



**Department of Social Work**  
**Central University of Himachal Pradesh**

**Academic Audit Report on PG Programme**

**2020-2021**

## 1. Unique features of the Department

1. Choice Based Curriculum according to the NEP-2020.
2. Value-added and skill-based professional courses are integral part of the course curriculum in social work
3. Vocational development and Indian Knowledge Systems related courses have been incorporated in the curriculum since 2021-22 academic session
4. Diversity in the Faculty: All the six faculty members of the department hail from different parts of the country – viz. Himachal Pradesh, Jharkhand, Uttar Pradesh, Assam, Jammu & Kashmir and Odisha.
5. The faculty have prior industry/NGO/corporate/international/training/research/practice experience before joining the department.
6. Students are motivated to undertake compulsory Block Placement Training outside Himachal Pradesh. This enhances their learning and ability to integrate theory with practice.

## 2. Five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

### a. Strengths:

1. Outstanding research output at international level and collaborative working environment: *None*
2. Faculty with diverse and professional work experience:
  - *All of the faculty come from different states of India*
  - *Two faculty have international exposure in lecture delivery and participation in international youth programme*
  - *Most of the faculty have work experience in the national & international level NGOs / development sector*
  - *There are a few publications of the faculty in UGC-CARE listed journals and in Scopus Listed publication*
3. Flexible and updated curricular design with peer-review and support:
  - *The course curriculum has been updated from time to time on a regular basis*
  - *Elective courses have always been provided since 2010-12 session onwards; Specialisation courses in the 3<sup>rd</sup> and 4<sup>th</sup> semesters have been provided*
  - *NEP 2020 guidelines have been adopted from 2021-22 batch and approved by BoS/School Board*
  - *Discussions with NGOs/Industry partners have led to updation of the syllabus*

4. Excellent teacher-student ratio: *We have a satisfactory teacher student ratio since 2018-19 onwards*
5. Focus on experience-based learning with field work and practice-based learning given utmost importance.
6. Dissertation is a compulsory course at the MSW level since the establishment of the department in 2010-12

**b. Weaknesses:**

1. Absence of any established NGO or industry in and around Dehra and large-scale established welfare departments of the government has led to curtailed NGO/industry-academia interactions and fewer job opportunities for the students.
2. Infrastructural constraints such as absence of full-fledged computer lab for research, adequate space and number of classrooms for running specializations
3. Absence of a dedicated policy for research
4. Absence of departmental library

**c. Opportunities:**

1. The department is closer to the rural community which provides the local students access to higher education. We may be able to provide local students to get exposed to a diverse milieu in the university if we have a full-fledged campus with hostel facilities.
2. NEP 2020 guidelines which have been adopted may provide an opportunity for PG students to focus equally on research.
3. Faculty with professional experience in Universities, Corporate institutions, Government Organizations and mainstream NGOs allows us to provide excellent facilitation to students to enhance employability
4. Faculty with experience of use of computerised data analysis can help students to be future-ready in terms of research and career.
5. Presence of a multi-cultural and multi-ethnic faculty provides a conducive and healthy work environment.

**d. Challenges:**

1. Delivering high quality teaching in the absence of standard infrastructural facilities.
2. Motivating and mentoring students to go to different parts of the country to get diverse exposure of the vast development sector.
3. Ensuring quality interaction between practitioners, the development sector and the welfare/industry since the campus is located in remote area.
4. Bringing out high quality research output in the absence of access to research publications, quality software for quantitative & qualitative data analysis.
5. Getting research grants, funding and consultancy in a highly competitive environment and shrinking grant assistance; including absence of adequate support network and procedures.

### 3. Future plans of the department:

#### a. **Long-term Plans**

- The Department Social Work intends to establish itself as a **School of Social Work** which offers various programmes at the UG (Bachelor of Social Work), PG (Master of Social Work; Medical and Psychiatric Social Work; School Social Work; Gender Studies, Social Entrepreneurship; Development Studies; Corporate Social Responsibility etc.), and PhD level which will cater to the job market and create a name for itself among the Indian Universities.
- In the coming two decades, with the addition of adequate building and other infrastructure, the department shall endeavour to attract students from national and international backgrounds and shall promote inclusive learning opportunities for students of diverse and cultural backgrounds. The department shall enable a new research tradition which is in tune with the developmental social issues and problems of the times and focussing on disadvantaged communities & regions. The department plans to pro-actively collaborate with the development and industrial sector for more quality students' experiences and exposure. It shall continuously update the academic curriculum and field work practices and research competencies of learners in an efficient manner. In the next ten years, the department shall endeavour to collaborate with the alumni of the department to act as mentors for facing the challenges of the job market and increase the employability of passing out students. A belief in the Indigenous Knowledge bases and wealth of Bharat shall be promoted so that traditional and people & eco-friendly sustainable solutions are found for all round development of the country and its citizens and also to extract people out of poverty and personal difficulties.

#### b. **Mid-term plans**

- In the mid-term, department of social work intends to attract research grants and funding from national and international organizations to initiate research studies which will be focussed on interventional research & development that may benefit the local community around the university.
- To enhance the academic and NGO/Development sector exposure and interactions, the department intends to organize a series of national and international academic events (national seminars, international lecture series, industry interactions, etc.)

which pools-in talent from the practitioners in the NGO/development sector, government agencies, corporate sector, PSUs etc.

- These activities will enable students and faculty to gain practice-based & evidence-based knowledge and help incubate new ideas.
- Regular academic and collaborative programmes organized at the state, national and international levels will improve the visibility and identity of the department.
- The endeavour shall be inculcate in the learners the best and evolving new cutting-edge practices in the curriculum.
- A more pro-active involvement of the alumni shall be facilitated for improvement in curricular offerings and new areas of practice. A system of support and mentoring for the students and alumni shall also be initiated in terms of finding opportunities, increasing employability and excelling in their current positions.
- Alumni profiles shall be made a regular feature of the department.
- On the research front, department intends to collaborate with other social science departments within the university and outside for hand-holding and venturing into new domains of research and in the use of advanced analytical tools and techniques.
- MoUs with academic, research and implementing agencies will be initiated.

c. **Short-term Plans**

- Short term plans of the department include improving the quality and frequency of the student's research output.
- Another major focus area would be to implement NEP – 2020 in the department in its true spirit and catering to such newer domain areas like school social work, mental health, CSR, etc.
- The department intends to focus increasing the organization of lectures and workshops by outside practitioners so that skill-based learning and advanced research skills are promoted and developed in alignment with the NEP 2020 goals.
- Active participation of the PG students will be started or boosted in rigorous research work. and they will be encouraged to present their findings in the national and international for a for visibility and peer guidance.
- Regular intra-departmental and inter-departmental research-output seminars will be organized with incentives for awarding good research work by faculty, PhD scholars and students.
- Peer assistance and peer review will be encouraged to increase research output.

**Overall Report by AAA team:**

**Name of the Department: Social Work**

**Academic Audit Report on PG/UG Programme**

**2020-2021**

I. **Curricular Aspects**—Since its inception, the Department of Social Work (Year of establishment – 2010) focused on providing quality education to its students. First, Curriculum Development Committee (CDC) was formed in order to sketch out the basic courses to be offered by the department. Curriculum of the programme is subject to the consideration of Board of Studies, School Board and Academic Council. Field Work component and Dissertation are the important part of the MSW programme of Studies. Each course has equivalent evaluation criteria namely, Mid Term (25%), End Term (50%) & Internal Assessment (25%). The faculty has the freedom to propose a new course and also decides upon the nature of internal assessment.

**Weakness:**

Inviting external experts in some subjects while designing the curriculum are a challenge for the department due to remote location.

**Specific Areas for Improvement:**

External experts from Social Work should be invited to design the academic programme offered by the department.

**Recommendations:**

Curriculum design may be undertaken in workshop mode so that all members of the faculty dedicatedly ponder over each and every component of the curriculum.

**II. Syllabus**

**Strength:** The independence of the faculty to design and incorporate the latest quality contents is the biggest strength in designing the syllabus.

**Weakness:** Every programme has a unique requirement that is different from other programmes. A uniform upper limit of 80 credits for every programme in the university doesn't allow any scope for flexible course offerings. The requirement of NEP and the specific requirements on any programme could be easily amalgamated if more credits could be added to the MSW programme..

**Specific Areas for Improvement:** Independence in the incorporation of the Syllabus even if there is no/less Credit space.

### **Recommendations:**

There should be independence to decide on the total credits for MSW programme since it is a professional programme and 40% of the credits have to be reserved for field work component that is essential for skill development of learners. There may be a provision for free audit courses so that students can accumulate more number of value added courses that is essential for a professional career in social work.

### **III. Teaching Methodologies**

**Strength:** Activity and field-based pedagogy. Collaboration with various NGOS, CBOs, Government & Private institutions for field work and practice-based exposure to ensure skill development in the students. The department has adopted a blended-mode of teaching-learning since COVID times.

**Weakness:** Lack of the university's/departments own building infrastructure is a biggest challenge for the department. The lack of adequate infrastructure like Classroom/Smart Classrooms, faculty rooms, students' common room, computer centre, statistical software for data analysis etc. is the biggest challenge for the department. Event traffic noise also hampers the teachers while delivering lecture.

**Specific Areas for Improvement:** Sound proof Lecture rooms and Smart Classrooms should be there.

**Recommendations:** A fast-paced campus development would definitely do away with most of the woes of the department.

### **IV. Learning Methodologies & Learning Environment**

**Strength:** Individual counseling (IC), group counseling (GC), Group Activity, and Guest Lecture by the nearby resource persons helps to enhance the learning environment of the department. The healthy discussion among the Faculty members and the conducive friendly environment among them is the biggest strength.

**Weakness:** The distance between camp office, finance department, Controller of Examination Office (COE) and some other administrative heads may sometime delay in processing the files. Also, there should be proper transportation facilities for the faculties and students during their field visits.

**Specific Areas for Improvement:** Bus should be provided. ICT equipments, Movable Projector, tripod cameras, audio-visual devices for extension activities.

**Recommendations:** Bus for concurrent field work, observation visits and educational tours is essential. ICT lab & equipment, skill lab, LCD Projector, digital camera & tripod, audio-visual devices for extension activities are essential assets skilling in professional social work. University's own campus can help in introducing flexibility in timings of lecture and spread of delivery of lectures in offline mode.

## V. Evaluation

**Strength:** Regular meeting with the students. Students' feedback system is regularly maintained.

**Weakness:** There is no scope for a feedback system from the faculty which could help in improvement of the academic administration. Timely feedback with the precision and mandate for the improvement in the academic and administrative aspects may help in the process.

**Specific Areas for Improvement:** Discussions with all stakeholders on the shortcomings and on specific areas for improvements.

**Recommendations:** Discussions with all the stakeholders in the presence of the administrative heads will help in improving the systems further.

(Kindly Tick whatever you feel relevant and right, based on your interactions with staff and students)

Kindly provide specific reasons for the instances of the lowest score on the scale:

### Academics:

Statement	Excellent	Good	Satisfactory	Poor
<b>Core Courses</b>				
The Courses taught are useful for various skill development	✓			
The Courses taught are useful for employment	✓			
The Courses taught are useful to go for higher studies	✓			
<b>Inter Departments Courses</b>				
The Courses taught are useful for various skill development	✓			
The Courses taught are useful for employment	✓			
The Courses taught are useful to go for higher studies	✓			
<b>Life Skills Programme &amp; Internship</b>				
Statement	Excellent	Good	Satisfactory	Poor
Useful for various Skill development	✓			
Useful for employment	✓			

### Text Books and Reference Books

Prescribed Text book/Reference Book for the Courses	Standard-Covering all units of prescribed syllabus	Standard-But not covering all units of prescribed syllabus	Not updated edition	Substandard
✓				



### Learning Environment

Statement	Excellent	Good	Satisfactory	Poor
The University has facilities to help learning-Library, Digital Library, E-Journal	✓			
Lab Facilities	✓			
Classrooms Facilities	✓			
Campus maintenance	✓			
ICT Provisions	✓			
Provision for Collaboration with other Departments/Institutions	✓			
Research Orientations & Project Work	✓			
Extension Activities	✓			

### Teaching

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree
The course teacher complete the portions completely	✓			
Most of the teachers encourage the students participation in the class	✓			
Most of the teachers take extra efforts to make all the students understands the subjects	✓			
Teacher's knowledge, expertise, teaching and communication ability	✓			
Staff are knowledgeable and proficient in using the online teaching methodologies	✓			

### Evaluation

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree
Evaluation primarily tests: Mid Term Exam	✓			
Evaluation primarily tests: Analytical Skills	✓			
Evaluation primarily tests: Quiz/Creativity/originality	✓			
Evaluation primarily tests: Communication	✓			
An objective system of evaluation in place	✓			

### Question Papers

Internal Papers	High Standard	Moderate Standard	Low Standard	Expected and already discussed in the class	From the text book only	Out of portion
✓	✓					

### CIA (Tick if agreed)

Continuous Internal Assessment performed	Continuous evaluation	Assignment	Quiz	Regular Evaluation in Class
✓	✓	✓	✓	✓

### List out five major areas of concern which need immediate attention:

- ✓ Infrastructure
- ✓ ICT
- ✓ Journals
- ✓ Separate Computer Lab
- ✓ etc

### Suggest some of the new subjects/courses which may be considered for inclusion in the proposed restructured curriculum:

- ✓ Management of Drug De-addiction Center
- ✓ Psychiatric Social Work

### Your overall opinion/comments on the restructured curriculum, teaching learning and evaluation methodologies followed in the department.

The various programmes conducted by the department are being conducted smoothly and up to the mark.

**Signature of the chairperson and members of the AA team**