



ACTION TAKEN BY THE INSTITUTION ON FEEDBACK RECEIVED

Action Taken Report as Stated in the Agenda of the GBM of Jesus and Mary College

JESUS AND MARY COLLEGE
CHANAKYAPURI, NEW DELHI-110021

GOVERNING BODY MEETING TO BE HELD ON
25th January, 2021 AT 3:30 P.M.

AGENDA

- I Prayer
- II Apologies, if any
- III Confirmation of the minutes of the Governing Body Meeting held on 13.08.2020.
- IV Matters arising from the minutes.
- V To place before the Governing Body the request of Dr. Shefali Mishra, Assistant Professor in the Department of Psychology, for Child Care Leave from 27.01.2021 to 30.04.2021 (94 days).
- VI To place before the Governing Body the request of Dr. Amita Paliwal, Assistant Professor in the Department of History, for Child Care Leave from 01.02.2021 to 18.05.2021 (107 days).
- VII To place before the Governing Body the request of Dr. Ameeta Motwani, Associate Professor in the Department of Commerce, for Sabbatical Leave w.e.f. January 2021.
- VIII To place before the Governing Body the request of Ms. Sugandha Sehgal, Assistant Professor in the Department of English, for extension of Study Leave from 10.2.2021 to 9.8.2021 (6 months).
- IX To place before the Governing Body the request of Dr. Renny Thomas, Assistant Professor, Department of Sociology for technical resignation (with lien till his probation period) w.e.f. 30.3.2021. He will be joining as Assistant Professor Grade I Pay Level 12 at Indian Institute of Science Education and Research, Bhopal
- X To report to the Governing Body the retirement of Dr. Mani A. Nandhi Associate Professor, Department of Commerce, on attaining the age of superannuation on 31.10.2020(A/N).
- XI To report to the Governing Body the retirement of Ms. L. Joseph, Senior Assistant, Administration, on attaining the age of superannuation on 30.11.2020(A/N).
- XII To report to the Governing Body the retirement of Dr. Ameeta Parsuram, Associate Professor, Department of Psychology, on attaining the age of superannuation on 31.12.2020(A/N).
- XIII To report to the Governing Body the retirement of Ms. Tanusree Raha, Associate Professor, Department of Sociology, on attaining the age of superannuation on 31.01.2021 (A/N).

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- XIV To report to the Governing Body the retirement of Dr. Sunita Kaistha, Associate Professor, Department of Commerce, on attaining the age of superannuation on 31.03.2021 (A/N).
- XV To report to the Governing Body the retirement of Dr. Preeti Ranjan Ghosh, Associate Professor, Philosophy, on attaining the age of superannuation on 31.03.2021 (A/N).

PART-II FINANCE

- I. To place before the Governing Body the Audited Balance Sheet for the financial year 2017 – 2018.
- II. To place before the Governing Body the Panel of Auditors to audit the Annual Accounts for the year 2019-20.

Any other matter with the permission of the Chair.

- I. To seek approval of the Governing Body on the Contractual appointment of the following non-teaching staff members for a period of 6 months (to be renewed thereafter).
- II. To seek approval of the Governing Body on the Contractual appointment of Ms. Lincy PP as Senior P.A. to Principal against the permanent sanctioned post w.e.f 01.12.2020 for a period of 6 months (to be renewed thereafter) on a consolidated monthly remuneration of Rs. 30000/-.
- III. NAAC- Action taken report 2015-2020.

To fix the date of next Governing Body Meeting.

Principal,
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Action Taken Report as Approved in the Minutes of the GBM of Jesus and Mary College

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28.01.2021

TO WHOMSOEVER IT MAY CONCERN

Excerpts of the Minutes from the Governing Body Meeting held on 25.01.2021.

The Action Taken Report 2015-2020 was presented to the Governing Body as per the Agenda for approval. The Governing Body approved the Action Taken Report.

Dr. Sandra Joseph
Principal

Principal,
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ACTION TAKEN REPORT OF THE INSTITUTION

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(Only considerable percentages have been considered and addressed in the appended table)

S. No.	FEEDBACK	ACTION TAKEN
A	Students' Feedback for Faculty and College	
	I. <u>Faculty Performance</u>	<p>Reports of feedback from students for the teachers were compiled and shared with TICs of each department.</p> <p>Additionally, the IQAC has also shared the reports of the annual internal academic audits with each Department.</p> <p>TICs have shared the same with the faculty in their department meetings. Consequently, Action Taken Reports and Self-Assessment Proformas have been submitted to the college.</p> <p>The Principal has followed up with the TICs regarding the feedback reports shared and action taken.</p> <p>https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion1/1.4.2/Action%20Taken%20Reports%20by%20Departments/</p> <p>https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion1/1.4.2/Self%20Assessmment%20Proforma%20of%20Departments/</p>
	II. <u>Syllabus, its Transaction and the Institution</u>	
A (1)	<ul style="list-style-type: none">59.4% students were satisfied with the relevance of the syllabus to their career and personal goals, rating it '4' and '5' on a five-point scale, while 9.7% students felt that the syllabus was not as relevant to their fulfillment of their career and personal goals.	<p>Being a constituent college of Delhi University, Jesus and Mary College follows the designated syllabus of the University. During syllabus review and revision, few teachers from JMC participate in the process, so suggestions are conveyed to these teachers who are in positions of authority to forward them.</p>

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<p>A (2)</p>	<ul style="list-style-type: none">• A request by students is the formulation of syllabi that bridges the gap between theory and praxis, offering opportunities for field experiences, hands-on learning, skill development, and more professionally oriented programmes like Data Analytics, programming languages, econometric analysis, etc. that shall enable them to participate in the workplace. More placement opportunities and information on future career options to aid field selection were also requested.• Additionally, syllabus that incorporates greater choice across SECs, DSEs, GEs, and allows students to exchange Hindi and EVS type compulsory papers with foreign languages would be preferred.• Another insight that can be recuperated from the responses is the demand for a broader teaching pedagogy in sync with global standards that is customized to the individual needs of students with greater emphasis on discussion-based, well-paced teaching. Rethinking evaluation methods, formulating assignments and projects that test creative and analytical ability is the need of the hour. Readings and other study material should be compact and made accessible to students in an organized manner.• Annual review of syllabi, with	<p>The college is conceptualizing self-financed courses to address these emerging and diverse needs of the students.</p> <p>Being a constituent college of Delhi University, Jesus and Mary College follows the designated syllabus of the University. During syllabus review and revision, few teachers from JMC participate in the process, so suggestions are conveyed to these teachers who are in positions of authority to forward them.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p>
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<p>constant updating of course material to match contemporary trends, subject material contextualized with respect to the Indian framework, and a re-evaluation of paper sequencing across semesters, was also a much-voiced feedback. Moreover, students would like to be considered and included as decision-makers when syllabus is revised so that their needs are reflected in the final approved structure along with other stakeholders.</p> <ul style="list-style-type: none">• With reference to syllabus transaction, students would prefer being presented with multiple perspectives on a subject so that they may consider all possibilities before forming their own socio-political ideologies. Subjects like Psychology would specially benefit from broadening their approach to include socio-political viewpoints instead of purely medical ones. Furthermore, an intersectional approach to syllabus, with incorporation of history, historiography, mythmaking in relevant disciplines should be adopted.• Some students also highlighted the desire for more comprehensive and detailed engagement with certain topics and subjects, with training in writing research papers, so that they may prepare better for	<p>Being a constituent college of Delhi University, Jesus and Mary College follows the designated syllabus of the University. During syllabus review and revision, few teachers from JMC participate in the process, so suggestions are conveyed to these teachers who are in positions of authority to forward them.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action. Teachers in JMC are always encouraged to broaden their own discursive knowledge so that the teaching-learning process becomes inclusive and engaging.</p> <p>Being a constituent college of Delhi University, Jesus and Mary College follows the designated syllabus of the University. During syllabus review and revision, few teachers from JMC participate in the process, so suggestions are conveyed to these teachers who are in positions of authority to forward them.</p>
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	<p>further specializations in the discipline.</p> <ul style="list-style-type: none">Specifically keeping the pandemic in mind, students expressed dissatisfaction with the online mode of instruction, desiring for syllabus and consequently screen time to be reduced, classes to be made more engaging, notes and lecture recordings to be made available, and logistical issues faced by them to be acknowledged and addressed appropriately. Due to staggered semesters and other difficulties mentioned above, students wish for certain complex subjects like MME to either be simplified or timelines modified to aid their understanding in the virtual mode.	<p>The pandemic has been an unprecedented and unforeseen intrusion into the normal life of collegiate teaching. Online classes are only a temporary measure to ensure the utmost safety of our students without allowing a gap in their education.</p> <p>When demands for reduced screen time were raised, a decision to reformulate class timings was taken to ensure that all classes end by 4:10pm and that there are short breaks between classes so that students may rest their eyes before starting the next lecture.</p> <p>Recordings of lectures is a discretionary practice based on each teacher's preference because privacy and surveillance concerns were raised by the faculty in response to the suggestion for mandatory video recording of lectures.</p>
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A (3)	96.86% of students were happy with the academic environment of the college.	The Institution encourages the holistic development of our students through diverse teaching pedagogies. Additionally, a well-stocked library with extensive reading space has been made available to the students for accessing primary and secondary study material. Moreover, JMC ensures the inculcation of extra-academic skills by offering a wide array of extra-curriculars and activities to the students.
A (4)	94.6% students were satisfied with the regularity of classes, while only 5.4% of students felt that classes did not regularly happen in college.	Timetables for each Department and faculty member are made well in advance of teaching sessions. All faculty and students are expected to follow their designated timetables. They are uploaded to the college website for easy access and proper streamlining of academic processes in the college. Moreover, attendance in each paper has a 5-mark component attached to it as per Delhi University's requirements, so there is an academic incentive for students to attend their classes regularly.
A (5)	31.35% students were unaware of the quality of primary and secondary study material available for them in the library.	The concerned library staff shared the information regarding new additions of books, subscriptions and links to access e-resources. The information is periodically shared with students and faculty. Furthermore, details related to digital access to various resources is being shared with students regularly so that they have access to learning material.
A (6)	73.8% students agreed that the college provided ample co-curricular opportunities for holistic development, while 6.6% students did not agree with this statement.	Student Council Staff Advisors and Sports Department faculty all took note and mentioned that they would keep this in mind while preparing the activity calendar for each year more inclusively.
A (7)	While 58% students agreed that the Department Assembly provided a	The Principal encouraged the faculty and students

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	platform to inculcate team spirit and a sense of belonging, 28.5% students were undecided as to its efficacy.	of different departments to make the assembly more relevant and engaging so that more students feel motivated to participate and attend these assemblies.
A (8)	65.68% students were satisfied with the transparency and helpful conduct of the administrative staff in student dealings, while 8.8% students were dissatisfied with the administrative staff.	Workshops/training session was/were organized for the administrative staff for capacity building: https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion3/3.2.2/Staff%20Workshops/Staff%20workshop%2019-20%20Dec%202019.pdf https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion3/3.2.2/Staff%20Workshops/Staff%20workshop%20June%202019.pdf https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion3/3.2.2/Staff%20Workshops/Staff%20workshop%20April-May%202017.pdf
A (9)	While 77.6% students were 'always' and 'often' satisfied with the cleanliness and maintenance of classrooms and other basic amenities of the college, 22.4% students were dissatisfied and felt that there was scope for improvement.	The staff was instructed to carry out regular and timely cleaning of all washrooms. A cleaning schedule for the same was also put up for their accountability. Sanitary napkin vending machines have also been installed in washrooms.
A (10)	13% student respondents admitted that they had faced institutional discrimination at JMC.	The Grievance Redressal Committee looks into any complaints directed to them pertaining to academics (including errors in evaluation), discipline, infrastructure etc. It is a committee which has been put in place to ensure a smooth interface between the students, faculty and the administration. Grievances related to discrimination are also taken up by the grievance redressal committee. Apart from the formal redressal mechanism available to students, there are also visiting counsellors on campus

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		https://www.jmc.ac.in/facilities/studentcounseling) for specialized mental and emotional support.
A (11)	45.5% students were unaware if JMC had an effective grievance redressal mechanism in place for them.	With the upgradation of the Jesus and Mary College website, the information pertaining to the Grievance Redressal Committee has been made clearly available and easily accessible for the students, with list of names of members and the timings to contact the committee. This shall also be brought to the attention of the committee members so that more efficient information disbursement can take place regarding the presence and functions of the committee. https://www.jmc.ac.in/admissions/grievancecommittee)
A (12)	79.2% students were satisfied with the safety frameworks that are in place for students within the college premises.	There is regular maintenance of fire systems, lifts, and other safety mechanisms in the college by the designated departments. These concerns have been shared with the relevant authority so that the percentage of respondents' satisfaction may be further improved.
A (13)	Suggest some steps that can be implemented by the college to enhance the overall learning experience of the students: A. Infrastructure i. Many responses highlighted the need for installation of ACs, fixing of dysfunctional projectors, more fans and proper ventilation in classrooms. ii. There were demands for the existing medical room to be adequately equipped and functional for	These concerns have been shared with the relevant authority for consideration and appropriate action. There is a medical room equipped with appropriate



	<p>students throughout the day.</p> <p>iii. Lifts, that are not accessible to students otherwise, should be opened for use to them.</p> <p>iv. There were also calls for improvement in the quality and price of canteen food along with better crowd management there.</p> <p>B. Library</p> <p>i. A frequent complaint is the students' consternation at not being allowed to take their own books and study material into the library. They also want a re-evaluation of library rules regarding the issuing of books.</p> <p>ii. Along with secondary study material, all course books should be available in the library so that students may avail of them freely or cheaply.</p> <p>C. Departmental Level</p> <p>i. A lot of students voiced the demand for more</p>	<p>facilities for the students.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>Concerns were communicated to the canteen committee and the same was conveyed further to the Canteen owner for addressing.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>Secondary study material and all course books are available and accessible in the library as well as in the digital mode for students.</p>
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	<p>departmental trips and educational excursions so that learning may move beyond the confines of the classroom.</p> <p>D. Student – Teacher Relationship</p> <p>i. Attendance relaxation and benefits should be given especially when students are bringing laurels to the college through their extra-curricular contributions.</p> <p>ii. Better dialogue between students, teachers, and administration should be initiated regarding attendance and other concerns. Putting up suggestion boxes, and holding face-to-face meetings with students/ Student Council would go a long way in addressing some of these concerns.</p> <p>iii. Technology should be incorporated more into syllabus transmission to make the lectures interactive and engaging. Mics should be provided to soft-spoken teachers</p>	<p>The Departments have been encouraged to include more trips and excursions in their curriculum transaction so as to make teaching-learning an engaging process.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>Suggestion boxes have been placed at convenient places for the students to leave anonymous feedback on their institutional experience. The Student Council works closely with the designated Staff Advisors to address student concerns through face-to-face interactions.</p> <p>Efforts are being made to technologically support teachers in the classrooms. Many teachers have taken the individual initiative to carry their own mics for an improved teaching experience.</p>
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	<p>so that pedagogy remains effective.</p> <p>iv. Too many strikes create undue pressure to finish the syllabus in a shorter period of time.</p> <p>E. Relationship with Administration</p> <p>i. More support is needed from the college administration in the conduct of routine tasks as well as for specialized cases of documentation.</p> <p>ii. Timetables need to be better planned in some cases so that there are no long gaps between classes.</p> <p>iii. When the weather is good, classes can be taken in the grounds or other open areas to help declutter the students' mindspace and center their ideas.</p> <p>F. Safety Mechanisms</p> <p>i. A large number of students desire the installation of CCTV cameras in the college</p>	<p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>Timetables are formulated keeping in mind the availability of rooms, preferred timings for faculty and students. Due to the large amount of interdisciplinary engagement that takes place, a tenuous equilibrium is attempted. These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>Several CCTV cameras have already been placed in and around the building, and plans to increase this number are already in the pipeline.</p>
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	<p>premises to avoid theft and improve their sense of well-being.</p> <p>ii. College IDs should be checked more strictly at the gate especially during fest season to avoid any unforeseen circumstances.</p> <p>G. Career Opportunities</p> <p>i. Students also wanted frequent career counselling sessions so that they have more knowledge about their post-collegiate professional options.</p> <p>ii. The number of student societies should be increased or audition processes modified so that more students are able to benefit from and participate in extra-curriculars.</p>	<p>Students' safety is out utmost priority and the college has always strived to strengthen all its safety mechanisms. These concerns have been shared with the relevant authority for consideration and appropriate action.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action. The Placement Cell and Departments are encouraged to conduct counselling sessions, talks, and seminars for students to have greater clarity on their career options. The Placement Cell was also advised to be more responsive to students' need and make students more aware about activities they organise for their placements through several mediums</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p>
B	Teacher's Feedback to the College (JMC)	
	I. <u>Syllabus and ICT Support</u>	
B (1)	90% of respondents rated the current	The institution is satisfied with the teachers'

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	syllabus of the course(s) as 'Very Relevant' and 'Relevant' to contemporary trends in the discipline	response in this parameter and encourages them to look into the needs and responses of the students as well to bolster the teaching-learning process.
B (2)	85.5% of respondents stated that the syllabus responds to the emerging research and practical application needs of the field.	The institution is satisfied with the teachers' response in this parameter and encourages them to keep updating themselves in their respective disciplines by participating in FDPs, Seminars, Workshops.
B (3)	63% of respondents rated the contribution of the ICT (Information and Communications Technology) facilities in JMC in creating a technologically upgraded pedagogical environment as 'Very Satisfactory' and 'Satisfactory' while 6.5% of respondents have found it dissatisfactory.	The institution has taken cognizance of this parameter and these concerns have been shared with the relevant authority for consideration and necessary action to strengthen the ICT infrastructure is already on.
B (4)	72% of respondents rated the college's efforts to prepare the teaching staff to utilize the technological framework as 'Very Satisfactory' and 'Satisfactory' while 2.9% of respondents have found them dissatisfactory.	The institution has taken cognizance of this parameter and these concerns have been shared with the relevant authority for consideration and prompt technical assistance has been made available. Workshops, FDPs, and Follow up sessions have been held so that teachers can stay updated and orient their pedagogical methodologies accordingly.
B (5)	71% of respondents rated the availability of primary and secondary online and physical study material for students and teachers in the college library as 'Very Satisfactory' and 'Satisfactory' while 5.2% of respondents have found them dissatisfactory.	The institution has taken cognizance of this parameter and these concerns have been shared with the relevant authority for consideration and appropriate action. The library staff has shared the information regarding new additions of books, subscriptions and links to access e-resources. The information is periodically disseminated to both students and faculty.
	II. <u>Professional Environment</u>	
B (6)	88% of respondents rated the conduct of the JMC leadership with regard to transparency and support as 'Very Satisfactory' and 'Satisfactory.'	The institution is satisfied with its performance in this parameter as by and large there seems to be a consensus that the leadership is approachable and

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		practices a policy of compassion, empathy and transparency. Appropriate measures are also being taken to make it even more transparent and accountable.
B (7)	86% of respondents stated that they have not faced any institutional discrimination and 73% of respondents rated the grievance redressal mechanism for members of the teaching community at JMC as 'Very Satisfactory' and 'Satisfactory'	The institution has taken cognizance of this parameter and shall strive to incorporate better practices in its functioning in this regard.
B (8)	88% of respondents rated the efficiency and behaviour of the employees of the administrative department in their dealing with teachers and students as 'Very Satisfied' and 'Satisfied.'	<p>The institution is satisfied with its performance in this parameter as most of the respondents are favourably predisposed towards the conduct of the administrative staff and find them helpful, courteous and cooperative.</p> <p>In a constant endeavor to improve the efficiency of administrative staff, regular workshops are conducted for their self-development.</p> <p>https://www.jmc.ac.in/uploads/staticfiles/naac/supportingdocuments/criterion3/3.2.2/Staff%20Workshops/Staff%20workshop%2019-20%20Dec%202019.pdf</p> <p>https://www.jmc.ac.in/uploads/staticfiles/naac/supportingdocuments/criterion3/3.2.2/Staff%20Workshops/Staff%20workshop%20June%202019.pdf</p> <p>https://www.jmc.ac.in/uploads/staticfiles/naac/supportingdocuments/criterion3/3.2.2/Staff%20Workshops/Staff%20workshop%20April-May%202017.pdf</p>
B (9)	90% of respondents rated the efficiency and behaviour of the employees of the accounts department in their dealings with teachers and students as 'Very Satisfied' and 'Satisfied.'	<p>The institution is satisfied with its performance in this parameter as most of the respondents have found the employees of the accounts department to be helpful, cooperative and approachable and have not experienced any problems per se in their dealings with them.</p> <p>In a constant endeavor to improve the efficiency of administrative staff, regular workshops are conducted for their self-development.</p>

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		<p>https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion3/3.2.2/Staff%20Worksh ops/Staff%20workshop%2019-20%20Dec%202019.pdf</p> <p>https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion3/3.2.2/Staff%20Worksh ops/Staff%20workshop%20June%202019.pdf</p> <p>https://www.jmc.ac.in/uploads/staticfiles/naac/supporingdocuments/criterion3/3.2.2/Staff%20Worksh ops/Staff%20workshop%20April-May%202017.pdf</p>
B (10)	78% of respondents rated the inclusion of divergent opinions in various institutional bodies like Governing Body, Staff Council and Staff Association as 'Very Satisfactory' and 'Satisfactory' while 1.1% of respondents have expressed their dissatisfaction.	The institution is satisfied with its performance in this parameter as most of the respondents feel that the institutional bodies accommodate a variety of perspectives and decision making is generally done in a democratic manner after long discussions and deliberations are conducted through formal and informal channels.
	III. <u>Academic and Research Environment</u>	
B (11)	86.9% of respondents rated the quality of 'job satisfaction' offered by JMC as 'Very Satisfactory' and 'Satisfactory.'	The institution is satisfied with its performance in this parameter as most of the respondents' experience contentment with the work profile, reward structure and culture of the organization. However, information has been shared with the relevant authorities and efforts are being carried out to further improve satisfaction percentages in this regard.
B (12)	72% of respondents rated the 'Opportunities for Personal and Professional Growth' at JMC as 'Very Satisfactory' and 'Satisfactory' while 2.9% of respondents have expressed their dissatisfaction.	The institution has taken cognizance of this parameter and these concerns have been shared with the relevant authority for consideration and appropriate action.

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B (13)	85% of respondents rated the 'Academic Freedom available in the college as 'Very Satisfactory' and 'Satisfactory.'	The institution is satisfied with its performance in this parameter as most of the respondents have expressed satisfaction with the availability of academic freedom and feel that they are able to innovate within the framework of prescribed syllabus and organize seminars, talks etc.
B (14)	87% of respondents rated the 'Departmental Environment' at JMC as 'Very Satisfactory' and 'Satisfactory.'	The institution is satisfied with its performance in this parameter as most of the respondents have expressed that the Departmental Environment is supportive and democratic and colleagues share a good rapport that facilitates a conducive work culture.
B (15)	91% of respondents rated the 'Workload' that is taught as 'Very Satisfied' and 'Satisfied.'	The institution is satisfied with its performance in this parameter as most of the respondents have expressed that the workload is as per UGC norms, preferences in terms of papers are respected, and they feel satisfied with the papers that they are assigned to teach.
B (16)	87% of respondents rated the kind of 'Timetables' that are created here as 'Very Satisfactory' and 'Satisfactory.'	The institution is satisfied with its performance in this parameter as most of the respondents feel that slot preferences are taken into consideration by the time table committee and have expressed satisfaction with the timetable that they are allotted to follow.
B (17)	74% of respondents rated the kind of 'Conferences and Faculty Development Programmes' that are organized in the College as 'Very Satisfied' and 'Satisfied' while 7% of respondents have expressed their dissatisfaction.	The institution has taken cognizance of this parameter and these concerns have been shared with the relevant authority for consideration and appropriate action.
B (18)	46.4% of teachers stated that they have filled the downloadable Self-Assessment Form for Teachers (PDF) available on the JMC Website while 53.6% of Teachers did not fill the form.	The institution has taken cognizance of this parameter and appropriate measures will be implemented to encourage teachers to reflect on their teaching practices as 73.5% of teachers who filled the Self-Assessment form stated that it helped them trace their growth professionally.

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B (19)	Need for providing Duty Leaves to teachers for attending conferences and FDPs has been highlighted along with more research opportunities and infrastructural facilities.	The institution has taken cognizance of this parameter and these concerns have been shared with the relevant authority for consideration and appropriate action.
	IV. <u>Infrastructural Factors</u>	
B (20)	96% of respondents rated the landscaping of the college premises as 'Very Satisfactory' and 'Satisfactory' and 90% respondents stated that the college is safe for students and faculty	The institution is satisfied with its performance in these parameters and commends the administrative staff for the proper maintenance of the college.
B (21)	84.1% of respondents stated that JMC's infrastructure is inclusive and responds to the needs of different stakeholders.	The institution is satisfied with its performance in this parameter and shall continue striving to incorporate better practices to respond to the needs of different stakeholders.
B (22)	79% of respondents rated the hygiene and cleanliness of the classrooms and basic amenities in the college as 'Very Satisfactory' and 'Satisfactory' while 8% of respondents expressed their dissatisfaction.	The institution has taken cognizance of this parameter and the cleaning staff was instructed to carry out regular and timely cleaning of all washrooms. A cleaning schedule for the same was also put up for their accountability. Sanitary napkin vending machines have also been installed in washrooms
B (23)	83% of respondents rated the lifts and fire security management within the College premises as 'Very Satisfactory' and 'Satisfactory.'	The institution is satisfied with its performance in these parameters and commends the administrative staff for its proper maintenance.
B (24)	52% of respondents rated the food quality and hygiene standard maintained by the canteen at JMC as 'Very Satisfactory' and 'Satisfactory' while 17% of respondents found them dissatisfactory.	The institution has taken cognizance of this parameter and these concerns have been communicated to the Canteen Committee and the owner of the Canteen.
B (25)	Establishing hostels for students, a creche or day care facility, student	The institution has taken cognizance of these suggestions and they have been shared with

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	council room/room(s) for societies, independent rooms for faculty members, more facilities for the differently abled have also been proposed.	relevant authority for consideration and appropriate action.
C	Employer Feedback for Jesus and Mary College	
C (1)	<ul style="list-style-type: none"> All of the respondents rated the Communication Skills of JMC students as 'Excellent' and 'Very Good'. All of the respondents rated the JMC students' Contribution in Development of Organization as 'Excellent' and 'Very Good'. Some of the respondents rated the JMC students' Leadership Qualities as 'Excellent'. Most of the respondents rated the JMC students' Leadership Qualities as 'Very Good' and 'Good'. All of the respondents rated the Initiative, Drive and Independent Thinking of JMC students as 'Excellent' and 'Very Good'. Some of the respondents rated the JMC students' ability to Develop Practical Solutions to Workplace Problems as 'excellent'. Most of the respondents rated the JMC students' ability to Develop Practical Solutions to Workplace Problems as 'Very Good' and 'Good'. 	Jesus and Mary College has an active Placement Cell that serves as an interface between the students and employers. Through the forum of 'Add-on Courses' the college provides access to career-oriented courses to prepare the students for the emerging needs of the field.



	<ul style="list-style-type: none"> All of the respondents rated the JMC students' Teamwork as 'Excellent' and 'Very Good'. Some of the respondents rated the JMC students' Planning and Organization Skills as 'Excellent'. Most of the respondents rated the JMC students' Planning and Organization Skills as 'Very Good' and 'Good'. All of the respondents rated the JMC students' Willingness to Learn and Explore New Opportunities as 'Excellent' and 'Very Good'. All of the respondents rated the JMC students' Punctuality as 'Excellent' and 'Very Good'. 	
C (2)	<p>Response to syllabus and academic training of JMC students:</p> <ul style="list-style-type: none"> Respondents praised the extensive and rigorous academic training provided by the syllabus, and the contribution of the college in empowering students to become confident and hardworking employees. So that they are better equipped to handle the diverse set of demands of a workplace, it was advised that students be trained in time and stress management. 	<p>The syllabus ensures well-rounded enrichment of students' academic knowledge. Through its syllabus transaction, JMC inculcates diverse teaching pedagogies, and motivates students to complement traditional learning with extracurricular and soft skills.</p> <p>These concerns have been shared with the relevant authority for consideration and appropriate action.</p>

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C (3)	All respondents stated that they would prefer to recruit more JMC students in the future.	The college aims to keep performing consistently in this regard.
D	Alumni's Feedback for College and Institution	
	I. <u>Impact of Syllabus and its Transaction on Post College Experience</u>	
D (1)	92.5% of respondents feel that the college has positively contributed to their personal and professional growth.	The institution is satisfied with its performance in this parameter and shall continue striving to incorporate innovative practices to enhance the teaching learning process.
D (2)	70% respondents rated the relevance of the syllabi offered at college as 'Excellent' and 'Very Good' for their current job profile.	Being a constituent college of Delhi University, Jesus and Mary College follows the designated syllabus of the University. During syllabus review and revision, few teachers from JMC participate in the process, so suggestions are conveyed to these teachers who are in positions of authority to forward them.
D (3)	95% of respondents stated that the college has provided them with a good foundation to cultivate leadership qualities and a sense of social responsibility and 95% of respondents stated that the college has inculcated a sense of community in them	The institution is satisfied with its performance in these parameters and shall work to consistently improve its performance percentages.
D (4)	It has been proposed that the college should keep a track of the career trajectories of the alumni so that it could collaborate with them to organize sessions and workshops on various vocational issues. Another suggestion is to harness the influence of social media and organize interesting events that can help the alumni to foster a sense of belonging with the institution and the current students as well.	The institution has taken cognizance of these suggestions and they have been shared with the College Alumni Association and Website Committee. Alumni meetings are also held at the departmental level besides the College Alumni Meetings. The college is in the process to have an online database about alumni and their achievements which will be accessible to alumni and students of the college.

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	II. <u>College Experience</u>	
D (5)	95% of respondents stated that the college provided a stimulating academic environment for them during their period of undergraduate study.	The institution is satisfied with its performance in this parameter.
D (6)	60% of respondents stated that the syllabus at the college 'Always' and 'Often' bridged the gap between theoretical knowledge and its practical application while 40% of respondents were divided across the 'Sometimes' and 'Rarely' categories.	Being a constituent college of Delhi University, Jesus and Mary College follows the designated syllabus of the University. During syllabus review and revision, few teachers from JMC participate in the process, so suggestions are conveyed to these teachers who are in positions of authority to forward them.
D (7)	85% of respondents stated that the college provided enough opportunities for pursuing extracurricular interests.	The institution is satisfied with its performance in this parameter and shall continue striving to incorporate innovative practices to enhance the holistic development of all students.
D (8)	40% of respondents stated that the Placement Cell of the college provided them with sufficient on-campus placement opportunities and career guidance while 27.5% of respondents stated that the college did not provide them with sufficient opportunities and career guidance.	The institution has taken cognizance of this and conveyed these concerns to Placement Cell and advised them to be more responsive to students' needs and keep them aware about the activities that they organize through different channels.
D (9)	Suggestions: Organizing more workshops, field trips, pre-placement training, good internship opportunities, exchange programmes and cultivating a healthy student-teacher bond have been proposed to enhance the learning experience of students for their holistic development.	The institution has taken cognizance of this and these suggestions have been shared with the relevant authority for consideration and appropriate action.

Sr. Roilyam

Officiating Principal