



SUPPORTING DOCUMENTS

6.3.3

**NUMBER OF PROFESSIONAL DEVELOPMENT /ADMINISTRATIVE
TRAINING PROGRAMS ORGANIZED BY THE INSTITUTION FOR
TEACHING AND NON-TEACHING STAFF DURING THE YEAR**



S.No	PROFESSIONAL DEVELOPMENT PROGRAMMES
1.	<u>AWARENESS TALK ON “MAKING A DIFFERENCE AS A TEACHER”</u>
2.	<u>ONE DAY FACULTY DEVELOPMENT PROGRAMME ON “MOVING TOWARDS ACCREDITATION-4TH CYCLE”</u>
3.	<u>DEVELOPMENT PROGRAM ON ‘WORK ETHICS’ FOR THE NON-TEACHING STAFF</u>



AWARENESS TALK ON “MAKING A DIFFERENCE AS A TEACHER”

An awareness talk titled "Making a Difference as a Teacher" was organized by the Department of Commerce and Management at St. Bede's College in the college auditorium on August 18, 2022, under the auspices of IQAC.

Objective-The talk aimed to enlighten the faculty members about the importance of various pedagogical methods that can engage students in their studies.

Dr. Michael S. David was invited to share his expertise on the subject. He emphasized the significance of going beyond the traditional classroom teaching and imparting knowledge through personal experiences and successful teaching methods. Dr. David stressed the need for face-to-face communication with students and treating them as friends to bring positive changes to their lives.

Furthermore, he discussed the importance of establishing a strong bond with students and comprehending their individual learning styles. He encouraged the faculty members to adopt innovative teaching strategies that can be adapted to different situations and challenges. Dr. David also shared valuable insights on creating a classroom environment that is interactive, fosters creativity, and promotes collaboration.

Outcome- The faculty members found the awareness talk insightful and informative, and it provided them with an excellent opportunity to reflect on their teaching practices and explore innovative methods to engage their students. They appreciated the college authorities' efforts in organizing the event and expressed their desire for more such sessions.




Heritage Status

St. Bede's College
NAAC Re-Accredited A⁺ Grade

Department of Commerce and Management
Under the aegis of
IQAC
organises

Awareness Talk
**Making A Difference as a
Teacher**
For All Teachers

August 18, 2022
Time : 01 : 45 P.M.
Venue : College Auditorium

Resource Person : Dr. Michael S. David
Training Partner for Grovewell, USA,
Synet Australia and Tata
Management Training Centre, Pune.

[Back](#)



Sample Certificate

 Heritage Status	St. Bede's College NAAC Re-Accredited A+ Grade
Certificate of Participation	
Certificate no: SBC-2022/0040	
This is to certify that , Department of , St. Bede's College, Shimla has participated in Awareness Talk on "Making A Difference as a Teacher" organised by Internal Assurance Quality Cell, St. Bede's College, Shimla on August 18, 2022.	
 Sr. Prof. Molly Abraham Principal	 Dr. Anupama Tandon IQAC Coordinator

 Heritage Status	St. Bede's College NAAC Re-Accredited A+ Grade
Certificate of Participation	
Certificate no: SBC-2022/0039	
This is to certify that Ms. Annette James, Department of English, St. Bede's College, Shimla has participated in Awareness Talk on "Making A Difference as a Teacher" organised by Internal Assurance Quality Cell, St. Bede's College, Shimla on August 18, 2022.	
 Sr. Prof. Molly Abraham Principal	 Dr. Anupama Tandon IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2022/0038

This is to certify that **Dr. Navdeep Thakur**, Department of Biotechnology, St. Bede's College, Shimla has participated in Awareness Talk on "Making A Difference as a Teacher" organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on August 18, 2022.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2022/0037

This is to certify that **Dr. Shruti Gupta**, Department of Biotechnology, St. Bede's College, Shimla has participated in Awareness Talk on "Making A Difference as a Teacher" organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on August 18, 2022.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator

[Back](#)



St. Bede's College

NAAC Re-Accredited A⁺ Grade

Certificate of Participation

Certificate no: SBC-2022/0036

This is to certify that **Ms. Nivedita Bhardwaj**, Department of Computer Science, St. Bede's College, Shimla has participated in Awareness Talk on "Making A Difference as a Teacher" organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on August 18, 2022.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



St. Bede's College

NAAC Re-Accredited A⁺ Grade

Certificate of Participation

Certificate no: SBC-2022/0035

This is to certify that **Ms. Neha Walia**, Department of Computer Science, St. Bede's College, Shimla has participated in Awareness Talk on "Making A Difference as a Teacher" organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on August 18, 2022.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



ONE DAY FACULTY DEVELOPMENT PROGRAMME ON “MOVING TOWARDS ACCREDITATION-4TH CYCLE”

On May 10, 2023, St Bede's College in Shimla organized a one-day Faculty Development Programme with the theme of "Moving Towards Accreditation- 4th Cycle." The program aimed to enhance the quality of education provided by the institution and prepare for the upcoming cycle of accreditation. The event featured Prof. (Fr.) George Thandathil, a renowned scholar and NAAC assessor, as the resource person.

Objectives:

1. Foster a collective learning environment to achieve institutional goals.
2. Focus on Outcome-Based Teaching Learning (OBTL) and provide quality education to enhance students' capabilities.
3. Assess the institution's strengths, weaknesses, and opportunities to prepare for future challenges.
4. Introduce innovative practices and improvements in various departments.
5. Enhance student-teacher engagement and ensure meaningful work purposefully.

The morning session commenced with reflective meditation to help participants connect with their inner selves. Prof. Thandathil emphasized learning together and highlighted the significance of OBTL and quality education.

The staff engaged in self-assessment activities, divided into seven groups. Each group presented their achievements, failures, fears, hurdles, and positive approaches towards institutional goals through pictorial presentations. The second activity focused on the upcoming NAAC criteria for self-assessment, highlighting progress, future plans, and challenges.

During the evening session, faculty members were divided into three department-wise groups. They assessed themselves based on qualitative and quantitative parameters, including student progression, teaching modules, best practices, and meaningful work. The groups brainstormed ideas and made presentations, addressing common points such as coaching collaborations, improved social media outreach, research resources, ICT-enabled classrooms, industry exposure, and better student-teacher engagements.

Inspired by the Faculty Development Programme, an action plan was developed. It included comprehensive assessment, improvement areas, and innovative practices. The plan involved introducing MoUs with coaching institutions, enhancing social media outreach, establishing research resources, organizing inter-college fests, and strengthening student-teacher engagements. It also emphasized improving placement scenarios and providing hands-on training through workshops, courses, and internships.

The faculty members expressed renewed enthusiasm and a sense of satisfaction in their work. They acknowledged the positive energy within the faculty groups, signaling their readiness to achieve institutional goals and enhance the quality of education provided.

Outcome: Prof. Thandathil's guidance and insights inspired the faculty members to devise an action plan aimed at improving the institution's performance and achieving accreditation. The action plan



addressed key areas of assessment, focused on innovative practices, and strengths while addressing weaknesses. By implementing this plan, St. Bede's College aimed to excel in the upcoming NAAC cycle and provide a high-quality education to its students.



TEACHING, LEARNING & EVALUATION		Criterion-2	Challenges:
2.1.1	Enrollment Percentage	Done	① Formatting Document
2.1.2	%age of reserved seats	Done	② Categorisation of data
2.2.1	Student full-time teacher ratio	Done	③ Maximum weightage
2.3.1	Student Centric Methods using ICT tools		
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Experiencial Learning</p> <p>Participative Learning</p> <p>Problem Solving Methodologies</p> </div> <div style="text-align: center;"> <p>ICT Tools</p> </div> </div> <p>Still struggling with it.</p>			
2.4.1	%age of full time teachers against sanctioned posts	old cleagage	
2.4.2	%age of full time teachers with NET/SET/PhD etc	Done (PAN)	
2.5.1	Mechanism of IA/EA and grievance redressal system	is time bound	
2.6.1	POs and COs for all programmes are stated and displayed.	Attainment of POs and COs → Working on suggestions given by Father yesterday	
2.6.2	Pass %age of students of the last five years	2017-18 → 70% 2022-23 → 75% → Rising standard	
2.7.1	Online student satisfaction survey	→ To be conducted by NAAC	

CRITERION-1	
Curricular Aspects	
What we have done	Suggestions/Challenges for improvement
<p>Curricular Planning & Implementation</p> <p>1.1.1 Academic calendar, minutes of the meeting, time table, workload, mid-term examinations, Annual examinations, evaluation, EEPs, minutes letters, CCA, Courseplans, recruitment related information from 2017-2018 onwards has been collected and compiled</p> <p>1.2.1 Majority of the data related to add-on/ certificate courses for the last five years has been collected & compiled.</p> <p>1.2.2 Complete (percentage of students enrolled in certificate add-on courses)</p> <p>3.1 Curriculum Enrichment:</p> <ul style="list-style-type: none"> Data related to ethics, gender, human values, environment etc. has been collected for all the five years, compilation work is in progress <p>3.2 Students undertaking projects:</p> <ul style="list-style-type: none"> Majority (99%) work is done. 	<p>1.1 Data from several departments / societies / clubs is still required to be uploaded on the website.</p> <ul style="list-style-type: none"> CCA Compilation work is still in progress. Examining for three years - 2019-2021, 2020-2022, 2021-2023 <p>1.2 Data for the session 2022-23 is still needed.</p> <ul style="list-style-type: none"> Original certificates (if any) of add-on courses are not available. Printouts will be needed & signed by the Principal. <p>1.3.1 Website needs to be updated for activity reports for marking links.</p> <ul style="list-style-type: none"> Departments & societies need to have word documents with them in soft & physical / hard copies. <p>1.3.2 → One per cent compilation work is remaining.</p>



[Back](#)





[Back](#)



Sample Attendance Sheet



**IQAC
St. Bede's College**

ATTENDANCE SHEET (2022-23)

Name of the Activity: FDP on Moving Towards Accreditation -4th Cycle

Date:- May 10, 2023 (Morning Session)

Organising unit: IQAC

No. of teachers participated:- 44

S. NO	NAME OF THE FACULTY	SIGNATURE
1.	Prof. (Sr.) Molly Abraham	<i>Molly</i>
2.	Dr. Sapna Sharma	<i>Sapna</i>
3.	Dr. Anupama Tandon Tomar	<i>Anupama</i>
4.	Dr. Deepti Pajni	<i>Deepti</i>
5.	Dr. Gitanjali Mahindra	<i>Gitanjali</i>
6.	Mr. Manu Mahajan	<i>Manu Mahajan</i>
7.	Dr. Savita Rana	<i>Savita Rana</i>
8.	Ms. Charu Mukerjee	<i>Charu</i>
9.	Ms. Raman Bassi	<i>Raman</i>
10.	Ms. Priyanka Mehta	<i>Priyanka</i>
11.	Ms. Punam Chauhan	<i>Punam</i>
12.	Ms. Unnatti Chauhan	<i>Unnatti</i>
13.	Dr. Vishal Chauhan	<i>Vishal</i>
14.	Ms. Swati Kapil	<i>Swati</i>
15.	Dr. Vandana Thakur	<i>Vandana</i>
16.	Ms. Srigdha Bhatt	<i>Srigdha</i>
17.	Ms. Anjana Devi	<i>Anjana</i>
18.	Dr. Devina	<i>Devina</i>
19.	Mr. Mohit Kumar	<i>Mohit</i>
20.	Ms. Akshita Dhiman	<i>Akshita</i>

21.	Ms. Jagriti Chauhan	<i>Jagriti</i>
22.	Ms. Komal	<i>Komal</i>
23.	Ms. Reena Thakur	<i>Reena</i>
24.	Ms. Sangeeta Bali Sharma	<i>A</i>
25.	Dr. Ashwani	<i>A</i>
26.	Dr. Pankaj Ashish	<i>Pankaj</i>
27.	Mr. Anoop Kumar	<i>Anoop</i>
28.	Mr. Sanjeev Kumar	<i>Sanjeev</i>
29.	Dr. P. Mary Santhi	<i>Santhi</i>
30.	Mr. Susheel Kumar	<i>A</i>
31.	Dr. Kanu Mehta	<i>Kanu</i>
32.	Dr. Jyotika Brari	<i>Jyotika</i>
33.	Dr. Shweta Thakur	<i>Shweta</i>
34.	Ms. Shivani Chauhan	<i>Shivani</i>
35.	Mr. Nishant	<i>Nishant</i>
36.	Dr. Maheshwar Singh Thakur	<i>A</i>
37.	Ms. Madhu Bala	<i>Madhu</i>
38.	Ms. Preeti Kaundal	<i>A</i>
39.	Dr. Kusum	<i>Kusum</i>
40.	Ms. Neha Walia	<i>Neha</i>
41.	Ms. Nivedita Bhardwaj	<i>Nivedita</i>
42.	Dr. Shruti Gupta	<i>Shruti</i>
43.	Dr. Navdeep Thakur	<i>Navdeep</i>
44.	Ms. Annette	<i>Annette</i>



Sample Certificates



Heritage Status

St. Bede's College

NAAC Re-Accredited A⁺ Grade

Certificate of Participation

Certificate no: **SBC-2023/0001**

This is to certify that **Prof. (Sr.) Molly Abraham, St. Bede's College, Shimla** has participated in **One Day Faculty Development Programme on "Moving Towards Accreditation-4th Cycle"** organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on **May 10, 2023**.



Sr. Prof. Molly Abraham
Principal



Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A⁺ Grade

Certificate of Participation

Certificate no: **SBC-2023/0002**

This is to certify that **Dr. Sapna Sharma, Department of Physics, St. Bede's College, Shimla** has participated in **One Day Faculty Development Programme on "Moving Towards Accreditation-4th Cycle"** organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on **May 10, 2023**.



Sr. Prof. Molly Abraham
Principal



Dr. Anupama Tandon
IQAC Coordinator

[Back](#)



Heritage Status

St. Bede's College

NAAC Re-Accredited A⁺ Grade

Certificate of Participation

Certificate no: SBC-2023/0003

This is to certify that **Dr. Anupama Tandon Tomar**, Department of Economics, St. Bede's College, Shimla has participated in **One Day Faculty Development Programme on "Moving Towards Accreditation-4th Cycle"** organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on May 10, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A⁺ Grade

Certificate of Participation

Certificate no: SBC-2023/0004

This is to certify that **Dr. Deepti Pajni**, Department of English, St. Bede's College, Shimla has participated in **One Day Faculty Development Programme on "Moving Towards Accreditation-4th Cycle"** organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on May 10, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0005

This is to certify that **Dr. Gitanjali Mahindra**, Department of English, St. Bede's College, Shimla has participated in **One Day Faculty Development Programme** on "Moving Towards Accreditation-4th Cycle" organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on May 10, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0006

This is to certify that **Mr. Manu Mahajan**, Department of Commerce and Management, St. Bede's College, Shimla has participated in **One Day Faculty Development Programme** on "Moving Towards Accreditation-4th Cycle" organised by **Internal Assurance Quality Cell**, St. Bede's College, Shimla on May 10, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



DEVELOPMENT PROGRAM ON 'WORK ETHICS' FOR THE NON-TEACHING STAFF

On May 11th, 2023, the Internal Quality Assurance Cell (IQAC) organized a development program on "Work Ethics" for the Non-teaching Staff at Bede's College. The program was conducted by Prof. Fr. George Thadathil, who served as the resource person for the day.

Objective: The objective of the development program was to:

1. Create awareness about the importance of work ethics and its impact on individual and organizational success.
2. Foster a positive and harmonious work environment among the non-teaching staff.
3. Encourage teamwork and collaboration among staff members from different departments.
4. Identify areas for improvement in the current work dynamics and suggest actionable steps for enhancing the overall working environment.
5. Promote personal growth and self-reflection among the non-teaching staff.
6. Strengthen the bond and camaraderie among the non-teaching staff through networking opportunities during the program.

To encourage teamwork and collaboration, the non-teaching staff was divided into three teams, with six members in each team. Each team was assigned the task of discussing and documenting their perspectives on past experiences working with the management at Bede's, as well as their current work dynamics. The teams were also encouraged to suggest steps for improving the overall working environment. A representative from each team presented and explained the contents written on the chart paper, facilitating further discussion among team members.

To enhance group dynamics and address department-specific concerns, the participants were then divided into two teams based on their respective departments. One team consisted of office and library staff, while the other team comprised lab assistants. Each team was tasked with identifying three positive aspects that contribute to Bede's being a great place to work, as well as three areas where improvements could be made in the future. The points generated by each team were shared and discussed among the team members, fostering a sense of shared responsibility and collective problem-solving.

The program concluded with a period of silent reflection, allowing participants to internalize the learnings and experiences from the day. This reflection period encouraged self-awareness and personal growth. Following this, lunch was provided for all participants, providing an opportunity for informal networking, and fostering camaraderie among the non-teaching staff.

Outcome: The program provided a platform for self-reflection, teamwork, and the identification of areas for improvement. By fostering a positive work environment and encouraging a collective commitment to strong work ethics, the program contributed to the continued growth and success of Bede's College

[Back](#)



St. Bede's College Shimla
(NAAC RE-ACCREDITED A+)

IQAC

Organises
DEVELOPMENT PROGRAMME

FOR
THE NON TEACHING STAFF

On
WORK ETHICS

11th MAY 2023



Resource Person
Prof. (Fr.) George Thadathil
Principal Salesian College Sonada

Time- 10.00 a.m to 1.00 p.m
Venue- Dina Hall



35VP+MMQ, Navbahar, Chotta Shimla, Shimla, Himachal Pradesh 171002, India

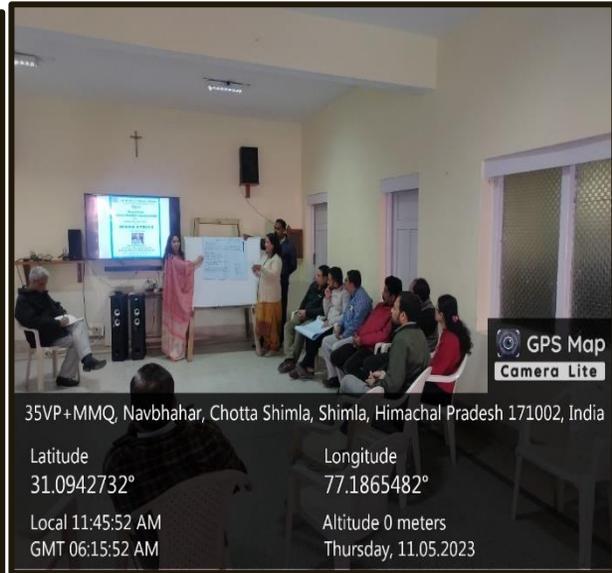
Latitude
31.0942732°

Longitude
77.1865482°

Local 01:14:03 PM
GMT 07:44:03 AM

Altitude 0 meters
Thursday, 11.05.2023

[Back](#)



Attendance Sheet

ATTENDANCE FOR SEMINAR ON ' WORK ETHICS '	
NAME	SIGNATURE
SR. REENA	<i>Reena</i>
SALIL SOOD	<i>Salil</i>
ANNIE THOMAS	<i>Annie Thomas</i>
NAVEEN SHARMA	<i>Naveen</i>
BHOPINDER SHARMA	<i>Bhopinder</i>
POONAM BAKSHI	<i>Poonam</i>
POOJA GARG	<i>Pooja garg</i>
RUCHI RANGTA	<i>Ruchi</i>
AMILY	<i>Ambika</i>
BIHARI LAL THAKUR	<i>Bihari Lal</i>
FRANCIS A.A	<i>Francis</i>
KHUB RAM	<i>Khub Ram</i>
BISHAN DUTT	<i>Bishan</i>
REGI PAPI	<i>Regi-P</i>
SANJEEV PETER	<i>Sanjeev Peter</i>
AMIT	<i>Amit</i>
SANDEEP	<i>Sanj</i>
MANOJ KUMAR	<i>Manoj</i>



Sample Certificates



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: **SBC-2023/0057**

This is to certify that **Mr. Manoj Kumar of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.



Sr. Prof. Molly Abraham
Principal



Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: **SBC-2023/0056**

This is to certify that **Mr. Sandeep of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.



Sr. Prof. Molly Abraham
Principal



Dr. Anupama Tandon
IQAC Coordinator

[Back](#)



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0055

This is to certify that **Mr. Amit** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0054

This is to certify that **Sanjeev Peter** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0053

This is to certify that **Mr. Regi Papi** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0052

This is to certify that **Mr. Bishan Dutt** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0051

This is to certify that **Mr. Khub Ram of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0050

This is to certify that **Mr. Francis A.A of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0049

This is to certify that **Mr. Bihari Lal Thakur of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0048

This is to certify that **Ms. Amily of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0047

This is to certify that **Ms. Ruchi Rangta of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0046

This is to certify that **Ms. Pooja Garg of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator

[Back](#)



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0045

This is to certify that **Ms. Poonam Bakshi** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



Heritage Status

St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0044

This is to certify that **Mr. Bhopinder Sharma** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator

[Back](#)



St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0043

This is to certify that **Mr. Naveen Sharma of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0042

This is to certify that **Ms. Annie Thomas of St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator

[Back](#)



St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0041

This is to certify that **Mr. Salil Sood** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator



St. Bede's College

NAAC Re-Accredited A+ Grade

Certificate of Participation

Certificate no: SBC-2023/0040

This is to certify that **Sr. Reena Kurian** of **St. Bede's College, Shimla** has participated in **Development Program on "Work Ethics"** for Non-Teaching Staff organised by **Internal Assurance Quality Cell, St. Bede's College, Shimla** on May 11, 2023.

Sr. Prof. Molly Abraham
Principal

Dr. Anupama Tandon
IQAC Coordinator