaching staff practiced in Tetso College are:

Internal Career Advancement Scheme (CAS)and CAS for promotion (as per UGC mandate) – For Teaching Faculties.

Performance improvement Plan (PIP) – For Teaching Faculties.

Employee assessment form – Non-Teaching staff.

Internal CAS is conducted for every teaching faculty after completion of 1 year from the date of joining of the Employee. Additionally CAS for promotion from various levels is also conducted for faculties who fulfill the criteria as per the UGC mandate. In this case, an external expert is invited from Nagaland University along with the Principal, HR, IQAC for reviewing the CAS applications

of the applicants. Performance improvement Plan: To make performance expectations clear to the employee, document and put into process the same and ensure timely feedback and assess the performance of the employee accordingly. Employee assessment Form: Performance appraisal for non-teaching staff is an employee assessment form that is issued annually to every employee as per the date of joining. Employee assessment consists of the following parameters: Key Responsibilities Areas. Achievement and responsibilities. SWOT Analysis.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2

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

Response: 0.34

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

2022-23	2021-22	2020-21	2019-20	2018-19
1	0	0	0	0

File Description	Document
Institutional data in the prescribed format	[View Document](#)

6.3.3

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

Response: 12.56

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

2022-23	2021-22	2020-21	2019-20	2018-19
5	11	27	5	2

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

2022-23	2021-22	2020-21	2019-20	2018-19
25	22	20	21	20

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

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

Response:

The College is a self-financed institution, where the funds are generated through the fees paid by the students. The institute has a well-defined mechanism to monitor effective and efficient utilization of available financial resources for the development of the academic processes and infrastructure development. The Management prepares the Institutional budget every year taking into consideration recurring and non-recurring expenditures. All the major financial decisions are taken by the College Managing / Governing Body.

The financial transactions are analysed and verified by the governing body under different heads like Salary, Research & Development, Training, Software & Internet charges, Library Books / Journals, Repair & maintenance, Printing & stationery, Equipment & Consumables, Furniture & Fixtures, housekeeping, electricity, water and vehicles.

The Financial matters are closely monitored by the accounts office. In case of any need where the financial support is required, proper demand in writing is made from the concerned Department. The statement of accounts containing details of income and expenditure is properly maintained i.e., all transactions have transparency through bills and vouchers. The College has a mechanism for internal and external audits. There are internal audit mechanisms which is an ongoing continuous process in addition to the external auditors who verify and certify the entire corpus income and expenditure and the capital expenditure of the College each year. Qualified internal auditors from external resources have been appointed along with a team of finance staff and they are responsible for a thorough check and verification of all vouchers and bills of the transactions that are carried out in each financial year. Likewise, an external audit is also carried out on an elaborate scale each financial year. The reports and outcomes are thoroughly assessed by the College management and the College IQAC, whereby the shortcomings, if found, are addressed in a systematic and transparent manner. Minor errors, if pointed out by the audit team, are immediately corrected, and rectified and precautionary steps are taken to avoid the recurrence of such errors in the future. These audits have helped in improving the academic and administrative processes of the College with regard to teachers' appraisal, student activities, departmental funds, the addition of equipment, books, and journals, and infrastructure among other areas of expenditure and income.

6.5 Internal Quality Assurance System

6.5.1

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

Response:

The IQAC has contributed to the implementation of quality assurance strategies and processes at all levels. The members of IQAC meet quarterly. The institute IQAC prepares, evaluates, and recommends the following for approval:

Annual Quality Assurance Report (AQAR).

Self-Study Reports of various accreditation bodies (NAAC, NIRF, UGC

12b)

Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) Stakeholders' feedback.

Action Taken Reports.

New Programmes as per National Missions and Government Policies.

Documentation and maintenance of records: IQAC has streamlined the processes of documentation and data collection about the activities undertaken by departments, clubs, committees etc. and systematically collects and maintains the records in the form of online and offline files. The IQAC also develops best practices and strategies for improving the functioning of the different organs of the college from time to time and as per changing requirements.

Feedback System: IQAC has developed an online proforma of student feedback to gather information from the students about the courses of their study, their objectives, relevance, availability of learning resources, teaching methodology, and so on. Responses to the student's feedback are provided to all the teachers on any course they taught, to help bring improvement in their teaching and strengthen it.

The IQAC, Tetso College reviews and takes steps to improve the quality of the teaching-learning process on a regular basis. The College prepares the Academic Calendar in advance so that it can be strictly followed. All newly admitted students are compulsorily required to attend a 3-Day Orientation program where they are made aware of the College Mission, Vision, teaching-learning process, evaluation process under the Semester System, core courses, various co-curricular activities, discipline, attendance policy, and culture of the Institute. All the freshers are also given a guided tour of the campus and the various facilities by the seniors. Students are appraised of the timetable, Programme structure, and syllabi of the courses before the semester resumes. Important announcements are made through the intranet and attendance and conduct of classes are monitored by the Deans, HoDs, and class teachers of various classes. Students are also free to approach the Director and the Principal for feedback and suggestions through their class representatives. The teaching-learning processes are reviewed, and improvements are implemented, based on the IQAC recommendations. The major initiatives taken over the last five years include the following:

Google Classroom.

Automation of Admission Processes.

Online fee payment.

Green initiatives in Campus – tree plantation, solar panels.

Application for NIRF, IPR, AAA audit/certifications in addition to IQAR and AAAC.

Introduction of new courses/Add-on NIELIT courses/Short term computer courses.

File Description	Document
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

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

Response: B. Any 3 of the above

File Description	Document
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

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

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

Response:

The College community promotes an environment of gender equity among the students, teaching and non-teaching staff, providing equal opportunities to all individuals irrespective of gender, tribe, caste,language or creed. Tetso College has a Women Cell that is responsible for creating awareness about various gender related issues and organising activities that can build and enhance the confidence and capabilities of the students and staff as well. Numerous activities were organised by the College through the departments/cell/clubs for the promotion of gender equity, such as celebration of Women/s Day, DotTalk webinar series on gender and sports, oratory competition on violence against women on United Nations International Day for the Elimination of Violence against Women, talks on women in the field of technology, etc. The college also offers counseling sessions which are handled by the female faculties of Psychology Department. A Women's Common Room is also set up, which is well furnished, properly ventilated, equipped with recreational activities, and a sanitary pads dispenser to provide the female students a space to relax, study and discuss during freetime.

File Description	Document
Upload Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

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

Response: A. 4 or All of the above

File Description	Document
Geo-tagged photographs/videos of the facilities.	[View Document](#)

7.1.3

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

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

Response: B. Any 3 of the above

File Description	Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document

7.1.4

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

Response:

The College strongly believes in diversity of culture, religion, peaceful coexistence and harmony within the college community and amongst all stakeholders. It collaborates with external agencies to conduct awareness programmes, conducts and promotes activities related to mental health and wellbeing, sensitisation of tribal issues, cancer awareness, language and human rights issues. These programmes and events are taken up by the Clubs, Units and Departments as part of their OKR's (Objective Key Results) chalked out at the beginning of the semester. In order to promote inclusivity, the College through its various has organised programmes such as The Quest for Emancipation: Intellectual Traditions among the Dalits and Tribes in India an ICSSR Sponsored Online National Seminar, Flag Off Ceremony for National Integration Tour , observed World Mental Health Day, Suicide Prevention day, World Alzheimer's day, World Aids day, hosted an Interaction titled 'Healing of the Land: Naga Ancestral Remains' with the Recover, Restore and Decolonise (RRaD) team, An Evening in Harmony' with M.L. Dahanukar College (Mumbai) students, etc.

The Departments within the College focus on molding and building character amongst its students to become ethical,upright and model citizens. The College encouraged its students and staff to

organise various activities to celebrate the 75th Independence Day under the theme Azadi ka Amrit Mahotsav. Tetso College NCC Unit was part of the team that visited families of martyrs and handed tributes. Tetso

College also ensured the observance of World Suicide Prevention day, World mental day, World Aids day, Wildlife Week Clebration, Clean election movement, blood donations camps, clealiness drives, etc. Student webinar on Importance of Indigenous languages was also organised that focused on the linguistic diversity and ground realities of endangerment of languages in Nagaland as well as webinar on Youth and Substance Abuse to create awareness on the dangers of addiction.

File Description	Document
Upload Additional information	[View Document](#)

7.2 Best Practices

7.2.1

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

Response:

1. Community Engagement & Charity Drives: Tetso College in Nagaland is dedicated to fostering community engagement and social responsibility among its students. The institution organizes a variety of charity drives and initiatives aimed at improving the well-being of the local community and promoting sustainable development. One of the significant aspects of Tetso College's charitable activities is its community service projects. These projects are diverse, ranging from environmental conservation efforts to skill development workshops. By participating in these projects, students not only contribute positively to society but also gain valuable hands-on experience and skills that complement their academic learning. The college also organizes several charity drives like book donation drives to the Central Jail of Dimapur, charity drives to old age homes and orphanages, blood donation camps, tree plantation drives, among others.

The college also emphasizes sustainability through community-led projects that address environmental issues using indigenous practices. This approach not only helps in preserving the local culture and traditions but also ensures that the initiatives are sustainable and have a long-term positive impact on the community. This is being done with the launch of the North East India Indigenous Project Archive (NEIIPA) online in 2023 (https://neiipa.in/).

Additionally, Tetso College encourages cultural exchanges and organizes various activities such as camping and hiking, which often have a community service component. These activities help in building a sense of solidarity and mutual understanding among students and the local population, further strengthening community bonds.

Through these initiatives, Tetso College demonstrates a strong commitment to social responsibility and

community development, making it a significant contributor to the socio-economic growth of Nagaland.

2) Scholarships and Financial Aids to Students (https://tetsocollege.org/scholarship-aid/):
Tetso College in Nagaland is committed to supporting the educational aspirations of its students through various scholarship programs. These scholarships are designed to provide financial assistance to meritorious students, enabling them to pursue higher education without the burden of financial constraints.

One of the primary scholarships offered by Tetso College is the Merit-based Scholarship. This scholarship is awarded to students who have demonstrated exceptional academic performance in their previous examinations. The aim is to recognize and reward academic excellence, encouraging students to maintain high standards in their studies.

Additionally, Tetso College provides need-based scholarships to students from economically disadvantaged backgrounds. These scholarships ensure that financial limitations do not hinder talented students from accessing quality education. By offering need-based scholarships, Tetso College promotes inclusivity and equal opportunities for all students.

The college also collaborates with various government and non-government organizations to facilitate external scholarship opportunities for its students. These scholarships provide additional financial support to deserving students, further easing their educational journey.

Moreover, Tetso College encourages its students to apply for national and international scholarships available through various online portals like the National Scholarship Portal (NSP) and Vidyasaarathi. These platforms offer a wide range of scholarships catering to different fields of study and eligibility criteria.

Through these comprehensive scholarship programs, Tetso College not only supports the financial needs of its students but also fosters an environment of academic excellence and equal opportunity, ensuring that every student has the chance to achieve their educational goals.

File Description	Document
Any other relevant information	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1

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

Response:

Portrayal of Tetso College's Performance in Holistic Student Development:

Tetso College, with its mission "To empower people towards lifelong excellence," has made significant strides in **fostering holistic student development.** This approach is not limited to traditional classroom learning but extends to various extracurricular activities, innovative teaching methods, and community engagement, all of which are integral to the institution's ethos.

Innovative Teaching Methods

Tetso College recognizes that traditional teaching methods may not always suffice in keeping students engaged and fostering a deep understanding of the material. As a result, the college encourages its teachers to employ distinctive and interactive teaching methods. This includes the use of multimedia tools, group projects, and hands-on activities that make learning more dynamic and interesting. By doing so, Tetso College ensures that students are not only absorbing information but also developing critical thinking and problem-solving skills.

Extracurricular Activities

A cornerstone of Tetso College's approach to holistic development is its robust extracurricular program. The college organizes a variety of activities that cater to diverse interests, ensuring that every student finds an avenue to explore and develop their talents. These activities include:

Observation of National and International Occasions: Celebrating important dates and events fosters a sense of global awareness and cultural appreciation among students. These observances also provide students with opportunities to engage in discussions and activities that broaden their perspectives.

Community Services: Volunteering and community service projects are integral to the college's curriculum. These activities instill a sense of responsibility and empathy in students, encouraging them to contribute positively to society.

Internships: The college facilitates internships that provide students with practical experience in their fields of study. These internships are crucial for bridging the gap between theoretical knowledge and real-world application, making students more job-ready upon graduation.

Fests and Sports: Annual fests and sports events are a highlight at Tetso College. These events not only offer students a break from their academic routine but also promote teamwork, leadership, and healthy competition.

Question Paper Bank

Understanding the importance of effective exam preparation, Tetso College maintains a comprehensive question paper bank, accessible to students from Class 9 to postgraduate levels. Available at bit.ly/dottalksQB, this resource is an invaluable tool for students across the academic spectrum. It provides them with a wide range of past exam papers, helping them to better understand exam patterns and to practice effectively. This initiative not only aids in academic performance but also reduces exam-related anxiety by providing a structured way to prepare.

Placement and Employability

Tetso College has a proactive placement cell that extends its services beyond the immediate college community. Recognizing the importance of employability in today's competitive job market, the college has organized pooled campus drives, inviting various companies to recruit students. This initiative significantly enhances the job prospects for students.

Moreover, Tetso College has tied up with Tata Consultancy Services (TCS) to conduct an online Youth Employability Training program specifically for students in Nagaland. This program is designed to equip students with essential skills required in the job market, ensuring they are job-ready by the time they graduate. The training covers various aspects such as communication skills, technical skills, and interview preparation, making students well-rounded candidates for potential employers.

Research and Development

Tetso College places a strong emphasis on research and development, understanding its critical role in academic excellence and innovation. The college runs DOTTalks and Columns in collaboration with students, staff, and the Morung Express. These platforms provide a space for students and faculty to share their research, ideas, and insights on various topics, fostering a culture of inquiry and continuous learning.

DOTTalks, in particular, is a significant initiative where students and faculty present talks on diverse subjects, encouraging a spirit of intellectual curiosity and scholarly discourse. These talks are not only beneficial for the presenters but also for the audience, as they provide exposure to new ideas and perspectives.

Community Engagement

Tetso College's commitment to community service extends beyond its immediate environment. The college actively engages with the broader community through various outreach programs and initiatives. These programs are designed to address local needs and challenges, fostering a strong sense of community and social responsibility among students. By participating in these initiatives, students gain a deeper understanding of societal issues and develop the skills and compassion needed to contribute meaningfully to society.

Tetso College's holistic approach to student development is a testament to its mission of empowering people towards lifelong excellence. By integrating innovative teaching methods, a wide range of extracurricular activities, comprehensive exam preparation resources, proactive placement services, and a strong emphasis on research and community engagement, the college ensures that its students are well-equipped to succeed in all facets of life. The institution's commitment to nurturing well-rounded individuals who are not only academically proficient but also socially responsible and globally aware is truly commendable.

5. CONCLUSION

Additional Information :

The institutional values are: to put students first, valuing time, adhering to ethical and moral principles, achieving excellence and to be professional. Some best practices of Tetso College inculcated are: The College utilizes Google for Education for virtual learning, benefiting from its early adoption during the pandemic. This platform allows teachers to personalize learning experiences, enhancing 21st-century problem-solving skills. Google Classroom offers unlimited sharing options, online tests, and assignments, while GSuite offers easy organization and accessibility through Google Drive folders. The consequent upgradation of Google for Education to premium has enhanced online delivery capabilities and allows asynchronous learners to access lectures at their own pace. For the same, a monthly broadband allowance(for staff) was introduced for seamless recording. The college provided Digital Citizenship training to students, promoting safe internet usage and empowering them to create content through managed Instagram and Facebook accounts. The Degree of Thought column, a weekly newspaper feature, engages students and teachers in discussing current topics, published weekly by The Morung Express. Research allowance introduced for faculty development, and the Innovation, Incubation, and IPR Cell continue to support idea generation and IPR modalities. Monthly webinars were conducted for faculty engagement. Additionally, the College promotes practical and experiential learning through regular seminars, webinars, workshops, and engaging activities like essay, elocution, discussions, quizzes, debates, presentations, student festivals, case studies, field work and internships. The Library Department provides self-help resources such as learning tools, question banks (accessible to externals), eBooks, and e-journals to students and teachers. Furthermore, Tetso College offers helpdesk services for academic and administrative queries, responding within 48 hours. The library of the college is also open to externals.

Links:
Rank holders list - https://tetsocollege.org/about/achievements/
MoUs - https://tetsocollege.org/about/mous-collaborations/
Free NIELIT Add on Course for students - https://tetsocollege.org/academics/computer-courses/
Alumni Page - https://alumni.tetsocollege.org/?_gl=1%2A1m1te0q%2A_ga%2AMTgwMjM2NzE4MC4xNzE2NzgzNzY1%2A_ga_52RJSHW7BX%2AMTcyMjE0MTQzOS44MS4xLjE3MjIxNDM0NzcuMC4wLjA.&_ga=2.26132031.384044280.1722098354-1802367180.1716783765
Scholarships offered at Tetso College - https://tetsocollege.org/scholarship-aid/
Transport Facilities - https://tetsocollege.org/services/transport/
Hostel Facilities - https://tetsocollege.org/services/hostel/
Tetso Arena Physical Fitness Facilities (open to externals) - https://tetsocollege.org/services/tetso-arena/
Tetso Library (open to externals) - https://tetsocollege.org/services/library/
Seminars, Webinars, and Workshops organized by Tetso College - https://tetsocollege.org/seminars-webinars-workshops/
Fests and Events - https://tetsocollege.org/fest-events/
Ebooks Released by Tetso College - https://tetsocollege.org/downloads/ebooks/
Newsletters Released by Tetso College - https://tetsocollege.org/downloads/newsletters/
Question Paper Bank (open to externals) - https://www.dottalks.in/question-paper-bank/

Concluding Remarks :

Tetso College, located in Nagaland, India, exemplifies a commitment to educational excellence through a combination of innovative practices, sustainable initiatives, and a strong focus on holistic development.

1. **Vision 2030 Initiative**: Tetso College's Vision 2030 is a strategic plan aiming to create a significant impact on education and indigenous knowledge preservation. The college is dedicated to promoting sustainability practices and integrating them into its curriculum and campus operations. This long-term vision ensures that the institution stays relevant and contributes positively to societal development (https://tetsocollege.org/the-tetso-college-vision-2030/).

2. **Holistic Education Approach**: The college emphasizes a holistic education approach, which includes a balanced curriculum that combines academic rigor with extracurricular activities. This approach ensures that students develop a wide range of skills, preparing them for various challenges in their professional and personal lives.The college also offers free counselling to students, handled by the Department of Psychology.

3. **Skill Development and Employability**: Tetso College focuses on honing students' skills to ensure they are ready for the job market. By providing tools and resources, the college helps students create their best work during their college years and beyond. This includes workshops, internships, and industry collaborations that bridge the gap between education and employment.

4. **Community Engagement**: The college actively engages with the local community to foster a culture of mutual growth and support. This includes initiatives that promote local culture, heritage, and indigenous knowledge, ensuring that students remain connected to their roots while gaining a global perspective. These initiatives also help foster the appreciation of charity and enable students to develop a sense of being helpful to the needy.

5. **Sustainable Practices**: Tetso College is committed to sustainability, incorporating green practices into its campus management and daily operations. Initiatives like encouraging carpooling, using the college bus, having an e-waste collection centre, waste segregation, solar lights, among others, helps make Tetso a green campus. This commitment not only reduces the environmental footprint of the college but also educates students on the importance of sustainability.

These best practices highlight Tetso College's dedication to providing a comprehensive and future-oriented education, ensuring that students are well-prepared to contribute to society meaningfully.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.3.2	**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)** 1.3.2.1. **Number of students undertaking project work/field work / internships** Answer before DVV Verification : 215 Answer after DVV Verification: 187 Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.
2.1.1	**Enrolment percentage** 2.1.1.1. **Number of seats filled year wise during last five years (Only first year admissions to be considered)** Answer before DVV Verification:

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
668	734	781	527	407

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
686	732	779	526	466

2.1.1.2. **Number of sanctioned seats year wise during last five years**
Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
908	908	858	718	638

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
708	761	795	545	475

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

2.1.2	*Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years* 2.1.2.1. **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
204	191	167	146	146

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
204	191	167	146	146

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
1326	1242	1011	1011	1011

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
495	532	556	380	332

Remark : As per the data and supporting documents provided by HEI, based on that DVV Input is recommended.

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
71	60	55	44	38

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
78	64	47	57	53

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
68	57	48	41	35

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
17	16	16	12	40

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

| 2.6.3 | **Pass percentage of Students during last five years (excluding backlog students)**

2.6.3.1. **Number of final year students who passed the university examination year wise during the last five years**
Answer before DVV Verification:

{table1}

Answer After DVV Verification :

{table2}

2.6.3.2. **Number of final year students who appeared for the university examination year-wise during the last five years**
Answer before DVV Verification:

{table3}

Answer After DVV Verification :

{table4}

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended. |

2.6.3.1 Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
533	351	1242	281	281

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
540	357	419	283	179

2.6.3.2 Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
626	407	1243	282	282

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
662	434	433	305	205

| 3.2.2 | *Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years*

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
7	0	0	1	1

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
2	2	0	1	1

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
3	6	2	0	0

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
6	3	0	0	0

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
8	7	1	4	1

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
6	1	1	3	1

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
17	8	4	10	8

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
6	2	3	6	5

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

Answer before DVV Verification :
Answer After DVV Verification :09
Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

4.1.2	*Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years*
	4.1.2.1. **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
2042.23	497.58	174.29	276.28	244.23

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
665.90	459.04	150.60	196.06	161.55

Remark : As per the revised data and clarification received from HEI, based on that DVV input is

	recommended.

4.3.2	**Student – Computer ratio (Data for the latest completed academic year)**
	
	    4.3.2.1. **Number of computers available for students usage during the latest completed academic year:**
	        Answer before DVV Verification : 193
	        Answer after DVV Verification: 95
	
	    Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

4.4.1	*Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)* 4.4.1.1. **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)** Answer before DVV Verification: 	2022-23	2021-22	2020-21	2019-20	2018-19 | |---|---|---|---|---| 	359.41	244.471	184.52	262.53	187.865 | Answer After DVV Verification : 	2022-23	2021-22	2020-21	2019-20	2018-19 | |---|---|---|---|---| 	18.15	26.11	5.75	13.38	19.6 | Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.
5.1.1	*Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years* 5.1.1.1. **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years** Answer before DVV Verification: 	2022-23	2021-22	2020-21	2019-20	2018-19 | |---|---|---|---|---| 	1357	7	5	928	848 | Answer After DVV Verification : 	2022-23	2021-22	2020-21	2019-20	2018-19 | |---|---|---|---|---| 	1348	7	12	918	859	

	Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.
5.1.3	**Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years** 5.1.3.1. **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years** Answer before DVV Verification: 	2022-23	2021-22	2020-21	2019-20	2018-19
---	---	---	---	---
80	31	47	39	11 | Answer After DVV Verification : | 2022-23	2021-22	2020-21	2019-20	2018-19
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240	197	63	54	54	 Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

5.1.4	*The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases*
	
	    1. **Implementation of guidelines of statutory/regulatory bodies**
	    2. **Organisation wide awareness and undertakings on policies with zero tolerance**
	    3. **Mechanisms for submission of online/offline students' grievances**
	    4. **Timely redressal of the grievances through appropriate committees**
	
	    Answer before DVV Verification : A. All of the above
	    Answer After DVV Verification: C. 2 of the above
	    Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

5.2.1	**Percentage of placement of outgoing students and students progressing to higher education during the last five years** 5.2.1.1. **Number of outgoing students placed and / or progressed to higher education year wise during the last five years** Answer before DVV Verification: 	2022-23	2021-22	2020-21	2019-20	2018-19
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80	31	47	39	11 | Answer After DVV Verification : | 2022-23	2021-22	2020-21	2019-20	2018-19
---	---	---	---	---	

| 79 | 31 | 48 | 39 | 7 |

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
533	351	1242	281	281

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
540	357	419	283	179

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

| 5.2.2 | *Percentage of students qualifying in state/national/ international level examinations during the last five years* |

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
2	0	0	0	1

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
2	0	0	1	1

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

| 5.3.1 | **Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years** |

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
42	7	4	14	16

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
11	3	3	2	5

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

5.3.2	**Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)** 5.3.2.1. **Number of sports and cultural programs in which students of the Institution participated year wise during last five years** Answer before DVV Verification: TABLE1 Answer After DVV Verification : TABLE2 Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
13	18	3	3	8

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
5	7	4	3	4

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
8	0	0	0	0

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
1	0	0	0	0

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

6.3.3 *Percentage of teaching and non-teaching staff participating in Faculty development Programmes*

(FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
48	33	39	21	2

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
5	11	27	5	2

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
25	22	20	21	20

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
25	22	20	21	20

Remark : As per the revised data and clarification received from HEI, based on that DVV input is recommended.

2.Extended Profile Deviations

ID	Extended Questions
1.1	**Number of students year wise during the last five years** Answer before DVV Verification: 	2022-23	2021-22	2020-21	2019-20	2018-19
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1992	1899	1637	1233	997 | Answer After DVV Verification: | 2022-23	2021-22	2020-21	2019-20	2018-19
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1993	1899	1637	1233	1022	
2.1	**Number of teaching staff / full time teachers during the last five years (Without repeat count):** Answer before DVV Verification : 184 Answer after DVV Verification : 112

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
71	60	55	44	38

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
69	64	47	57	53

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
2258.87	704.12	335.12	457	349.44

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
842.67	560.40	212.79	337.04	108.07