



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 1)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
COLLEGE OF NURSING, CHRISTIAN INSTITUTE OF HEALTH
SCIENCES AND RESEARCH, DIMAPUR**

**Dimapur
Nagaland
797115**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

Section I:GENERAL INFORMATION

1.Name & Address of the institution:	COLLEGE OF NURSING, CHRISTIAN INSTITUTE OF HEALTH SCIENCES AND RESEARCH,DIMAPUR Dimapur Nagaland 797115	
2.Year of Establishment	2011	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	1	
Departments/Centres:	1	
Programmes/Course offered:	2	
Permanent Faculty Members:	29	
Permanent Support Staff:	5	
Students:	271	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. The institute is the only one college under Nagaland university to offer degree courses in nursing 2. The institute has parent multispecialty hospital NABH in the campus 3. The sanctioned seats are completely filled with 100 percent placements	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 24-02-2022 To : 25-02-2022	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. PROF. M. PUSHPAVATHI MARISWAMY	Director,All India Institute of Speech and Hearing
Member Co-ordinator:	DR. GEETA PARWANDA	Dean,SWAMI VIVEKANAND SUBHARTI UNIVERSITY MEERUT
Member:	DR. MANJU CHHUGANI	Dean,SCHOOL OF NURSING SCIENCES AND ALLIED HEALTH JAMIA HAMDARD
NAAC Co - ordinator:	Dr. Neelesh Pandey	

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The Institution ensures effective curriculum planning, delivery and evaluation through a well defined process as prescribed by the respective regulatory councils and the affiliating University.
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	The Institution integrates cross-cutting issues relevant to gender, environment and sustainability, human values, health determinants, Right to Health and emerging demographic issues and Professional Ethics into the Curriculum as prescribed by the University / respective regulative councils
1.4	Feedback System

Qualitative analysis of Criterion 1

The institute is following the syllabus and curriculum regulated by the Apex body Indian nursing council and affiliated to state Nursing council for registration of the two degree courses BSc nursing four years program and two years Post basic BSc Nursing . The institute is affiliated to Nagaland university . The institute follows strictly the curricula as per the council and ensures effective implementation of the syllabus. The institute organizes teaching activities like role play and problem based learning .The campus is tobacco free with strict implementation of anti-ragging rules.

The institute take initiative for the upliftment of Community needs as they have adopted rural village. Community oriented practice is initiated in the first year students of Bsc nursing as curriculum enrichment initiative. Students are provided ample opportunities to visit homes in rural and urban villages and perform physical examination along with this they also orient with general public regarding few health issues. CIHSR has initiated innovative community orientation programme by having variety of programmes, such as experiential learning, transect walk and cleaning drive, craft and skills, social work and survey. These programmes are residential. However, there are no structured value added courses in the curriculum.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.3 QIM	Institution facilitates building and sustenance of innate talent /aptitude of individual students (extramural activities/beyond the classroom activities such as student clubs, cultural societies, etc)
2.3	Teaching- Learning Process
2.3.1 QIM	Student-centric methods are used for enhancing learning experiences by: <ul style="list-style-type: none"> • Experiential learning • Integrated/interdisciplinary learning • Participatory learning • Problem solving methodologies • Self-directed learning • Patient-centric and Evidence-Based Learning • Learning in the Humanities • Project-based learning • Role play
2.3.3 QIM	Teachers use ICT-enabled tools for effective teaching and learning process, including online e-resources
2.3.5 QIM	The teaching learning process of the institution nurtures creativity, analytical skills and innovation among students
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	The Institution adheres to the academic calendar for the conduct of Continuous Internal Evaluation and ensures that it is robust and transparent
2.5.2 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.3 QIM	Reforms in the process and procedure in the conduct of evaluation/examination; including Continuous Internal Assessment to improve the examination system.
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	The Institution has stated the learning outcomes (generic and programme-specific) and graduate attributes as per the provisions of the Regulatory bodies and the University; which are communicated to the students and teachers through the website and other documents
2.6.3 QIM	The teaching learning and assessment processes of the Institution are aligned with the stated learning outcomes.
2.6.4 QIM	Presence and periodicity of parent-teachers meetings, remedial measures undertaken and outcome analysis
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

Majority of the nursing students are mainly from the four-five neighbouring states and predominantly female students. The institute conducts remedial lectures for the slow learners. The faculty are available for clearing their concepts. Majority of the faculty are holding Master's degree in their field. The institute has mentorship program and the ratio of mentor mentee is well maintained. The mentor monitors the overall development of their mentees. The mentors diary is well maintained and each activity is documented. Some of the alumni has progressed for higher studies and also got employed in Government and private sectors. Evaluation process framed by the affiliating University is followed by the college and council. The institute adheres to university

syllabus and examination rules and regulations. All the classrooms are equipped with ICT facilities. The institute can subscribe for more e-journals and procure more text books to enhance the teaching learning culture. The website of the institute is well designed. The institution uses various teaching methods for utilizing their innate potentials in a best possible way to achieve academic excellence. Different students centric methods are used for enhancing Learning experience by providing them experiential learning, participatory learning, problem based learning and role play. Field trips are organised in the different states of India CMC Vellore, Kolkata. However, emphasis to be given in updated usage of ICT technology and on problem based learning. CIHSR ensures transparent continuous internal evaluation based on structured objective, checklist, three times term exams, assignments and clincial evaluation is done on daily performance basis. No grievance is received even though students grievance committee is there in place with redressal mechanism except Hostel mess related issues.

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Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.3 QIM	Number of awards and recognitions received for extension and outreach activities from Government / other recognised bodies during the last five years
3.4.4 QIM	Institutional social responsibility activities in the neighborhood community in terms of education, environmental issues like Swachh Bharath, health and hygiene awareness, delivery of free/ subsidized health care and socio economic development issues carried out by the students and staff, including the amount of expenditure incurred during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3
<p>The institute has provision to promote research culture though few faculty are involved in research. The available rich clinical data can be used to initiate research work. The ethical committee is formulated but however the frequency of meeting has to be increased. The institute has made an attempt to publish articles in UGC care journals. The faculty should be encouraged to publish the articles in the reputed journals. The available equipments should be used for clinical teaching and hands on training of the students. The institute can generate normative and clinical data to support the inhouse research. An attempt can be made to collaborate with other department of Hospital and other institutes. The staff can be provided an ample exposure on research methodology and the process of writing research proposal and seeking research grants. The research labs should be strengthened. The faculty can be encouraged to undertake higher qualifications such as PhD. The faculty exchange and students exchange programme to be promoted.</p>

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc
4.1.2 QIM	The institution has adequate facilities to support physical and recreational requirements of students and staff – sports, games (indoor, outdoor), gymnasium, auditorium, yoga centre, etc. and for cultural activities
4.1.3 QIM	Availability and adequacy of general campus facilities and overall ambience
4.2	Clinical, Equipment and Laboratory Learning Resources
4.2.1 QIM	Teaching Hospital, equipment, clinical teaching-learning and laboratory facilities are as stipulated by the respective Regulatory Bodies
4.3	Library as a Learning Resource
4.3.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.3.2 QIM	Total number of textbooks, reference volumes, journals, collection of rare books, manuscripts, Digitalized traditional manuscripts, Discipline-specific learning resources from ancient Indian languages, special reports or any other knowledge resource for library enrichment
4.3.5 QIM	In-person and remote access usage of library and the learner sessions/library usage programmes organized for the teachers and students
4.4	IT Infrastructure
4.4.2 QIM	Institution frequently updates its IT facilities and computer availability for students including Wi-Fi
4.5	Maintenance of Campus Infrastructure
4.5.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports facilities, computers, classrooms etc.

Qualitative analysis of Criterion 4

The institute has robust physical infrastructure. Spacious separate class rooms for both the courses are available as per regulatory body. Library cum reading room is in place. Manuscript, e-journals can be procured to enhance the reading skills among the students and Faculty. The computer laboratory has 30 computers. The lab is equipped with a student to computer ratio of 10:1 .However the lab has to be maintained with appropriate furniture and updated technology. The Institute is responsible for purchase, maintenance and technical support of the computer system and the lab physically facilities. Majority of classrooms are ICT enabled and having the provision of WI-fi. The library is well equipped with latest technology and well furnished with the seating capacity of 90 students. Koha software is used for library books inventory. Facilities of photocopy machine is available on minimal payment. However the initiative to be taken for the institutional registration of National Digital Library. The institution has six well spacious laboratories as per the norms of India Nursing Council and adequate numbers of mannequines, simulators, along with required equipments and accessories. Lab manuals are maintained. The institution has the separate outdoor and indoor sports facilities like table tennis and bad minton court, gymnasium was available in the campus which need to be upgraded with the provision of gym trainer.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.1.4 QIM	The Institution has an active international student cell to facilitate study in India program etc.,
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of a Student Council, its activities related to student welfare and student representation in academic & administrative bodies/ committees of the Institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association is registered and holds regular meetings to plan its involvement and developmental activities with the support of the college during the last five years.

Qualitative analysis of Criterion 5

The institute does not have any international students. The institute does not have international cell. The institute has formed alumni association in 2018 with a mission to reunite the graduates and to provide job opportunities and help students financially. The offline and online meetings are conducted and alumni have provided financial support to the institution in different forms. The members list has been maintained and the registration fees are collected from the members. An Alumni pioneers is also framed However the association has to be registered.

The alumni have contributed financially toward the scholarship of students from 2015 to 2021 with the total amount of **Rs. 51,650/-**. Using this corpus fund, the students are getting non-refundable scholarship for admission fee. Three students have been provided non-refundable scholarship from the amount collected from Alumni.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The Institution has clearly stated vision and mission which are reflected in its academic and administrative governance.
6.1.2 QIM	Effective leadership is reflected in various institutional practices such as decentralization and participative management.
6.2	Strategy Development and Deployment
6.2.1 QIM	The Institutional has well defined organisational structure, Statutory Bodies/committees of the College with relevant rules, norms and guidelines along with Strategic Plan effectively deployed
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.4.2 QIM	Institution conducts internal and external financial audits regularly
6.5	Internal Quality Assurance System
6.5.1 QIM	Instituion has a streamlined Internal Quality Assurance Mechanism

Qualitative analysis of Criterion 6

The institution has administrative Board of Director(BOD management committee) for the governance and the meetings are attended by each faculty of the institutions in rotation along with Principal and Vice Principal. There is requirement of ERP system to streamline the entry to exit process of the nursing students. The institution has performance appraisal system of staff evaluation effectively through the process of 360 degree methods, however it is imperative to encourage teachers and faculty to participate on e-governance updated methodology. There is a need of provision of e-lecture capturing system in institutions and clinical practice. There is no research grant and funds received from Government/non-government body in the name of the institution. Therefore sensitization programe are required to enhance the research proposal writing proposal skills and participate in collaborative research with the hospital department on regular basis. The institutions has fair mechanism of maintaining internal and external financial audits and finance Manual is maintained and updated. Institutions need to have independent IQAC Department however, the composition of IQAC Cell is formally organised having student representative (senior student is also included). The institution has a regular meetings of IQAC cell and feedback from stakeholders are also collected but the analysis and action taken reports to be prepared and maintained in a structured formal way. However, there is a requirement of sensitization programme on the teaching quality indicators for the faculty and administrative staff for FDP programme need to be exerised.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	Measures initiated by the institution for the promotion of gender equity during the last five years.
7.1.4 QIM	Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within 500 words) <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • Biomedical waste management • E-waste management • Waste recycling system • Hazardous chemicals and radioactive waste management
7.1.8 QIM	Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socio-economic and other diversities. Add a note on how the Institution has leveraged its location for the services of the community (within 500 words).
7.1.10 QIM	The Institution celebrates / organizes national and international commemorative days, events and festivals
7.2	Best Practices
7.2.1 QIM	Describe two Institutional Best Practices as per the NAAC format provided in the Manual
7.3	Institutional Distinctiveness
7.3.1 QIM	Portray the performance of the Institution in one area distinctive to its priority and thrust within 500 words

Qualitative analysis of Criterion 7

The institute has committee for gender sensitization. However the activities have to be streamlined. The solid waste management and biomedical waste management process is in place. The signage board should be placed in all these places. The STP is functioning . But however the treated water should be used effectively. The green waste has to be used efficiently. Days like International Disabled days, Breast cancer awareness month is celebrated, World Health Day, World No Tobacco Day, World Mental Health Day are celebrated, with extension activities such as School health visit is conducted in which children are screened for various health issues. The two best practices of the institution are

1. COP Community Orientation Programme which is imparted to the 1st years Nursing students to sensitized them about the cultural beliefs of the community as per the needs and health problems. The nursing students are encourage to organise health education and participate in group work activities with proper use of Audio Visual Aids. These practise is beneficial for the villagers to uplift the health status and early diagnosis and

proper referral of clients in due time. Even students are encourage for social work which boosts the confidence and prepare them to become a better professionals.

2. **MENTORSHIP PROGRAMME** One of the best practice of institute is the meticulous record of Mentorship programme, the individual file is maintained for each student, the academic performance, details about extracurricular and curricular activities are followed throughout four years and same is signed by the concerned mentor and the Principal.

Student Faculty Mentorship Programme Is Well Prepared in Advance and Each Faculty is Provided 10 Students for Mentoring. These practise is building the holistic development of nursing students and able to create a enabling environment to reduce stress in academic and clinical practice during the course of study.

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Criterion8 - Nursing Part (Key Indicator and Qualitative Metrics(QIM) in Criterion8)	
8.1	Nursing Indicator
8.1.1 QIM	Training in the clinical skills and simulation labs are organized with reference to acquisition and enhancement of skills in basic and advance procedures such as BLS/ALS, Venepuncture, ET intubation/suctioning, central line insertion procedures (PG- as per clinical specialty).
8.1.3 QIM	Students are exposed to quality of care and patient safety procedures including infection prevention and control practices as practiced by the teaching hospital in didactic and practical sessions during their clinical postings.
8.1.6 QIM	Describe how the College facilities were utilized by students from other institutions (PG/UG/GNM) for administrative/educational visits and critical evaluation during the last 5 years within 500 words.
8.1.7 QIM	College undertakes community oriented activities

Qualitative analysis of Criterion 8

Nursing Students are posted to parent hospital which is pre entry NABH level within the campus for clinical postings as per the rotation plan. Senior students are given independent responsibility in rendering patients care. The college faculties play dual role in imparting nursing education and nursing services and work as ward managers in the hospital which leads to mutual trust and confidence in students while working in clinical area. students are exposed to updated technology and equipments in the clinical practice. The institution is organising inservice education programmes for nursing professionals in the hopital which directly increases the clinical competency, knowledge of nursing students. The community field experience is given by exposing the students in various health centres (Primary Health centres and sub centres of the area). Even the students are posted in District hospital for midwifery experience. Students clinical log books are maintained regularly and the students are sensitized on hospital infection control procedures and policy related to bio medical waste management, needle prick injuries and immunization procedures. Nursing procedures manual are been practice as a clinical competency asesment tool. Senior students are given night duties during internship period to gain independent clinical practice. Student are encourage to participate in clinical trainings and updated IT hospital technology and the communications skill programme conducted by the hospital staff.

Section III: OVERALL ANALYSIS based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC) (up to 500 words)

Strength:

1. Good infrastructure for academics and hostel facilities
2. NABH Accredited parent hospital for clinical experience
3. Very good extension activities
4. 360 performance appraisal system

Weaknesses:

1. Faculty Diversity
2. Improving the perception through appropriate strategies
3. Decentralised financing and administrative strategies
4. More value added courses to be added

Opportunities:

1. Placement and international cell to be initiated
2. Academia industry collaborations
3. Higher education courses in nursing

Challenges:

1. High turnover of faculties for higher studies
2. Online classes during pandemic was difficult being hilly area
3. More specialized unit for students clinical exposure

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- • The IQAC cell has to be strengthened with a dedicated room and adequate facilities to keep the records. • They need to further improve on COs and POs specifically to do with mapping and analyzing it. • The IQAC Minutes needs to be analyzed and to be implemented as per the suggestions given by the experts.
- • The research cell has to be strengthened having strong ethical committee. The staff members should be encouraged to apply for the intra and extramural funding. The staff members shall be oriented regarding writing the research proposals and also collaborate within the various departments in the hospital and outside the hospital. The plagiarism software has to be purchased and orientation has to be given to students and staff. The staff has to be sensitized on IPR and its policies. The publications have to be improved and faculty shall be provided target annually to present and publish the research papers for which the incentive to be given by the management. The management should also consider sanction designated intramural research fund to the faculty of CIHSR, for initiating the culture of research
- • The placement cell has to be introduced with a faculty who can serve as coordinator. The Nursing students from different colleges can do the internship at CIHSR. • The faculty has to be provided with collar microphone with suitable amplification device so that the students can hear the lecture properly. • Parents are requesting for better communication from the staff members regarding their wards. A WhatsApp group can be created to have better interaction among the parents and staff. Career counselling guidance to be arranged for students frequently
- • The food quality in the hostel has to be improved. Students requested for the availability of hot water throughout the day. • The facilities in the boy's hostel should be similar to the facilities available in girl's hostel.
- • There may be Provision of having AC in the laboratories • Personal lockers should be made available for the students to keep their belongings in the clinical area. • The Gym should have new equipment's, as most of the equipment's are rusted. The Gym trainer should be available • All the class room should have adequate ICT Facilities • Alumni Association should be registered • E-Governance has to be introduced • Institute to register with National digital library • Signage Boards should be made available

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. PROF. M. PUSHPAVATHI MARISWAMY	Chairperson	
2	DR. GEETA PARWANDA	Member Co-ordinator	
3	DR. MANJU CHHUGANI	Member	
4	Dr. Neelesh Pandey	NAAC Co - ordinator	

Place

Date

NAAC