

ARYA MAHILA P. G. COLLEGE

CHETGANJ, VARANASI

Admitted to the privileges of Banaras Hindu University

Accredited Grade 'A' by NAAC

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. (Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)

Part – A

I. Details of the Institution

1.1 Name of the Institution

ARYA MAHILA P. G. COLLEGE

1.2 Address Line 1

Chetganj

Address Line 2

Varanasi, 221010

City/Town

Varanasi

State

Uttar Pradesh

Pin Code

221010

Institution e-mail address

ampgc.vns@gmail.com

Contact Nos.

0542-2411893

Name of the Head of the Institution:

Prof. Rachana Dubey

Tel. No. with STD Code:

0542-2411893

Mobile:

Name of the IQAC Co-ordinator:

Mobile:

IQAC e-mail address:

1.3 NAAC Track ID (For ex. MHCOGN 18879)

1.4 NAAC Executive Committee No. & Date:
(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)

1.5 Website address:

Web-link of the AQAR:

For ex. <http://www.ladykeanecollege.edu.in/AQAR2012-13.doc>

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1.1	1 st Cycle	A	3.11	5/1/2013	4/1/2018
1.2	1 st Cycle	B	2.42	5/1/2013	4/1/2018
2	2 nd Cycle	-	-	-	-
3	3 rd Cycle	-	-	-	-
4	4 th Cycle				

1.7 Date of Establishment of IQAC :

DD/MM/YYYY

05/05/2011

1.8 AQAR for the year (for example 2010-11)

2013-14

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((for example AQAR 2010-11 submitted to NAAC on 12-10-2011))

Example AQAR 2012-13 submitted to NAAC on 23/12/2014

- i. AQAR _____ (DD/MM/YYYY)
- ii. AQAR _____ (DD/MM/YYYY)
- iii. AQAR _____ (DD/MM/YYYY)
- iv. AQAR _____ (DD/MM/YYYY)

1.10 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid + Self Financing Totally Self-financing

1.11 Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

Social Science

1.12 Name of the Affiliating University (*for the Colleges*)

Banaras Hindu University

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University

University with Potential for Excellence

UGC-CPE

DST Star Scheme

UGC-CE

UGC-Special Assistance Programme

DST-FIST

UGC-Innovative PG programmes

Any other (*Specify*)

UGC-COP Programmes

2. IQAC Composition and Activities

2.1 No. of Teachers

07

2.2 No. of Administrative/Technical staff

02

2.3 No. of students

--

2.4 No. of Management representatives

01

2.5 No. of Alumni

01

2.6 No. of any other stakeholder and
community representatives

01

2.7 No. of Employers/ Industrialists

01

2.8 No. of other External Experts

--

2.9 Total No. of members

2.10 No. of IQAC meetings held

2.11 No. of meetings with various stakeholders: No. Faculty

Non-Teaching Staff & Students Alumni Others

2.12 Has IQAC received any funding from UGC during the year? Yes No

If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

2.14 Significant Activities and contributions made by IQAC

- **A Committee for Excellence in Research was constituted which included all faculty members of PG Departments.**
- **IQAC as a part of students enrichment programme encouraged students to apply for All India Level Seminars and co-curricular activities.**
- **Expansion in library services like Bar Coding etc**
- **Expansion of College building.**

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
<ul style="list-style-type: none"> • Excellence in Research course undertaken in College. • Bar Coding of Library Books • Expansion of College Building. • Proposal for Ph. D. programmes in all subjects. • Plan to strengthen the Alumni Association financially. 	<ul style="list-style-type: none"> • A Committee for Excellence in Research was constituted in 2013-14. • Bar Coding has been completed • Expansion has been completed.

* Attach the Academic Calendar of the year as Annexure.

2.15 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

The Management approved the various Plan of Action taken by IQAC.

Part – B

Criterion – I

I. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	01			
PG	09			
UG	14		01	
PG Diploma				
Advanced Diploma				
Diploma				
Certificate	01			
Others				
Total	25		01	
Interdisciplinary				
Innovative				

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

This is available under Semester System.

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	23
Trimester	Nil
Annual	01

1.3 Feedback from stakeholders* Alumni Parents Employers Students
(On all aspects)

Mode of feedback : Online Manual Co-operating schools (for PEI)

**Please provide an analysis of the feedback in the Annexure*

As per now, there is no formal system of obtaining feedback from stakeholders.

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

University updates and revises syllabi as and when required. The syllabuses of Music & B.Ed. were revised.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

Extension of the Centre for Buddhist Studies, UGC sponsored under the scheme of Epoch Making Social Thinker upto 2016-17

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
50	30	20	-	01

2.2 No. of permanent faculty with Ph.D.

40

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
-	06	-	-	-	-	-	-	-	06

2.4 No. of Guest and Visiting faculty and Temporary faculty

04

-

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended Seminars/	10	15	-
Presented papers	15	10	-
Resource Persons	-	02	-

2.6 Innovative processes adopted by the institution in Teaching and Learning:

Presentation through PPT, Formative and Summative Assessment.

2.7 Total No. of actual teaching days during this academic year

256

- 2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

The evaluation and examination process has undergone a major change with introduction of Semester System. The continuous and comprehensive internal evaluation, showing of answer sheets to the STUDENTS, display of marks etc. are hallmarks of this system which the college also follows.

- 2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

The restructuring /revision and Syllabus development is done by Banaras Hindu University.

- 2.10 Average percentage of attendance of students

75%

- 2.11 Course/Programme wise distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
B. A. (Hons.)	612	1st position in Music Instrumental 1st Position in Music Vocal 1st Position in Sanskrit 1st Position in A.I.H.C. 1st Position in English 1st Position in History	433	86		85%
B. Com.	84	02	73	07		95.2%
B.Ed.	112	51	111			99.1%
M. A.	217	1st Position in Sanskrit 1st Position in Pol. Science 1st Position in Psychology	179	12		88%

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes :

The members of IQAC are invited quite frequently for assisting the departments in planning the academic activities as well as the action plans for improvement of teaching–learning process. In these designs, the members give their considered view in respect of formative tests, their formats, frequencies and nature. This obviously raises the level of the teaching–learning in terms of expectation of the university curriculum being implemented.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	10
UGC – Faculty Improvement Programme	-
HRD programmes	-
Orientation programmes	02
Faculty exchange programme	-
Staff training conducted by the university	-
Staff training conducted by other institutions	-
Summer / Winter schools, Workshops, etc.	05
Others	-

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	12	--	--	--
Technical Staff	Nil	--	--	--

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

The college encourages its teachers to apply for major/minor research projects funded by different agencies. A Committee for Excellence in Research was constituted to monitor and assist research work of PG students (Dissertation) and Ph.D. Scholars. This committee includes all the faculty members of PG Departments.

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	01		9,30,600	Submitted
Outlay in Rs. Lakhs				

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	01		90,000	Submitted
Outlay in Rs. Lakhs				

3.4 Details on research publications

	International	National	Others
Peer Review Journals			
Non-Peer Review Journals		40	02
e-Journals		--	
Conference proceedings		10	

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects				
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>				
Any other(Specify) PDF	2013-15	ICSSR	8,03,108	
Total				

3.7 No. of books published i) With ISBN No.

04

Chapters in Edited Books

01

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST
 DPE DBT Scheme/funds

3.9 For colleges

Autonomy CPE DBT Star Scheme
 INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

NIL

3.11 No. of conferences

organized by the Institution

Level	International	National	State	University	College
Number		01			
Sponsoring agencies		U.G.C.			

3.12 No. of faculty served as experts, chairpersons or resource persons

04

3.13 No. of collaborations

International National Any other

3.14 No. of linkages created during this year

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3.15 Total budget for research for current year in lakhs :

From Funding agency From Management of University/College

Total

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	--
	Granted	--
International	Applied	--
	Granted	--
Commercialised	Applied	--
	Granted	--

3.17 No. of research awards/ recognitions received by faculty and research fellows
 Of the institute in the year

Total	International	National	State	University	Dist	College
08		01				07

3.18 No. of faculty from the Institution who are Ph. D. Guides and students registered under them

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF SRF Project Fellows Any other

3.21 No. of students Participated in NSS events:

University level State level
National level International level

3.22 No. of students participated in NCC events:

University level State level
National level International level

3.23 No. of Awards won in NSS:

University level State level
National level International level

3.24 No. of Awards won in NCC:

University level State level
National level International level

3.25 No. of Extension activities organized

University forum College forum
NCC NSS Any other

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- **Educational visit to place of historical importance in Varanasi.**
- **Exhibition and Rural Extension Programme by the department of Home Science.**
- **Community Work by B.Ed. students and visit to Kiran Sansthan, Varanasi**
- **Blood Donation Camp in which NSS students also participated.**
- **Free stitching classes are run with collaboration with the Annapurna Anna Kshetra Trust, Varanasi.**
- **Free Sewing Machines & Certificates are also distributed to the students of stitching classes after successful completion of the course.**

Social Initiatives by NSS

- **Visit to Old Age Home , Durgakund, Varanasi**
- **Red Ribbon Club became functional under NSS. AIDS awareness programme is the main thrust area of this club. Students attended the Peer Educators Training Programme.**

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	243.15 sq. mtr.			
Class rooms	39			39
Laboratories	04			04
Seminar Halls	01			01
No. of important equipments purchased (\geq 1-0 lakh) during the current year.				
Value of the equipment purchased during the year (Rs. in Lakhs)				
Others				

4.2 Computerization of administration and library

- **College library has been completely computerized. It has subscribed to the N-List service of INFLIBNET which offer online access to nearly 1 lakh books and 3500 magazines and journals.**
- **30 Computers with Internet facility are available for access in the library for students and teachers.**

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books & Reference Books	29,405		618		30,023	
e-Books						
Journals	55	--	--	--	55	--
e-Journals						
Digital Database						
CD & Video	20					
Others(specify) Book Bank	1898	--	--	--	1898	--

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	49	30	Internet facility in 40 Computers			10	09	
Added								
Total	49	30				10	09	

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

Computer Awareness programme and use of Internet to Students and Non –teaching Staff.

4.6 Amount spent on maintenance in lakhs :

i) ICT	2, 00,000
ii) Campus Infrastructure and facilities	39, 00,000
iii) Equipments	49,000
iv) Others	3, 20,000
Total :	44, 69,000

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- Students were made aware of the various facilities available in the college regarding Scholarship, Free ship, Educational Tour and excursion, cultural activities, sports etc. at the beginning of the session etc.
- Students participated in Inter-College Debate, Essay Writing, Quiz, and Elocution etc. at college and Inter College level.
- Training course in Craft and Beautician for residential students was conducted.

5.2 Efforts made by the institution for tracking the progression

There is no separate machinery for tracking the progression of students. The evaluation system of the University through examinations has inbuilt mechanism for monitoring the progress of students. A number of students at UG level qualified for PG at BHU and other Universities.

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
2265	468	09	

(b) No. of students outside the state

UG – 71	PG –16
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(c) No. of international students

NIL

Men

No	%

Women

No	%
2630	100

2012-13						2013-14					
Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
1374	425	72	646	16	2533	1422	456	78	661	13	2630

Demand ratio

Dropout %

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

No

No. of students beneficiaries

No

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
 IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

The College has a Counselling and Career guidance cell. Time to time Career Guidance related lectures are organized.

No. of students benefitted

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed

5.8 Details of gender sensitization programmes

A lecture on Gender Sensitization was organized by the Dept. of Political Science.

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	--	21,000
Financial support from government	1444	88,17810/-
Financial support from other sources		
Number of students who received International/ National recognitions		

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed: None

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision -

Unfolding the unique potency of womanhood based of Indian culture and make them self-reliant, empowered and proud citizen of the country.

Mission -

- To Provide infrastructure for successful conduct of academic and professional programmes in the institution.
- To create an environment conducive for promotion of quality education & training.
- To orient them with emerging trends to compete in the global world.
- To help each girl excel in her capacity by careful guidance and counseling.

6.2 Does the Institution has a management Information System

NO

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

The curriculum is developed by the respective departments of BHU in which our senior faculties attend the meeting of Board of Studies.

6.3.2 Teaching and Learning

- **Student Centric Learning through extensive use of ICT.**
- **Participative teaching – learning through assignments, seminar presentation, field visit and report writing.**
- **Encouraging students for optimum use of online material through various workshops organized by the Library.**

6.3.3 Examination and Evaluation

As per University norms

6.3.4 Research and Development

PG Students (M.A. dissertations) and Ph.D. scholars are encouraged to refer various research journals through INFLIBNET and other online materials for their research work.

6.3.5 Library, ICT and physical infrastructure / instrumentation

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6.3.6 Human Resource Management

The teachers are encouraged to participate in various training programmes, orientation courses, refresher courses, workshop, seminar, etc.

6.3.7 Faculty and Staff recruitment

It is done as per UGC / BHU norms.

6.3.8 Industry Interaction / Collaboration

- **Regular Industry/NGO visit for students wherever necessary and for exposure towards Industrial Management, Industrial Psychology, Entrepreneurship development, etc.**
- **To have maximum Industry – Academic Interaction and Collaboration for practical training and placement. The students of Commerce visited Glass Factory & Jhoola Vanaspati Factory.**
- **Visit to Parle-G factory, Ramnagar by the PG students of Economics department.**

6.3.9 Admission of Students

Students are admitted to various courses at UG/PG/Research level by All India Entrance (UET/PET/CRET) conducted by Banaras Hindu University.

6.4 Welfare schemes for

Teaching	GPF, Group Insurance, Family Planning Allowances, Maternity Leave for Female Staff, Paternity Leave for male staff, etc.
Non-teaching	GPF, Group Insurance, Family Planning Allowances, Maternity Leave for Female Staff, Paternity Leave for male staff, etc.
Students	Scholarship, Free Ship

6.5 Total corpus fund generated

--

6.6 Whether annual financial audit has been done

Yes

No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic				
Administrative	No	-	Yes	C.A.

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

The University takes all the decision regarding examination reforms. To streamline the examination process and to bring accountability and flexibility in the system, all examinations are held in BHU.

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

The University ensures autonomy to all its colleges regarding its routing functioning, the financial matter regarding fees. Affiliation is mainly academic in context of monitoring curriculum, admissions, examinations and evaluation procedure.

6.11 Activities and support from the Alumni Association

The Alumni of the college always provides moral support in the progress of the college in terms of infrastructure development and academics goals to be achieved and the mission and vision of the college to be accomplished.

6.12 Activities and support from the Parent – Teacher Association

Parent Teacher Meeting is held by all the Departments.

6.13 Development programmes for support staff

GPF, Group Insurance, Family Planning Allowances, Maternity Leave for Female Staff, Paternity Leave for male staff, etc. Two sets of uniform are given to the Bus Staff every year. Every third year, woollen coat is given to bus staff. Food allowance is given to all staff of General section.

6.14 Initiatives taken by the institution to make the campus eco-friendly

The college is a Green Campus having large number of Trees and Plants.

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

1. Faculty meetings practically held in each month.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

- **All the Departments organized Lectures on various topics.**
- **Hindi Divas, World Philosophy Day, Water Day, International Women’s Day, Earth Day & ICPR Lecture Series were organized.**
- **UGC sponsored National Seminar on Art, Literature, Culture with reference to Medieval period was organized.**
- **UGC sponsored National workshop on Lord Buddha & Pali Literature was organized.**

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

- 1. Use of Information Communication Technology in Teaching & Learning, for example – Establishment of LCD projector, providing access to computer and internet.**
- 2. Student centric activities like Quiz, Debates, Paper Presentation on Current Topics, Speech Contest etc.**

**Provide the details in annexure (annexure need to be numbered as i, ii, iii)*

7.4 Contribution to environmental awareness / protection

- **NSS Students visit nearby villages and create environmental awareness among the villagers.**
- **Plantation of saplings.**
- **Waste materials not to be burnt rather bio gradable is to be buried in earth.**

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

- **SPICMACAY - Kolkata Puppet Theatre gave puppet show performance & Ananda Sankar gave performed Bharatnatyam.**
- **The College has a Cultural Forum named Medha Sankul, where dance, Group dance, Solo Dance, Group Songs, Classical Music, Sitar, Quiz, Collage , Essay Competitions are organized.**

8. Plans of institution for next year

1. Hostel to be introduced in College.
2. Expansion & Extension of the College building,
3. New Library to be introduced.
4. Renovation of the college staff room.

Name : Dr. Uma Pant ,Associate Professor

Name : Prof. Rachana Dubey, Principal

u. Pant

Signature of the Coordinator, IQAC

Rachana Dubey

Signature of the Chairperson, IQAC

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission
