



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

ST. SOLDIER COLLEGE (CO-EDUCATION)

**ST. SOLDIER CO-ED COLLEGE , NEAR NIT, VILL. LIDHRAN, JALANDHAR-
AMRITSAR BYE PASS, JALANDHAR, PUNJAB.**

144011

www.stsoldierdegreecollege.com

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

(Draft)

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

St. Soldier College Co-Education, Jalandhar, established in 2005 is an educational institution of good repute in the St. Soldier Group of Institutions run by the St. Soldier Educational Society (Regd.). The first sapling of the St. Soldier Group, presently having 56 institutions (23 Colleges and 33 Schools in State of Punjab, Chandigarh and Delhi), was planted way back in the year 1958 with the opening of a school.

St. Soldier College Co-Education is housed in campus of the group in Village Lidhran in the outskirts of Jalandhar City near the G.T. Road going to Amritsar. The campus has other institutions like Engineering, Polytechnic, Pharmacy and Hotel Management Law & Education with a land area of 56 Acres with all modern facilities, lush- green, pollution-free surroundings and infrastructure for national level indoor and outdoor sports.

As the name indicates, it's a Co-Ed College providing comfortable and friendly environment to all students belonging to different religious denominations and castes-creeds. The College provides Free Bus Service to all the students coming from the surrounding areas situated in Jalandhar, Kapurthala, Amritsar, Hoshiarpur and Ludhiana Districts.

Vision

The title 'St. Soldier' is in the name of Tenth Guru of Sikhs, Shri Guru Gobind Singh Ji, who is known as "Sant Sipahi" (in English Saint Soldier). Therefore, the vision and mission of the College is the same as given by the 10th Guru i.e. 'Neecho Oonch Kare Mera Gobind' (pulling up the low to the upper stage). With this mission, the College caters to the educational, social and cultural needs of the humble and ordinary students to prepare them compete to those belonging to higher socio-economic strata of society and the product of elite institutions. To achieve this goal, the college aims at producing the stuff which is not only good in academics but is also able to have practical knowledge and skills which pave the way for their satisfactory employment. Emphasis is laid on complete harmonious development of personality where awareness of one's right is matched with consciousness of one's responsibility. To achieve the said objective, the College pays attention to the individual needs of the students and makes every effort to build a family bond with them. Secular approach of the College management well speaks from their being Hindu by religion and subscribing to socio-religious philosophy of the Great Guru of Sikhs. Good number of Muslim students for the past many years finding their cordial living and higher academic pursuits in St. Soldier College further expresses out our secular credentials. The celebration of festivals and commemorative days of all religions in the College, as a regular feature, and common accommodation to all such diverse students from different socio-cultural backgrounds and other States of the country reveals our successful efforts towards our mission.

Mission

Our vision is to translate our education in a way which produces the generation of sensitive, competent and patriotic people. For the purpose, the College adopts the Gandhi's approach of education which is capable of producing physically and mentally strong people by overall development of body and mind of our students. The

on-campus outdoor and indoor games, yoga and NSS, NCC facilities and activities aim at producing not the bookworms but the men of action who can contribute to the cause of the Nation and Indian society, not only by a single act but on the continuous basis believing in the sustainable development of our society. For the purpose, the College has adopted villages in the neighborhood, organizing awareness camps for all social causes.

Women, we believe, are not only half of the society in numbers but they are more in their strength and achievements if go hand-in-hand with their male partners in the families, social life and the place of employments and actions. Building a congenial environment, paying special heed and concern to their physical, social and emotional needs is the pre-requisite for preparing strong women worth contributing relatively more to the social, economic and national development of the country on a continuous basis. Our efforts and initiatives towards this mission have paid the dividend that can be measured from the continuous rising proportion of girl students in our college and presently it being more than the boys.

In nutshell, the mission of the College is to prepare successful staff capable of achieving excellence in their careers, harmonic social life with an urge to help others join their march towards building a strong and developed India. Our vision is to provide meaningful education to those who do not afford or ill-afford quality education by charging nominal fees, offering liberal scholarships to the needy and meritorious students and helping them to come to the classrooms with attractive teaching methodologies and Free Transport Service we can achieve our objective of putting some light in the achievement of the christened national goal of becoming the best developed society and Nation of the world.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

STRENGTHS-The following are the important strengths of the College:

(1) It is a unit of a group of educational institutions, leaving a vast scope of sharing facilities and information with each other at no extra cost.

(2) The management of St. Soldier is secular in approach, sensitive to social problems and has a mission to help the weaker sections through the medium of education.

(3). Free Bus Service provided by the top management is one more strength of the College that helps in attracting the students to the College and its classes.

(4). Moral Education is an integral part of our College education that is followed on daily basis.

Institutional Weakness

(1) It is a self-financed, unaided College and has to solely depend upon the Fee (that is again average on its lower side) of the students.

(2) The College is situated in the outskirts of the city in a rural setting, whereby many good students and faculty do not make a choice for us.

(3) The College lacks funds to recruit more competent faculty and staff.

Institutional Opportunity

We have desire and capability to convert weaknesses into opportunities for us. Therefore, the following can be named as the opportunities for us:

1. Over 60% of our students belong to SC and BC categories. We have the opportunity of having a good number of students whom we can provide good education and help them to come out of their poverty and backwardness.

2. In the rural setting, we have an opportunity to contribute to the social cause in our neighbor-hood, like spreading literacy, legal aid services and some development of their localities.

3. The rural people are from humble backgrounds are relatively more receptive to actions for their betterment. There co-operation helps us to seek support and participation of our students and surrounding community in our actions.

Institutional Challenge

We have many challenges to face, important amongst them may be cited as under:

1. To come out to the level of elite and acclaimed educational institutions with our humble means and resources.

2. To persuade the students that they can match with the products of elite institutions admitting students from good backgrounds.

3. To prepare students of vernacular mediums and considerably belonging to lower academic levels come to the desirable higher levels of academics, communication skills and professional skills.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The Academic Council and NAAC Committee of the College prepare the Academic Calendar keeping in view the Academic Calendar of our University, Guru Nanak Dev University. It specifies the curricular and co-curricular activities to be undertaken, the time for completing the syllabus, holding of Mid-Semester Tests and time for Revision of Syllabus before the students depart for preparing their semester examinations. After this exercise, the departments hold their faculty meetings to formulate their strategies for ensuring that the schedule is adhered to and to select proper methodology of teaching, class tests, special care of the weak students. The departmental time tables thus prepared come to the Principal/Director for final approval by the HODs. The general approach of the College, as per our Vision and Mission, remains that students get maximum academic flexibility within the guidelines and directions of the affiliating university.

College has added some add on courses in English Speaking , Beauty & Culture and cutting and tailoring for girls to be self employed.

After all this is done, the subject teachers prepare their own academic schedule topic-wise, note down in their Diaries and submit to the Principal through their respective HoDs. The Feedback as to the adherence to the schedule prepared is regularly monitored by way of monthly meetings at the Departmental and the Academic Council/NAAC Committee level.

Teaching-learning and Evaluation

The admission to all the courses in our college are through on-line State Level counseling regulated and monitored by DPI (Colleges), State Government and the State Level Admission Co-ordinators appointed by the Higher Education Department of the State Government, which has been introduced from 2023-2024. At the level of College and the Saint Soldier Group, the management gives publicity to the system of admissions, the courses available with the College. In addition, the Website of the College and even of its Departments highlights the status of the college, courses available, admission procedure and the choices available to the candidates. Since we are housed in a rural setting and our mission is to help students from deprived backgrounds, the Central Admission Office on our campus provides free facility for uploading the documents for State level counseling. It also provides demanded counseling facility of experts to the candidates coming to them.

Students join the same course is express. It needs more efforts in the first semester of the course although it remains essential in the following semesters of the course. In the beginning, classification of students is done with the involvement of an expert and then a two week bridge course is organized before formally starting with the curriculum. Individual needs of students are taken care of through the system of teacher and student Mentors. Meeting the socio-cultural diversity is not a problem because as a group we have sufficient number of students from each background and the care and share management approach helps us to make all students largely equal to each other.

Our Teaching-Learning Processes are learner-centric and all possible methods of effective and satisfying teaching are made use by the teachers. Qualified teachers are recruited through the formal process of

recruitment through the intervention of our affiliating University. Conscious efforts are made by the management that those having a passion for teaching are recruited as teachers. Therefore, in terms of quality and numbers, the College has required number of teachers and a few vacant seats are in active process of being filled up through the University. The College has an in-built system of periodical assessment of teachers and students performance through class tests, class participation and assessment through problem-solving and group discussion methods of teaching as supplement to lecture method using ICT tools.

Research, Innovations and Extension

St. Soldier Co-Ed College is basically an under-graduate College. Therefore, its research activities are limited in its magnitude, but this does not mean that we disproportionately lack and lag behind in this important area of education. The College is a self-financing institution, not getting any grants and major projects from the funding agencies. Despite all such limitations, the College motivates teachers and students to undertake research activities. The students are guided for micro level researches that can be useful as teaching tools. Teachers are encouraged and supported for doing Ph.D. and writing research articles. We also have a Research Centre named "Centre for Policy and Research", which is registered under the Society's Act. The Centre with association of students and faculty undertakes socially relevant research and sends its recommendations to the State Government and other authorities concerned. In the recent past, the

the involvement of an expert and then a two week bridge course is organized before formally starting with the curriculum. Individual needs of students are taken care of through the system of teacher and student Mentors. Meeting the socio-cultural diversity is not a problem because as a group we have sufficient number of students from each background and the care and share management approach helps us to make all students largely equal to each other.

Our Teaching-Learning Processes are learner-centric and all possible methods of effective and satisfying teaching are made use by the teachers. ICT facilities and Teacher Education as a department helps us in devising suitable teaching methods. Qualified teachers are recruited through the formal process of recruitment through the intervention of our affiliating University. Conscious efforts are made by the management that those having a passion for teaching are recruited as teachers.

Infrastructure and Learning Resources

The College has constantly been evolving and upgrading its infrastructure wise, our College is very well equipped to meet all essential and desirable norms. The Physical Facilities in the form of Class Rooms, Seminar Room, Computer Labs, Auditorium and other supportive facilities for administrative, curricular and extra-curricular activities including Sports (both Indoor and Outdoor), Yoga and Cultural activities in the College and on the Campus are more than satisfactory. And more importantly, it is not only the physical existence of the infrastructure but the same is used in an optimum way. The result is: very good results in academics, sports and youth festivals of the University. Good proportion of the budget is used on upgrading and adding to the infrastructure as well as to maintain and upkeep the campus and infrastructure on it.

The College has departmental libraries and a common library to meet the needs of the students. The expenditure on books, journals, magazines, newspapers, journals comes to a satisfactory proportion of the total non-salary

budget. The use of library by teachers and faculty is also above 20% of the total strength. So far as Automation of Library is concerned, admittedly it is not fully automated, only the issue part of library is computerized. Otherwise, the size of libraries in terms of building and books etc., it is more than satisfactory and is handled by qualified and competent staff. Class rooms and seminar rooms are fitted with Projectors and related facilities for effective teaching and making ICT use possible.

The College campus is lush green that is maintained and upgraded on a regular basis with all required funds and staff.

Student Support and Progression

St. Soldier Co-Ed College makes conscious, concerted, planned and systematized efforts for the satisfactory progression of the students. It may be in terms of passing the examinations and prepare them for higher education in India and abroad or successfully achieving gainful employments..

The College facilitates studies in a homely, warm, co-operative, caring and sharing but disciplined environment. Both patent and latent measures are adopted by the College and its different committees. The personal attention of the students, mentor system, guidance and placement cell and extra-support to needy students in their learning and social harmonization all fructify to make our students have comfortable quality education leading to an over-all development of mind and body.

Student Progression is the central point of our concern. Regular system of assessments and evaluations adopted by the College acts satisfactorily to achieve student progression of relatively weak and humble stuff we receive in the College and aim at preparing them to compete with the much better ones coming from elite institutions. But it is a fact that IDEALS are the ultimate goals motivating you to do better and still better. It accelerates your pace and sharpens your strategies. The same is the case with us. We are doing our best, achieving good results but the limitations of student capabilities and resources of an un-aided institution charging moderate fees make us to plan and act, then reassess and revise it on a regular and long term basis. Apt to mention, however, the College has produced national level players, judges and some excellent professionals, who make us feel proud.

The coordinated efforts of the College with our stake-holders viz., students, alumni, parents and professional associations are our asset. In all activities and planning, such co-operative actions are assured and happily those are translated in action. Students have a leading role in activities of the college which are of co curricular and extra-curricular nature. The student representatives are also involved in planning and designing the academic activities of the College. Alumni Association of the College is a registered body .

Governance, Leadership and Management

St Soldier Co-Ed College believes in co-operative working to achieve its goal: making the weak and in want to achieve higher positions in socio-economic and professional life. The participative management is the hallmark of the college administration. At the level of the Group Society and coming down to the level of working in departments, the involvement of the stakeholders, staff and students can be found in our policy documents and in actual practice. It is so not for the purpose of management but for actually doing the things of every nature

and kind, may be the organization of small functions at the department level of the College.

The policy and practice of participation and transparency is learnt and imbibed from our top management and it trickles down to the College, departments, committees and activities of the College, where perceptible role of our students, staff and alumni is always there. The role HoDs and College Principal/Director is largely of formulating the policy emerging from free and participative discussions and thereafter limited to vigilant overseeing. And the results of such an approach are visible in the incremental achievements of the College in all spheres of academics, youth festivals of the University and achievements in sports .

The recruitment of faculty is through our University, and other staff is selected by the selection committees involving the Group management and technical experts along with the Principal/Director. The Appraisal System is in place and it starts with the Self-Appraisal of the employee, analysis by the NAAC team and its discussion for improvement in the staff meetings. Proper graphical record is prepared and monitored by the management. Our tool of improvement is positive in the form of motivation and persuasion by the management, guided by the Mentors. Use of Faculty Development Programmes, Orientation and Refresher Courses, Seminars, Workshops etc. play a catalyzing role in achieving better results.

The Financial Management is regulated at the College level and at the Group Management level. The preparation of budgets is the result of participative exercise; transactions are on-line and transparent with regular audit system and annual assessment at the top management level.

The College has a strong and well-built Internal Quality Assurance System. IQAC of the College plays a leading and active role in monitoring and analyzing the performances of the College, not only department wise but also at activity levels. And it has undoubtedly paid the dividend by way of removing the obstacles on our way to steady progress.

Institutional Values and Best Practices

The vision and mission of the College inter alia provides for making our students capable of achieving professional competence to meet the challenges of our national and international society but along with imbibing the social, cultural and national values as patriotic responsible citizens. Keeping the College as a pollution-free green unit of the Indian society, the College has adopted environment-friendly practices like solar energy conservation, rain water harvesting, waste management and other green practices. The College provides enabling facilities to differently-abled students and staff. We inculcate human and

ethical values and willingness for community services to our soldiers in NSS and NCC. The Best Practices of the College are Green Practices and Special Academic Efforts to prepare and promote participation in competitions for lucrative jobs in the Government. moral value a Bellably every Monday is entover St Soldier Co-Ed College is distinctly known in the area as catering to lower strata of students and making them match or even grow higher than the product of star institutions in the City and the State with very little and many free-ships, including Free, Transport facility from far and wide. land of our actives.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	St. Soldier College (Co-Education)
Address	St. Soldier CO-ED College , Near NIT, Vill. Lidhran, Jalandhar-Amritsar Bye pass, Jalandhar, Punjab.
City	JALANDHAR
State	Punjab
Pin	144011
Website	www.stsoldierdegrecollege.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Manjit Kaur	0181-2690251	9855404206	-	st.soldiercollege@yahoo.com
IQAC / CIQA coordinator	Seema Rani	-	9888210113	-	seemajalfjalf@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
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State	University name	Document
Punjab	Guru Nanak Dev University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC		
12B of UGC		

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	St. Soldier CO-ED College , Near NIT, Vill. Lidhran, Jalandhar-Amritsar Bye pass, Jalandhar, Punjab.	Rural	18	3869.597

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, Bachelor Of Arts,	36	H.Sc. passed with 35% in any Stream.	English, Hindi, Punjabi	360	193
UG	BCom, Bachelor Of Commerce,	36	H.Sc. passed with 40% in any Stream.	English	180	68
UG	BCA, Bachelor Of Computer Application,	36	H.Sc. passed with 40% in any Stream.	English	180	97
UG	BPT, Bachelor Of Physiotherapy,	54	H.Sc. passed with 50% in Medical Stream.	English	160	70
PG Diploma recognised by statutory authority including university	PGDCA, Bachelor Of Computer Application,	12	U.G. Degree with 45% in any stream.	English	30	1

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				8			
Recruited	0	0	0	0	0	0	0	0	2	6	0	8
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				15			
Recruited	0	0	0	0	0	0	0	0	2	13	0	15
Yet to Recruit	0				0				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						10
Recruited	3		7		0	10
Yet to Recruit						0

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

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	3	0	3
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	2	2	0	4
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	1	0	1
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	1	12	0	13
UG	0	0	0	0	0	0	0	0	0	0

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

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	0		2		2

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	195	1	0	0	196
	Female	229	3	0	0	232
	Others	0	0	0	0	0
PG Diploma recognised by statutory authority including university	Male	0	0	0	0	0
	Female	1	0	0	0	1
	Others	0	0	0	0	0
Certificate / Awareness	Male	0	0	0	0	0
	Female	0	0	0	0	0
	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	130	92	128	163
	Female	84	65	90	30
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	9	4	13	11
	Female	23	3	7	10
	Others	0	0	0	0
General	Male	84	43	78	98
	Female	58	68	59	67
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		388	275	375	379

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The institution's vision is to transform the students into individuals to face global and international Challenges through interdisciplinary study and value based education that integrates Arts , Commerce, Computers and Medical. As affiliated institutions, it adheres to the flexible and Innovative curricula designed by Guru Nanak Dev University, Amritsar. Which provides all programmers adopt the Choice Based credit System (CBCS) in 2023-34 and Projects in the areas of community attachment and services, Environment Education, Drug Abuse Management and prevention and value based towards the attainment of Holistic and multidisciplinary education
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2. Academic bank of credits (ABC):	2. The institution has created the ABC accounts of the students from 2023-24. in this Current year. The institution takes the imitative to fulfil the academic credits through the mobility of the Student all over the world. The institution empowers the faculty to conduct innovative teaching, innovating research, and specially social services. The institutions practices the students to involve in project based and outcome based learning skills to gain the credit
3. Skill development:	3. The institution offers add on courses in addition to the curricula which help the students in leaning multidisciplinary subjects on their choice of interests that's e.g. Cosmetology, fashion Designing, journalism and Mass communication. Students studying employees skill, Banking skills, Computer skills, English Speaking, personality development skills, yoga and health skills. The institutions motivates students and faculty to engaged in research endeavor's to find solution to society's most pressing issues and challenges. The institutions practice the students to concentrate on sensitive social issues through out reach and extension activities
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The institution Practices the Indian Ancient traditional knowledge of Indian culture and traditions through assembly, day celebration of different personalities and their teaching, contributions to Indian education System.
5. Focus on Outcome based education (OBE):	The Institution practices the students to involve in project based and outcomes learning skills and gains the credits for them.
6. Distance education/online education:	N.A

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes, established in the year July, 2021
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 college has appointed a Team and the details of the team mentioned below:- S.no Year Faculty Coordinator Student Coordinator 1. 2021-22 Ms. Rubi Jyoti (BA) 2. 2022-23 Ms. Rubi Karanbir singh(BA) 3. 2023-24 Ms. Rubi Kanishk (B.Com)

<p>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.</p>	<p>1. Voter registration Camp for the eligible students in the camp 2 Voter awareness camp conducted at near by Villages ; LidhranNussi 3 Door to Door voter awareness camp for disabled and senior Citizen 4 Voter awareness Guest lecture for students in the college 5 NSS Unit of the institute conducted voter awareness taring camp time to time and students recommended to join this camp.</p>
<p>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.</p>	<p>1. Graduate Constituency Voter awareness and registration drive conducted in campus . 2. Teachers Constituency Voter awareness and registration drive conducted in campus. 3. Voter day celebrations to aware about Voting process. 4. Voting Behavior Survey conducted through Questionary</p>
<p>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.</p>	<p>Voter registration derived conducted at institute above 18 years of age students</p>

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
379	375	275	388	418
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: 23

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
24	22	23	23	23

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
30.788	18.10	15.86	37.60	33.08

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:

St. Soldier Co-ed college is affiliated with Guru Nanak Dev University, Amritsar. The faculty members of each department meet at the beginning of each academic session for term-wise allocation of syllabus fix dates for the term and tests and prepare the teaching module of that session. Text Books and reference books are also recommended. As and when necessary, notes are also provided 80% of the syllabus is covered before the commencement of house tests and before the final exams. Various departments of the college organize industrial visits, Seminars, workshop and conferences from time to time to impart hands on experience to students. Time Table is prepared well in advance and made available before the commencement of the classes in every semester. The academic calendar is prepared and distributed to the students and the faculty in beginning of the academic year. Students are taken to industrial visits to improve the effective implementation of the curriculum. The complaints and suggestions are received from the suggestion box and necessary steps are taken without any delay. Class conducting meeting is conducted to solve the academic and non-academic grievances. The question papers for the internal exams are prepared by the course teachers, reviewed by the head of the department and finally submitted to the examination cell. The evaluation of the internal examination is done by the faculty members and the marks are distributed in 10 days. The odd and even semester examinations are conducted by the university. The faculty members are encouraged to attempt workshops international seminar/ conferences and refresher programs to update their subject knowledge.

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: 3

File Description	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

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: 3.32

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
33	05	0	07	16

File Description	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:

The institution takes pleasure in inculcating professional Ethics, Gender, Human Values, Environment and Sustainability by conducting various event and programmes. Apart from the course the institution conducts event and awareness programmes through clubs, NSS, Red Ribbon Club.

Environment Sustainability:-Environment studies offered by the curriculum, allows students to acquire knowledge on various Environmental issues and the ways to get Sustainability by using alternatives to protect the Environment for the future generation.

Human Value:-Value education are integrated into the UG syllabus respectively to let the student to know their social responsibilities which are supported through various programme organized NSS and

Red Ribbon club of the institution.

Gender Sensitization:- The institution organizes various awareness programme through the different cells to educate the students on diverse knowledge relating to their gender roles, equality and their importance.

File Description	Document
Upload Additional information	View Document

1.3.2

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

Response: 0

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

File Description	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: C. Feedback collected and analysed

File Description	Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	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: 80.48

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
379	375	275	388	418

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
480	480	440	440	440

File Description

Document

Institutional data in the prescribed format

[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: 100

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
229	238	164	242	255

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
229	238	164	242	255

File Description	Document
Institutional data in the prescribed format	View Document

2.2 Student Teacher Ratio

2.2.1

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

Response: 15.79

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:

During all the Academic years our college organizing many lectures, departmental levels, conferences/ seminars and interactive sessions for the faculty members alongside the students being exposed to projects, internships and fieldwork.

These practices enhance the Teaching-learning activities that prove beneficial to both teachers and students. The following student –centric methods- Many students undergo internship programs across different departments as a part of their curriculum, which facilities experimental and participative learning while working in society or industry. Internship programs enable students to solve real time problems. Many social sciences programs have fieldwork as a part of their curriculum

File Description	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: 76.67

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
30	30	30	30	30

File Description

Document

Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)

[View Document](#)

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: 9.57

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
03	02	02	02	02

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	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:

For internal assessment, the institution takes, MST of the students (Even and Odd Semester). The Examination Committee accordingly conducts all the tests. In addition to this, the departments organize departmental seminar, workshops and paper presentation activities to assess the student's attainment and progression. Accordingly to university question paper are designed accordingly to university pattern. As our college have three branches as well.

The question papers are setup in order branch and answer sheets are also inter change accordingly. Question papers are submitted to examination in charge in closed envelope, much prior to examination.

On this day of the exam the controller with examination committee reveals the question papers and the examination are conducted under strict scrubbing of invigilator.

The faculty members are asked to submit the evaluated sheets within seven days of completion of exams. Therefore, internal assessments are transparent and robust in terms of frequency and mode.

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:

The institution provide the (POs) and the Cos for all the courses offered in the college in its website. Students of all under graduate general degree programme should have acquired the following values at the time of graduation.

CRITICAL THINKING: It enhances the critical thinking to form judgments.

EFFECTIVE COMMUNICATION: skills such as(speak, read, write and listen clearly and make meaning of the world by connecting people,media and books).

MORALITY AND ETHICS: Recognize different value systems including your own understanding the demensions of your decisions and accept responsibility for them.

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Institution aspires to attain programmes outcomes(PO) and (CO)of all programmes through effective teaching, internal assessment. Industrial visits, field trips, guest lectures, workshops and also the institution provide full support to all the departments to enhance their effective outcome. The result analysis is done for each subject through internal assessment and the semester examination to gauge the course outcome attainment. apart from the formal assessment done by the institution the faculty members conducts, various class tests, seminars and also give them events to organize.

File Description

Document

Provide Link for Additional information

[View Document](#)

2.6.3

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

Response: 77.33

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
54	66	62	101	82

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
101	93	72	109	97

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:**

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: 0

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	0	0	0	0

File Description	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:

Club and departmental activities:

The college constituted various cells and clubs to give life to students' innovation. Inspiration is the key to innovation, various departments and clubs organize guest lectures and awareness and training programmes respectively to inspire the students with wide knowledge of the resource person.

To impart practical knowledge the departments arrange Industrial visits and field trips to various places.

File Description	Document
Upload Additional information	View Document

3.2.2

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

Response: 0

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
0	0	0	0	0

File Description**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: 0.35

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
02	01	02	02	01

File Description**Document**

Institutional data in the prescribed format

[View Document](#)

3.3.2

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

Response: 0.43**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
08	0	0	1	1

File Description**Document**

Institutional data in the prescribed format

[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:**

The institution carries its social extension activities through the clubs and cells through clubs the institution teaches provide healthy environmental and lifestyle practices to the students.

N.S.S Unit:

The N.S.S conducted a camp at the adopted villager Lidhran for two days to clean, plant saplings and educate them the healthy practices. N.S.S. also conducts various awareness programmes such as constitution day, voters awareness day, etc.

RED RIBBON CLUB:

RRC of the institution conducts programmes for the holistic development of the students specially mental and physical health awareness programmes to create awareness among the students.

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

St.Soldier College(Co-Education) was certified by the three villages (Amanatpur, Lidhran, Bhulath) for its social services by organizing camps such as health-hygiene camp, vaccination camp, drug-awareness rally, voter awareness camp,

2. Civil hospital(jalandhar) gave appreciation award to N.S.S unit incharge Ms. Rekha by organizing blood donation camp.

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: 40

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
11	06	05	09	09

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View 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: 1

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
Institutional data in the prescribed format	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:

The campus is spread over 18 acres in the environment Friendly zone. It owns building with the roof of GIC sheets with a super build up area of 41652 sq.mtr. The college campus has a good green environment with a few unique trees

Learning space: The college has a total of 25 regular classrooms, One ICT enable classroom, it also has 2 ICT enable seminar halls. The classrooms are equipped with a sitting capacity of an average 60 students, proper ventilation, comfortable seats, and adequate lights.

Laboratories: The College have 5 equipped labs

Computing equipment: The institution has altogether 38 functional computers placed in computer labs, accounts section, journal section, library, and IQAC room. We have both hardware and software labs with adequate computers.

OPD: The institution has a well-equipped OPD for physiotherapy department.

Library: library has more than 5393 books of various subjects and has a book bank of donated books.

Admin Block: The administrative wing of the college consists of Director's office, principal's office, The Account's Office, the general office and Superintendent's Office with fully Wi-Fi enables.

RO Water Filter and Water Coolers are also available for the students and as well as for the staff of the college.

Sports: College has a sports complex with various facilities for the students and teachers. This complex includes gym, yoga centre, swimming pool, shooting area, wrestling area, judo and boxing games. The college has a playground for volleyball, Football, cricket, basketball, badminton for outdoor games and pool table, chess, carom, table Tennis in the indoor games stadium. The sports committee of the institution actively works to encourages and take students for inter college, inter-university competitions for cricket kabaddi, Athletics, basketball, badminton.

Cultural Activities: The college has a cultural committee that engages students into different cultural

activities. It also takes students for youth festival, intercollege and inter-university competitions. There is a stage and activity room for carrying out cultural activities in the campus where small gatherings and activities are undertaken. The college has an air-conditioned hall with a seating capacity of 300 persons with excellent sound system and projector.

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: 3.41

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
0.47	1.03	0	1.64	1.48

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:

The college has a library with more than five thousand books in it. It also has a book bank of donated books. In digital era library is going on a pathway of electronic version. To fulfil this need library is currently using e-granthalaya software with 3.0 version. So library is partly automated.

The college always promotes the habit of students and teachers to visit the library. To encourage this college organises a book fair every year in which students can get the books issued of their interest for the whole year. Library contains books of various subjects of the syllabus of the students and other general books which students can take and read. Apart from these books there are various journals and magazines are also available which are purchased by college regularly, such as Dalaal Street, CSR, Yojna, Women Era, Meri Saheli, GK, India Today and various newspapers in Punjabi, Hindi and English languages.

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:

The college has been constantly making efforts to updates its IT facilities including WI-FI. Institution has a total of 38 computers out of which 34 computers are available for students. All the computers are with latest configurations. In addition there are 3 Printers and 3 projectors. Some computers are supported LAN and high user capacity Wi-Fi Systems with 10 MBPS.

The College has Info-Tech Club for the maintenance of computers and lab

Wi-Fi cable wires have been laid in the college campus to enable internet connectivity that will be beneficial in near future and proper functioning. Our college is in the major campus of St. Soldier group of institution. All the improvements and updations in the campus are meant for all colleges that are part of this campus, that's why we avail these updations in our college also.

File Description	Document
Upload Additional information	View Document

4.3.2

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

Response: 9.97

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

Response: 38

File Description	Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	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: 6.48

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
0.59	1	4.71	1.63	0.84

File Description	Document
Institutional data in the prescribed format	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

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

Response: 59.4

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
295	259	177	178	181

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Institutional data in the prescribed format

[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: C. 2 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

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: 7.68

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
30	40	40	12	19

File Description	Document
Upload supporting document	View 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: A. All of the above

File Description	Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the 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: 6.3

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
09	04	04	03	03

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
54	66	62	101	82

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document

5.2.2

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

Response: 0

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
00	00	00	00	00

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: 5

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
02	0	0	03	0

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: 7.2

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
08	04	0	15	09

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 Institution has registered Alumni Association, which bridges the gap between the alumni and the institution. The Institution conducting targeted programs and activities designed to strengthen the relationship between the institution and its Alumni, attract qualified students and to heighten the sense of pride and commitment to the Institution.

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:

St. Soldier Co-Ed College is a part of St. Soldier group of Institutions. The college has been committed to imparting value-based quality education from over half century, with the primary objective of producing world-class professionals capable of facing global competition. This institution operates under a vision of creating a community of intellectuals who possess knowledge along with Indian value systems while grounding it in a logical and scientific foundation.

St. Soldier College's governance structure reflects its commitment to transparency, collaboration, and quality assurance. The college run under the St. Soldiers Group of Institutions which is headed by The Chairman.

At the core of the governance system regular meetings are between the college's Director and Chairman are conducted. These meetings serve as a platform for discussing academic, administrative, and strategic matters, ensuring that the institution's activities are in alignment with its mission and vision.

Further meetings of Director with Principal and HODs play a vital role as the academic leaders of their respective departments, brings into consideration the department-specific problems and needs. Decision-making here is a collaborative actively which involves all faculty members. After the discussion at administrative level combined meetings of all teaching staff with Director helps to implement the deliberate course of action. Teachers play a crucial role in these processes, serving as frontline educators. Their active participation ensures quality education and effective in polishing the potential of students.

The collaborative efforts of management and teaching staff at St. Soldier College have yielded valuable outcomes. For example according to diverse student needs, the institution has categorized students based on academic performance, distinguishing between below-average and above-average students through tutorial programs. This classification enabled individualized support and required decision-making, for the benefit of the students.

To further enhance governance and address specific areas of concern, various committees of teachers are formed. These committees focus on smooth functioning teaching and other aspects of development of the students. The formation of these committees encourages logical and problem specific decision making.

With the experience of more than five decades, this institution is trying to collaborate with emerging situations along wile rooted with Indian value system.

This combination of tradition and innovation helps to produce the world-class professionals who can

thrive in the global economy and contribute to society with their basic values.

File Description	Document
Upload 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:

At the apex of the St. Soldiers College hierarchy is the Chairman, whose visionary leadership and commitment helps to get excellence in the field of education through regular planning. Working closely with the Chairman are the Director and Principal, two key authorities for translating the plan into action. The Director focuses on long-term planning, infrastructure development, and collaboration with external stakeholders, while the Principal manages day-to-day operations, academic affairs, and student welfare. This hierarchical structure ensures a seamless flow of authority and responsibility, enabling effective decision-making.

The success of the college lies in its commitment to inclusivity and shared governance. To facilitate this, various committees of teaching staff have been established to maintain discipline and growth of the students in various areas. These committees can better suggest the manage for planning as, the institution ensures that the perspectives of those on the frontlines of education are heard and valued.

The appointment of staff members, a critical aspect of institutional functionality, adheres to a rigorous and transparent process. The recruitment process is done through newspaper advertisement to reach a wide pool of potential candidates. For selection purpose college strictly adhere to the guidelines laid out by the University Grants Commission (UGC) and the Department of Public Instruction (DPI) in Punjab. By complying with these norms, the college guarantees the transparent and unbiased selection process.

The effectiveness of the implementation of the policies can be judged from the Tutorial Program which was implemented by the college. This programme was implemented by 'St. Soldier College Co-Education to address the personal and academic challenges faced by college students. This programme pairs the mentors (teachers) with their students creating a supportive environment for 40-50 students in each group.

With this programme college acknowledges the importance of holistic student's development. Unlike the traditional classroom methods this initiative provides a platform for the students to openly discuss and seek guidance for both their personal and academic problems. The students feel supportive through the personal assistance that the students receive during the programme.

The mentors play a crucial role in the program, acting as pillars of guidance and inspiration for the students. They possess a wealth knowledge and experience. By sharing their own triumphs and step backs, the mentors create an atmosphere of motivation.

This program has allowed the college to resolve multiple issues that could not have been addressed otherwise. Direct contact of mentors with students provided a secure platform where girl student can discuss their problems for which they feel uncomfortable. As a direct result of this program now the environment of the college is even more secure for the female students, apart from this many infrastructural issues have been brought into consideration.

For instance hygiene of washroom is improved and water tank are now more clean and improved after listening the complaints of students. These tutorials cover wide range of topics, including career planning and mental health awareness.

File Description	Document
Upload Additional information	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

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document

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:

For the evaluation of teaching staff firstly every member of teaching staff requires to fill the Self-appraisal forms and submit to the Principal. Through this forms educators evaluate their teaching effectiveness by examining the results, personal development efforts, discipline, punctuality and the

quality of lectures are also critically reviewed. Staff also has to undergo through the academic audit. The fundamental aspect of the academic audit revolves around evaluating teaching methods. Syllabus punctuality, future plans and self-development are some another crucial component of the academic audit. Feedback forms of students also play a vital role to analyse the teaching methods and behaviour of the staff. In addition to this the college also requires to presents the different reports by the principal and HODs. These reports are based on regular meeting which conducted by the Principal for discussing work load, results, feedback by students etc. and maintains a report of individual teacher. HODs also evaluate every teacher's on various grounds. Apart from evaluation teachers also encouraged and supported the staff to attend various seminars and other programs outside the college. College also organises a FDP every year for teaching staff.

Performance assessment of non-teaching staff member is based upon evaluation by office superintendent and administrative head of the concerned department. The principal also evaluate the non-teaching staff on the basis of regular meetings and feedback form of the students.

The institute highly values its employees. It not only provides timely and full scale salaries but also gives multiple other benefits to the employees for job satisfaction. The college prioritise the wellbeing of the staff and moreover stability of tenure is must for quality of education. So to retain experienced and dedicated staff various perks are given to them which can be summarised as:

- Medical leave
- Maternity leave
- Provident Fund
- Fee concession to family members of staff
- Duty leave to attend the seminars, guest lectures, workshops and congrescences
- Permission to faculty to deliver guest lectures in other institutions.

Apart from this college has some other facilities which are provided within the college. These are as follows:

- College has a clinic which is run by BPT department. Physiotherapy treatment is available at college for all staff members.
- Different cafeteria for staff is available.
- Residence for class IV employees.
- Uniform for class IV employees.
- Hostel facility for staff.
- College has a sports campus which includes facilities of yoga, gym, swimming pool and other sports such as shooting, boxing, wrestling etc.

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

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years**Response:** 0**6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

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

File Description**Document**

Institutional data in the prescribed format

[View Document](#)**6.3.3**

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

Response: 17.58**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
05	03	13	03	05

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
10	10	10	10	10

File Description	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:

This institution is a self-financed college, so it operates independently of government subsidies and grants. College relies on tuition fee which is directly received from the students and through PMS. In case, if there is any deficiency of funds the same is covered by The Chairman.

Financial Resources are allocated to create a supportive and strengthened educational environment that creates to academic, research, cultural events, sports activities, games and other extension activities within the college. Resources are effectively used in following activities:-

- Remuneration to teaching and non-teaching staff.
- Organising seminars, extension lectures, excursions etc. for the development of the students.
- Equipment's and other expenses of sports.
- Scholarships and free ships to the students.
- Prizes and Awards
- Expenses on staff welfare measures.
- Building and maintaining the physical and academic infrastructure.
- IT Infrastructure
- Creating and maintaining environment friendly campus.

Apart from above as a part of group institutions the college has activity contributed to shared infrastructure, utilising the resources of college to enhance it's facilities. The collaborated resources allocation can be illustrated as follows:-

- Rain water harvesting
- Solar system
- Combined Grounds
- Combined open Air Auditorium.

The procurement and utilization of these resources are audited regularly. Audit in College is an essential and recurring process that ensures transparency, accountability and efficient utilization of resources. It encompasses a wide range of area and functions, serving a mechanism to evaluate the college's overall performance and financial health.

St. Soldier College Co-ed is a part of St. Soldier group of institutions under a common governing body i.e. society. This central body is responsible for Co-ordinating and managing the affairs of institutions within this group. An auditor is appointed by the society for the college. Audit is done both an annual and regular basis. This periodicity ensures that the institutions financial transactions activities and compliance with regulatory standards. On the other hand annual audit provides comprehensive snapshot of college's financial and operational status.

Various areas are covered under this audit. Under financial audit financial statements of the college are audited. Transactions are assessed with respect to principles, compliance, frauds, errors etc. along this department wise audit is also done to check the inventory of each department. For example laboratories, administrative office and other stocks are verified. Apart from department wise audit library is also audited separately to analyse the collection, cataloging system, circulation process and stock of books to ensure the stock of library including books.

In addition to the all of the above audits a general audit is conducted to ensure the overall performance overall performance of the college. This comprehensive audit includes financial and administrative aspects. It audits the educational objectives, adhering to legal and regulatory requirements and operating efficiency.

Therefore, audit process is a multifaceted and systematic approach. It is done regularly and annually by the society.

File Description	Document
Upload Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1

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

Response:

IQAC of the college has established on July 22, 2021. Since then it is making a great contribution to enhance quality across a wide range of activities. IQAC conducts regular meetings to review the teaching learning process, structure, methodology and learning process.

To ensure the smooth functioning of teaching process IQAC uses various methods. In the beginning the semester a meeting of each department with the principal is conducted to ensure the quality education and development of the students on departmental level. The main purpose of these meetings is to discuss the availability of books in the library, syllabus, lecture load and result of the previous semesters. Another meeting of each department is also conducted at the end of the semester to discuss the teaching

methods used, feedback from the students, syllabus punctuality etc.

Apart from these meetings various other initiatives have also been taken by IQAC in these fields. These are as follows:

- A proper planning of academic activities is done through academic calendar which is regularly maintained and monitored by IQAC.
- Arrangement of classes for the preparation of competitive exams to encourage the students.
- Use of projectors and smart boards to improve the teaching methods.
- Organises various seminars, workshops and FDPs for the development of the teachers. It is a regular practice to hold two FDPs in each year.
- Established a 'Career Counselling Cell' in January 2021, through which counselling of various students have been done in these years.
- Multi faced audit system is used which includes academic audit, financial audit, departmental audit, library audit etc. Further academic audit enables the academic evaluation.
- Started certified courses of Telly, Cosmetology and Fashion Designing.
- A You Tube channel was started by St. Soldiers Group of Institutions.
- Started annual 'Inter College Competition' in February 2023. In this year it was organised with the theme of Paper Reading Competition on Taxation.
- Collects feedback from the students regarding teaching and non-teaching staff through feedback form of the students.
- Arrangement of various excursions and extension lectures to enhance the knowledge of the students.

The IQAC of the college has contributed a lot in the development of the college.

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

6.5.2

Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); 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
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	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:

St. Soldier College Co-Education gives special attention towards gender equity, sensitization and a secured environment for the female students and staff. For this purpose college using a set of measures which includes the following:-

1. Safety and security

- CCTV are installed in the exteriors and interiors of the college which are active all the time
- Security Guards are employed in full campus including parking and gates.
- Pectoral duty of teaching staff is ensured to maintain discipline and security in the college.
- Legal awareness camps for girls students is organized.
- A girl hostel with security is situated within the campus.
- Identity cards are given to all the students to ensure safe entry and exit of students.
- A OPD under BPT department is established to help the students in case of emergency.

1. Women Redressal Cell: College has a women Redressal Cell which activity participates in the programs to ensure women safety and security. Various informative lectures are arranged under this cell to prevent several harassment, legal and social rights of women and gender equity. This cell attempts to resolve the issues of girls student in relation to abuse, discrimination, gender equity, moral rights etc.

1. Counselling:-The institution organizes various counseling programs for girl students. Counseling is done through women redressal cell. Apart from this career counseling cell is also there for both male and female students for their academic and other issues. The problems of girl students are also resolved through tutorial programs in which students are grouped in 40-50 in number with their mentors where they can discuss any problems to get them resolved.

1. Seating Arrangement:- The institution has a separate common room for girl students and assures good condition with regard to ventilation and furniture etc.

1. **Extra Curricular Activities:-** To promote the confidence among the female students college organizes the festival of 'Teej' as 'RonnakDhiyan Di' which gives a platform to the girl students to show their talent through cultural activities. College celebrates the festival of Lohri specifically for girls as 'LohriDhiyan Di' Apart from this college also encourage girl students participate in youth festival and other inter college competitions.

1. **Awareness Days:-**Every year college has arranges various guidance programs by celebrating various days every year. Every year 'Women's Day' is celebrated to educate them for their health and rights. Gandhi Jayanti is also celebrated as SwachhtaDiwas to promote the importance of cleanliness among the students. Apart from this voting rights day, oath ceremony, Yoga day, Human rights day and others commemorative days are celebrated to educate the girl students.

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
Policy document on the green campus/plastic free campus.	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document

7.1.3

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

1. **Green audit / Environment audit**

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

Response: C. Any 2 of the above

File Description	Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	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 institution always promotes harmony among the different cultures, religions, languages and communities. This college shares various cultures as students and teachers here come from different communities, religions and states. The institution takes various initiatives to promote harmony and tolerance among various cultures. The college respects and values all the religions equally. For this purpose college organizes a Path Sri Sukhmani Sahib in the beginning of the each session. During the year various festivals relating to different religion is celebrated with full enthusiasm. A function on BasantPanchami is organized where Goddess Laxmi in worshiped and Holiare celebrated with flowers every year. Apart from these festivals a Hawan is also organized at the end of the each session. All the students and staff participate in all these activities irrespective of their religion.

Beauty of various cultures is shared among the students through various cultural activities organized in the college. Various functions such as Teej, Fresher's Party, farewell Party, Independence Day, Republic Day etc. are organized where students present the cultures of different communities in the form of dance, songs, dresses etc. College has organized a function under the head 'Ek Bharat Shresht Bharat' in which glimpses of cultures of different states were showcased by the students. The St. Soldiers Group of Institutions also organized a rally 'Run ForUnity' in which the college has participated actively. Apart from this college celebrates National Mother Tongue Day, Hindi Diwas, GandhiJyanti as SwachhtaDiwas, teacher's Day etc. All these activities help to maintain an inclusive environment because every student enjoys and respect the cultures of different communities.

The institution wants it students to be a responsible citizen. For this purpose college arranges various programmers to make the students aware of their constitutional obligations. Various programs are organized to highlight the rights, duties, values and responsibilities so that students of this college prove to be a good citizen of the country. Some of these are mentioned as under;

- International Women’s Day is celebrated each year in which female students and staff is educated with regard to their rights and duties.
- The NSS department of the college organizes an Oath ceremony of the students every year.
- College organizes Physiotherapy Awareness Camp to celebrate ‘Physiotherapy Day’.
- College celebrates Earth Day and Yoga day every year.
- The Political Science Department organizes Human Rights Day.
- The NSS unit of the college spreads the knowledge of use of Voting Rights among the students.
- College celebrates Independence Day and Republic Day every year.
- In the time of pandemic the institution has organized the camps for covid test and vaccinations in the campus.
- A mask distribution rally was organized by NSS unit of the college.

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:

Morning Assembly as a Best Practice:

The soul purpose of this practice is to begin a day with a spiritual thinking and integrity among students, teachers and entire fraternity of the college. After a prayer, a message is delivered by the students.

Starting a day with prayer coming together of all staff and students, message and reading of news headlines by the students, talk on burning topic, singing the national anthem.

The message given by the students gives them the opportunity to read up and prepare message which has moral value and to present their message before everyone. Reading newspaper headlines has made them aware of the daily happenings. These practices make them confident to speak in public and to get rid of public speaking.

Objectives:

1. This enhances student’s alertness focus and willingness to learn.
2. To connect with your true self and god through morning prayer.
3. Uniform is compulsory during assembly.
4. To develop an aesthetic sense.

- 5.To inculcate public speaking skills.
- 6.To import discipline to the style of students.

Context:

- 1.Skills and talent are the driving force of economic growth and social development of the country.
- 2.All the students need to further to enhance their talent to be not only the part of the race, but to win it.

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:

Media and Transport:

Media: College social media platforms are used to inform, educate, communicate and promote the college to our internal and external constitutions.

Goals:

- 1.Promote the colleges reputation, increase awareness and support goals, programs and initiatives.
- 2.Support institutional and departmental objectives.
- 3.Support enrollment, retention, recruitment and alumni relations.

The college has developed these guidelines to assist the college community in the safe, legal and effective use of social media(facebook, youtube etc.). In spite of media, our college introduced monthly newspaper “St. Soldier Times”. The campus newspaper serves the college news coverage as well as provides information to the readers about events in the neighborhood and at the college as well.

Transport: “To Reach the Unreached” main motive of our institution.

Objective:

- 1.To bridge the gap of unavailability of transportation.
- 2.To reduce the dropout rate.
- 3.To provide affordable and safe transportation facility.
- 4.To save the time of the students.
- 5.To improve daily attendance of students.
- 6.To encourage rural students to higher education.

The Context: Public transportation near our college is not sufficient and frequent. Most of the area is

rural and having less access to the bus facility. People around to our college belong to agriculture and related profession and have busy schedule. They are not ready to allow their children for higher education due to poor and insufficient public transportation facility.

Practice: The college provide transportation facility to the students of remote area. It connect sixteen villages across the college. The college is providing such a crucial service to the students which has resulted into increasing the strength of the colleges. The college follows all road transportation norms.

Features of facility:

- 1.College has decided to give free bus transportation service to the students.
- 2.Time saving transportation for students.
- 3.Fuel economy and pollution control.

Evidence of Success:

- 1.Useful for reducing the dropout rate.
- 2.To maintain the strength of students.
- 3.The consistent increase in attending regular classes.

Problems:

- 1.Convincing the rest of the parents.
- 2.Financial adjustments.
- 3.Maintaining to and fro during examination schedule.

5. CONCLUSION

Additional Information :

The College has a perceptible presence in academic achievements, sports and cultural activities in the city known for some star HEIs. The commitment of the management, staff and students has always paid the dividend to achieve good levels of enrolment, better student progression and good placement records. The humble staff of students and staff joins hands of co-operation like a family to achieve good results in all areas of life related to any HEI. Whatever has been achieved constitutes only a very small fraction of our goals and ambitions. The guidance from our management, seers and peers, we are optimist, will help us to make our dreams come true in their totality.

Concluding Remarks :

St. Soldier Co-Ed College, with three major departments that constitute a varied valuable combination keenly desires to achieve higher levels in academics, sports and cultural activities with an objective to achieve the desirable goal of balanced and all-round development of children. Possessing infrastructure more than its means with a vision and mission to get acclaimed as institution of repute in the area that prepares a ready stuff not only to meet challenges of professional life with confidence and ease, but also the product of patriotic citizenry nurtured and nourished in a secular and socially-sensitized environment. The institution has built a strong foundation in a relatively small period of less than two decades. As a rural college with meager resources, our mission and secular credentials help us to convert our scarcities and shortcomings into