

Minutes of the IQAC meeting No. 6 held on August 26, 2017

The meeting No. 6 of the IQAC was held on August 6, 2017 at the board room of St Xavier's College (Autonomous), Ahmedabad. The following members were present: Fr Robert Arockiasamy, Fr Lancelot D'Cruz, Dr Nirmal Desai, Mr Surendra Bakshi, Mr Sudhir Jumani and Dr Sebastian Vadakan.

The meeting was overseen by Fr. Principal.

1. Fr Principal welcomed the members and began with the action taken report of Meeting No. 5. The first point that was discussed was how to create employable students: Fr Robert briefed about the two course such as BDA and B.Com BPS, which are job oriented. The scope of the suggestion extending to other subjects was discussed. The possibility of internship and apprenticeship for each subject was discussed. The points discussed:
 - i. Possibility of a 4 years honours programme where students will go for an year of internship in the third year.
 - ii. Reflective questions to find answers: what more needs to be done to make our students employable/ what structured teaching or knowledge is needed by our students to get employment? What is lacking in our students? How can industry help us to achieve what is missing to make them employable?
 - iii. Possibility of converting some of the elective papers to papers based on experiential learning
2. It was also suggested that since many student prefers to opt for higher studies after their graduation, there is a need to sell the idea of job oriented programmes in Xavier's. If institution is keen to develop employability as one of the attributes of its graduates, then it should be done from day 1 and sell the idea of job to students and develop the culture of apprenticeship.
 - i. With regards to creating internal competitions among departments, it was commented that there is a need to create peer pressure or initiate departmental competitions. There is a need to appreciate staff for their achievements.
 - ii. Need to incorporate "Vision 360" rather than a tunnel vision of education.
3. The committee appreciated the progress made in establishing a split programme with Harrisburg University. The committee also suggested the possibility of similar tie ups with European Universities and other Xavier Universities world over.
4. The committee also indicated that the college should be well equipped for matching up with the administrative standards of Harrisburg University, since they are system driven and work like corporates.

5. There was a suggestion about creating a group within SXCA, who would be involved only in activities promoting the college. Newsletters, various brochures, digital foot print (web site), etc should be promoted.
6. There is a need to prepare and publicize dossiers of students.
7. Student exchange programmes should be on a larger scale.
8. Parent teachers meeting should be regularized.
9. The issue on lack of motivation among staff and students were discussed. The question raised by members were like:
 - i. "Do we compel?"
 - ii. How do we channelize people if they are not getting motivated or own SXCA? Or are there enough people to monitor the activities of Xavier's?
 - iii. Are people appreciated? Is there an outside agency giving feedback?
 - iv. There may be a need to issue a whip at times.
 - v. Is there a system in place where reporting mechanism is established?
 - vi. There may be a need to curtail freedom as most faculty do not know how to handle freedom. There may be too much democracy at Xavier's. The organization needs to be stern and firm with employees and every faculty should abide by rules of the institute.
10. In the above context, absence of some members in the IQAC meeting was discussed. Though the meeting was announced in advance, none of the absent members informed that they will not be able to attend the meeting. The present members took it as a disrespectful act by the absent members as well as the negative image projected to outsiders by faculty of such an eminent college. The members also noticed that the college authorities are allowing faculty to go so far.
11. With regards to the OD process, which is being conducted by the College for the faculty, some of the faculty remain absent. IQAC members felt that these programmes are in the interest of the institute and a message should go to those who remain absent in these programmes.
12. With regards to the goal of zero % detention in the current academic year, it was felt that the ownership should be with the heads of the department and all faculty should be made responsible. All non-performing assets should be asked to perform or challenged to perform. In worst case, institution should replace those who are not performing.
13. With regards to creating awareness about energy conservation (electricity, water etc.), it was felt that there is a need to raise consciousness among students. Behaviour of students in the college could be an extension of their behaviour at home. At times a simple visit to the solar panel installation can change the lives of students and they may carry these memories for a life time.

14. It was felt that there has to be a mechanism for releasing frustration in the institution. Open houses, music room, punching ring, personal boxes to drop grievance should be established in the institution. There is a need to find out what leads to frustration.
15. The members also felt that there is a need to establish feedback system in a positive manner.
16. It was also suggested that there is a need to compile all good practices of the institution.
17. In order to minimize malpractices in examinations, it was suggested that CCTV should be in place in all class rooms.

Fr Principal thanked the members for their invaluable contribution.

C.C.:

1. Fr (Dr) Robert Arockiasamy SJ, Principal, SXC
2. Fr (Dr) Lancelot D'Cruz SJ, Vice Principal for Science, SXC
3. Dr Nirmal Desai, CoE, SXCA
4. Dr Sudhir Jumanani (External Expert)
5. Dr Surendra Bakshi, Director, Shrunik Biotech Pvt. Ltd.(External Expert)
6. Ms Dipali Vijn (External Expert)
7. Prof. Ami Shah, Member
8. Dr Clement CJ, Member
9. Dr BB Bhadauria, Member
10. Dr Arti Oza, Member
11. Mr Agnelo Gonsalves, Administrator, SXC
12. Dr Sebastian.V. (Coordinator, IQAC)