



Assessing the “Best Practices and know-how” of St. Xavier’s College (Autonomous), Kolkata: A Case Analysis with some Empirical Viewpoints

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Abstract

In the current era of hyperbolic transitions and ramifications, the sacrosanct landscape of education should also be metamorphosed constantly to cope up with the mercurial changes percolating in the ever transient society. In this context, the roles played by Higher Education Institutions (HEI’s), has become more challenging and hence certain practices need to be followed in such institutions to keep educational afloat as well as engrave a significant mark in the minds of its students. In this light, it is almost imperative to talk about Jesuit Higher Education Institutions who aim to provide a 360-degree development among its students, by not only catering to fulfil its students’ dream of a rich quality education but also shaping the personality of the students,

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thereby, emphasizing in the overall growth of its students and hence epitomizing the real spirit of Ignatian charisma and pedagogy. Myriad Jesuit HEI's that of late have incorporated a plethora of head-turning practices in their institutions aiming primarily at academics but also simultaneously focusing on the extra-curricular dimensions of its students and the society. St. Xavier's College, Kolkata has also undertaken some eye-twitching measures to propel the Ignatian Pedagogy as well as perch itself very high in the ambit of pedagogical innovations which shall be discussed.

Keywords: Jesuit Higher Education Institutions; Best Practices; Pedagogical Innovation; Ignatian Pedagogy; St. Xavier's College, Kolkata

Introductory Contemplations

In the backdrop of the hyper-competitive academic sphere, the principle of "survival of the fittest" well and truly exemplifies its impeccable relevance. The fast paced world has been driven largely by the astounding upsurge in globalization, technological innovations and bewildering changes in the modus vivendi of the people. The impact of such dramatic changes have even been felt in the circa of academia, which is going through constant changes. Higher Education Institutions face a herculean task of not only keeping itself upbeat with the new dimensions in the ambit of academics but also face an uphill task of adapting and constantly renovating itself with the latest practices both inside the classroom environment as well as outside to fine-tune the quality of education offerings as well as shape the personality making them agents of changes to better prepare themselves for any mercurial situations and demands thrown at them in the future. This in turn serves the basic objective of the charisma carried by the Ignatian pedagogy focusing on the overall development of a student along with establishing a

good healthy relationship between teachers and students, gives a holistic attention on teaching-learning process and gives a new direction to the practical meaning of a classroom, hence, serving the goals of Jesuit higher education. The current research endeavour has been attempted to explore and probe into the various pedagogical innovations implemented by St. Xavier's College, Kolkata. Based on the Pedagogical Innovations undertaken by St. Xavier's College, Kolkata, we have been able to reflect on the impact it has created by examining and analyzing the perception of 200 students of St. Xavier's College, Kolkata through a self-developed research model which would help describing the impact of such best practices by incorporating the 5 crux characteristics of Ignatian Pedagogical Paradigm which are "Context", "Experience", "Reflection", "Action" and "Evaluation." The study is a Case-Based application taking into context the reputed Jesuit institution of St. Xavier's College, Kolkata. We will discuss about the various Pedagogical Innovations implemented and practiced by St. Xavier's College, Kolkata. We will also prune out the empirical evidences of the impact it has created on the students of the aforementioned college.

Problem Statements

The best practices of a Jesuit Higher Education Institution are generally surrounded by a very noble and hallowed principle that firmly believes in giving the best to the society by serving them and hence ultimately serving God. Jesuit Higher Education Institutions go beyond the realms of education engaging what is deemed to be an exquisite and exclusive work of extraordinary service. Jesuit Higher Educations Institutions are not only expected to provide education of the highest quality to its students but also mold the students in their overall personality development and also catering to the societal causes. In this context, such institutions relentlessly in the quest for adopting, implementing and practicing certain activities, policies and methodologies that ensure the academic quality of their programs, provide an integral formation, carry out relevant research, to increase the efficiency of the institutional resources, to form managerial cadres, to remain at the forefront through processes of innovation; to respond appropriately to the challenges of the current scenario and most importantly to have an inexorable impact on society. For this purpose, such institutions must extensively be engaged in the process of pedagogical innovation to keep itself upbeat to bolster its

stranglehold in the landscape of education and other related aspects that facilitate education. This is firmly rooted in the Ignatian gospel which is a nifty driving force to promote the goal of Jesuit Higher Education.

The current case probes into the various best practices undertaken by St. Xavier's College (Autonomous), Kolkata and the impact it has created on the perception of students of the institution by probing into the 5 characteristics of Ignatian Pedagogical Paradigm.

As such, three pivotal questions seem to be looming large in the context of this deliberation.

- What are the various challenges faced by Jesuit Higher Education Institutions at the nexus of academics and the overall development of students?
- What are the various practices undertaken by St. Xavier's College (Autonomous), Kolkata to encounter such challenges?
- How can St. Xavier's College (Autonomous), Kolkata guide its students towards the accomplishment of individual as well as societal goals?

Case Analysis

The gargantuan roles played by Jesuit Higher Education Institutions is no hidden secret and has been much talked about which has garnered prodigious attention worldwide. The essence of Jesuit Higher Education Institutions lies in surging ahead of academics and beyond. To keep itself abreast among various ramifications stemming from the changes percolating with the passage of time, such institutions must engage itself in the best practices that cater to its students and the society at large. The practices must be oriented not only towards academics but also various academic related aspects facilitating education. Most importantly the practices must be instrumental towards the betterment of the society.

Preliminary Elucidations

Before getting headway with the principle aspects of the case, it is important to establish the rationale behind undertaking such best practices of St. Xavier's College, Kolkata which has been the vanguard of innovation in the field of academia and many societal

causes. The globally acknowledged sacrosanct education hub, located in the heart of Kolkata, has demonstrated and educated for generations that being only academic oriented is not the be-all and the end-all, but is more about the holistic process entailed in accomplishing the same towards the students, employees and the society. Successive generations of religious priests of the Society of Jesus, have endeavoured to adopt such noble modus vivendi. They have not only imparted high quality knowledge, but have also played an instrumental role in motivating and encouraging innumerable students and people all over these years to be conscientious towards the society. Here we will discuss about the various Pedagogical Innovations undertaken by St. Xavier's College, Kolkata and briefly about the Ignatian Pedagogy while emphasizing largely and critically on the 5 basic characteristics of Ignatian Pedagogical Paradigm. The twin focal points of our research endeavour practiced by St. Xavier's College, Kolkata which focus on Pedagogical Innovations and Ignatian Pedagogy respectively be discussed in the upcoming paragraphs.

Description

- *Pedagogical Innovation*

Pedagogy is often referred to as the process of educating or instructing or teaching those activities that impart knowledge and skill. The Oxford English Dictionary (2002), has defined pedagogy as "the profession, science and theory of teaching." Putting in simple words, pedagogy is the art and science of teaching. There are 5 types of pedagogical approaches which are Constructivist, Collaborative, Integrative, Reflective and Enquiry Based Learning. But, in this research endeavour we shall only discuss about pedagogical innovations and for that purpose it is noteworthy to mention that the scope of pedagogical innovation is not only limited to teaching or educational process but includes a host of other facilities that foster the process of education like infrastructure, administrative management, technological resources, etc. Pedagogical Innovation is actually being update with the processes that offers students a more comprehensive way of getting educated both inside and outside the classroom atmosphere. It meets their cognizant needs, exposes them to the outside world and enhances their skills and abilities to face new demands posed by the mercurial changes. It is aimed at both academic and non-academic curriculum of a higher education institution. Putting in a

nutshell, pedagogical innovation is actually pedagogical renovation. Truth to be told, the notion of pedagogical innovation actually fulfils the Ignatian goal of focusing on the overall growth of students, making them “men and women for others” by constantly bolstering their consciousness, commitment, competence and compassion which are the 4C’s of Jesuit education. Thus, the concept of Pedagogical Innovation and Ignatian Pedagogy are inter-related and inter-dependent.

- *Ignatian Pedagogy*

Ignatian Pedagogy is a concept deeply rooted in the tradition of Jesuit education which was established by St. Ignatius of Loyola in the 15th century. The advent of Jesuit education was a seismic shift in the domain of education which gave a new dimension to the sector of education itself. “Jesuits” are actually the Catholic priests who belong to the “Society of Jesus”, the highest religious order of the Catholic Church. The Society of Jesus was found by St. Ignatius of Loyola along with his companions St. Francis Xavier and St. Peter Faber, which was later approved as a religious order in 1540 by the then Pope Paul III. Jesuits not only practice their religion but also undertake myriad works aimed towards the betterment of the society. There are certain Jesuit principles or values which exist, depicted below.

Principle/Value	Meaning
Magis	More/Greater which is actually the strive for excellence
Men and Women for others	Going beyond sharing, caring and contributing
Cura Personalis	Care for the individual person and respecting one another
Unity of Heart, Mind and Soul	Developing the whole person physically, psychologically and spiritually
Ad Majorem Dei Gloriam (AMDG)	Greater Glory of God
Forming and Educating Agents of Change	Teaching of behaviours that reflect critical thought and responsible action on moral and ethical issues

Table 1: Core Values of Jesuits/Society of Jesus

Ignatian Pedagogy (IP) encourages education of the whole student, i.e. overall development of the student. Albeit, Jesuit undertake a plethora of works in any corner of the world, but arguably education is their best work. This is a reason why Jesuits have often been referred as “best educators of Europe.” The principle of Jesuit education continues to reflect on the core values developed by St. Ignatius of Loyola, which stresses the active appropriation of knowledge and skills to build ethical and learned

human beings. Such practices have actually been adopted from a plan of study document called “Ratio Studiorum” which is the official plan of Jesuit education introduced in the year 1599. At present, there are more than 20,563 Jesuits spread across the globe who engaged in a plethora of works of any kind with the objective of catering to the welfare of the people with the ultimate aim of “Ad Majorem De Gloriam” which means “for the greater glory of God.” and forming persons of Competence, Conscience, Compassion and Commitment (which are popularly known as the 4Cs of Jesuit education). There lies an existence of an inter-relationship among the crux values of Jesuit education in every context, whether be it, charity or education or any other work. The underlying values remain ever constant albeit the topics and texts changing. There is a need felt to talk about the 21st century virtually-enhanced world, which has been driven by rapid proliferation of technology and other developments. In this light, it is highly relevant to talk about the landscape of education which has also witnessed wholesome changes. In the current technologically empowered era, teaching-learning processes have been successfully blended with ICTs (Information and Communication Technology) which helps in the dissemination of content, thereby, aiding student learning and classroom development and hence bolsters student-teacher interactions as well as fosters the teaching-learning process. At present, the challenge for Jesuit Higher Education Institutions lies in instilling a “depth of thought and imagination” in the students that is expected to encompass engagement with the reality of the world and human conditions. Prodigious challenges for such institutions also emerge while leveraging technological tools to enhance learning and putting them to purposeful use both inside and outside the classroom environment. There has been a growing need felt for lifelong learning in a non-linear world, there are various needs and expectations among the “student consumers”, the fulfilment of which is an arduous task and developing skills and competencies among students other than academic related skills are the basic challenges for Higher Education Institutions (We Forum, 2019). While education in the Jesuit tradition has stemmed from the spiritual exercises of St. Ignatius and teachings of the early educators belonging to the Society of Jesus, the Ignatian Pedagogical Paradigm (IPP) is a relatively new depiction of Jesuit teaching values which was developed by the International Commission on Apostolate of Jesuit Education (Society of Jesus) in the year 1993.

Type of Experience

Following are the various types of experience that students are expected to gain from the Best Practices stemming the current infrastructural facilities available in the college.

Best Practices towards Academic experience aimed at Pedagogical Innovation

St. Xavier's College firmly believes in giving the best quality education to its students and hence, leaves no stone unturned in presenting the best classroom environment to its students along with several other facilities which further makes the process of education facilitation smooth and efficient.

Facility	Description
Large sized Lecture Rooms	These lecture rooms capable of accommodating a large number of students without cramping surrounded by wide corridors enabling free movement of students and teachers.
Smart Classrooms	These facilitate lectures along with multimedia devices of information and communication technology like projector, sound systems, desktops, mic, internet, etc.
Fr. Verstraeten Central Library	It is the fulcrum of all academic activities and research studies. It is an academic hub having a rich collection of around 69,000 books, old and rare books, valuable reference books, journals, educational CDs/DVDs and innumerable e-books, e-journals, and other resources for the use of its members.
Goethals Indian Library and Research Society	It is a hub of precious collection of old books, periodicals, plates and maps, mission documents and many other such collections dating back to more than 500 years.
Computer Centre and Central Computing Facilities	The vast space and facilities available support additional lecture classes held especially those which require the use of ICTs.
Central Research Facility	It has deferent instrumental facilities like – 800C Deep Freeze, Spectrophotometer, Water treatment plant, Water Analyzer, Stereo Microscope etc. It primarily provides advanced research facilities to different Departments and there by fosters inter-disciplinary research.
Laboratories	St. Xavier's College has highly equipped Physics, Chemistry, Statistics, Computer Science, Microbiology and Biotechnology Labs.
Finance Laboratory	The mission of the Finance Lab is to support advanced applied research in financial markets and equip Commerce and Management students with the mathematical and conceptual theories and best practices in financial markets that go into the creation and management of innovative financial products.
Cyber Room	SXC Cyber Room is equipped with high speed (4MBPS Leased Line) Internet Connectivity. The services are available to the students as well as staff of the college.
Cubicles	There are a number of cubicles or small sized enclosure for student-teacher interaction with desktops and high speed internet connections. Such facilities are available in a Central Hall, Library and B.Ed departments of the college.

Table 2: Pictorial Representation of Academic Oriented Best Practices

Best Practices towards Extra-Curricular experience aimed at Pedagogical Innovation

The below mentioned are some of the exquisite infrastructural facilities outside the ambit of academics and research which aim at bolstering the academic facilities along with giving the students immense scope for self-development, thus, catering to the 360 degree development of the students.

Facility	Description
Two Playgrounds, Basketball Court, Indoor Games Room and Gymnasium	Available within campus to support leisure time of students. A host of games and events supported.
Fr. Depelchin Auditorium	It is a specious auditorium supporting various cultural programs and many other academic oriented and skill development seminars, workshops, management development programs and faculty development programs where a plethora of academic as well as cultural programs are held every now and then.
Counselling Cell	It is to help the students as well as staff of the college to keep up with the stress of their daily living, psychological counselling is offered by counsellor appointed by the college
St. Xavier's College Canteen	A food gallery where healthy and hygienic food is served. It is a hub of informal meetings by students while enjoying mouth-watering delicacies. The canteen also has a splendid LCD television equipped with cable facility where often news and sports are played.
Fr. Leeming's Twin Hostels	Hostel accommodations are available for both boys and girls of St. Xavier's College, Kolkata. The hostel is located just 10 minutes away from the college campus.
Fr. Joris Corner	The purpose of this venture is to serve the staff and students better by making stationary and other personalized items particularly eco-friendly items available within the campus.
Placement Cell	It creates a platform where students are recruited by major companies all across India. Starting from 2003, a large number of students have been placed in some reputed companies with a good pay scale.
Consultancy Cell	It provides consultancy services to public and private sector organizations and international bodies. It seeks to offer a wide range of services starting from preparation of feasibility reports and project appraisals in areas of finance, accounts, audit, marketing, human resource management, computer science, physics, biotechnology, microbiology and statistics.
Anti-Ragging Committee	The aim of this committee is to provide its students a sense of security regarding ragging of any kind as well as strict actions taken against sexual harassments.
Entrepreneurship Development Cell	It is an initiative to inculcate organizational, developmental and managerial skills into aspiring entrepreneurs and provide them with a platform to nurture their creativity and transform it into reality.
SC/ST Minority Cell	As a Christian Minority Educational Institution, St. Xavier's has been very much keen to provide services to the educational and cultural needs of the Minority community along with other caste, creed and Nationality. The Minority Cell basically helps minority students including Christian, Muslim, Jain, Buddhists etc. by working in conjunction with AICLUF where the major purpose is to bring the students of minority community at par with the main stream student body.
ENACTUS	Formerly known as Students In Free Enterprise (SIFE), is an international non-profit organisation in 39 countries around the world and has over 70,000 students as active members. Enactus St. Xavier's College, brings together a diverse network of university students, academic professionals and industry leaders around the shared mission of creating a better and a more sustainable world by working at the intersection of social innovation and social equality to make a difference across a variety of globally pressing issues.
Yoga Centre	A Yoga centre is available which in the Department of Education. The Yoga room with its soothing ambience and well-maintained floors, simple decor, along with the generous provision of Yoga mats, enables students to gain coordination of mind, body and soul. Professional guidance by trained instructors helps students refresh themselves.

Table 3: Pictorial Representation of Best Practices oriented towards Extra-Curricular Activities

Best Practices for gaining an experience towards Society aimed at Ignatian Pedagogy

A plethora of activities which have been primarily aimed at the integral formation of students and make a contribution to the society at large.

Facility	Description
Sports Committee	The Sports Department worked towards preparing formidable teams for prestigious Inter College tournaments. An action packed department with very little breathing space engaging itself in College Team practices and matches, Inter-Department tournaments and other extension activities.
National Service Scheme	The Department strives to mould the young minds of students and instill in them a sense of responsibility towards the society at large. It also contributes towards the Jesuit mission of 'creating men and women for others.' The students are motivated to participate actively in the programmes organised by the NSS unit. Health check-up camp, blood donation camp are organised every year. NSS actively and regularly visit the various villages adopted by the College.
National Cadet Corps	National Cadet Corps (NCC) is the largest youth organization of the country. It is a tri-service organization comprising of the Army, Navy and Air Force, engaged in grooming the youth of the country into disciplined and patriotic citizens. St. Xavier's College NCC acts under 20 Bengal Battalion NCC as its 6th company. It is a combined company, giving equal opportunities to both girls and boys, and having strength of 160 students from various departments. Regular parade sessions are conducted in the college grounds and Fort William.
AICUF	The All India Catholic University Federation (AICUF) is a university students' movement which began in 1924 by the Jesuit Fathers. Today, it is an all India movement with a membership of 30,000 students in 12 States. The AICUF works through university students, who as a team want to do something for their own growth and the welfare of the society in which they live. Through social action, AICUF aims to subvert structures of injustice in our society and our world.
Unnat Bharat Abhiyan	The College was selected as a Participating Institution (PI) under Unnat Bharat Abhiyan in October 2018 and works in some of the villages located in South 24 Parganas. The mission of UBA is to enable participating higher educational institutions to work with people of rural India in identifying development challenges and evolving appropriate solutions which will contribute towards sustainable growth of the partner communities. St. Xavier's College, Kolkata through knowledge transfer as well as community mobilization will bring sustainable rural development in these selected villages.
Student Council	St. Xavier's College (Autonomous), Kolkata is famous for its rich student council committee which is headed by a group of teachers and ultimately lead by the Principal of the college. The committee is very proactive and keeps on organizing various eye-twitching events of cultural and social importance.

Table 4: Pictorial Representation of Best Practices towards Society

Best Practices entirely towards Teaching-Learning experience aimed at Ignatian Pedagogy

St. Xavier's College, Kolkata believes not only in giving its students a rich quality education but also strives to practice the best activities and methods in the process of teaching and learning to educate the students in a more comprehensive way ameliorating their cognizance levels, bolsters their understanding of the lectures smoothly, introduces them as well as teachers to new tools of ICT (Information and Communication Technology) but overall emphasizing to improve the quality of

education. Below are some of the best practices undertaken by St. Xavier's College inside the classroom atmosphere to make the teaching-learning process more congruent, alluring and effective, which has been depicted in the form of a figure.

- Use of wireless mic and good quality sound speakers inside lecture rooms to be more audible to the students
- Use of PowerPoint presentations with the help of projectors and laptops to better present the lecture notes.
- Practical classes like statistical packages, Microsoft Office programs like Excel, Word, Power Point, etc., held inside computer laboratories or other smart classes which are well equipped with computer and internet settings. Practical classes which include experimental activities particularly in Science are practiced in individual department laboratories which are equipped with all needed machines, equipment and apparatus.
- Smart Classes and Laboratories are air-conditioned to give students and teachers a pleasurable environment of learning and teaching especially during the hot and humid months.
- Remedial Classes provided by the teachers to those students who have difficulty in understanding the topic.
- Seminars held on weekly basis on the topics which are taught in the class where students engage in interactive discussions with each other and also with the teachers.
- Relentless strive to introduce more Post Graduate courses in the college as well as more courses in the Ph.D. Program. The college is persistently trying to excel in the domain of research activities.
- Academic guidance available on NET/SET Guidance Centre which serves as a significant department in helping students prepare for and successfully crack their NET/SET examinations which is an examination of eligibility to qualify as an Assistant Professor for teaching in colleges across states and in India.

Figure 1: Pictorial Representation of Best Practices for teaching and learning process

Best Practices entirely in Teaching-Learning experience during the 'New Normal'

After the ugly aftermath of Covid-19 Novel Coronavirus, where all sectors were jolted, education was also severely affected. To keep education afloat during these testing times, St. Xavier's College (Autonomous), Kolkata has been ahead of other colleges in successfully keeping the teaching-learning process upbeat by online mode of teaching process. Students had also appeared for the examination at the end of the semester via online mode and evaluations have also been done successfully.

Best Practices for gaining an experience towards Environment aimed at Ignatian Pedagogy

Few head-turning practices adopted and implemented by the college to make their resources more efficient, to respond to the current challenges of the environment in terms of sustainability and remain at the forefront in the context of technological and green innovation.

Clean Green Campus: St. Xavier’s College in collaboration with Kolkata Police and Kolkata Municipal Corporation initiated Green Neighbourhood in 2011 wherein students not just keep the campus clean but also the neighbourhood. Since then, bi-weekly, the students go about cleaning the campus and its surrounding areas. They create awareness in and outside the campus through street plays about the ill effects of plastics and dissuade them from using them.

Ecological Initiatives: A number of head-turning green initiatives undertaken and practiced by St. Xavier’s College, Kolkata aiming at Sustainability

- **Solar Power Plant:** Envisaged primarily as an integral component of the deep-rooted concern of the Jesuits towards pro-environmental undertakings, a 3031.12-squarefeet solar power plant with 46-KWp installed capacity was instated at the roof of the B. Ed. and Central Library Building in the Park Street campus of St. Xavier's College, Kolkata. There are an aggregate of 176 multicrystalline Photovoltaic solar panels (PV panels), each with a wattage of 262W. As a rudimentary part of the environmental responsibility of an educational institution, the current solar initiative at St. Xavier’s is aimed at offsetting the adverse effects of carbon emission through the adoption of green, sustainable and perennial solar power.

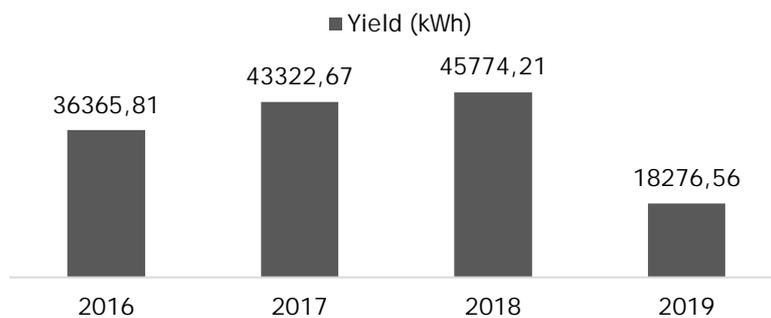


Figure 2: Aggregate Yield of Solar Plant at St. Xavier’s College, Kolkata (January 2016 - April 2019)
(Source: DelREMO e-Monitoring)

- **Rainwater Harvesting:** St. Xavier’s College, Kolkata has also implemented a rainwater-harvesting project as a key component of its contribution to the various green initiatives. The facility has been installed below the green benches located on the ground floor of the Jubilee Building located in the college for

storing rainwater. The water is captured on the roof and transported to an artificial tank situated underground. An underground tank has been constructed that has a pre-installed capacity of storing up to 80,000-litres of water. The total dimensions of the tank is 60 feet x 15 feet. The facility, which has been in existence for over a decade, captures rainwater in an effective manner and this water is used exclusively to water the field, using a pump, especially during the summer months.

- Green Energy Initiative:** St. Xavier’s College, Kolkata has also undertaken an eye-twitching measure to mitigate its carbon footprint by integrating digital technology in its academic affairs. The Departments of Commerce (Morning) as well as Management Studies have introduced an online android-based attendance system for students named ‘Studyzapp’, enables the professors to record student-attendance through a mobile application. The college administration is authorized to update the attendance records based on the existing rules and regulations where each faculty of both departments are provided with personalized user identification keys and passwords along with a hand held Tablet as a device to record the attendance.

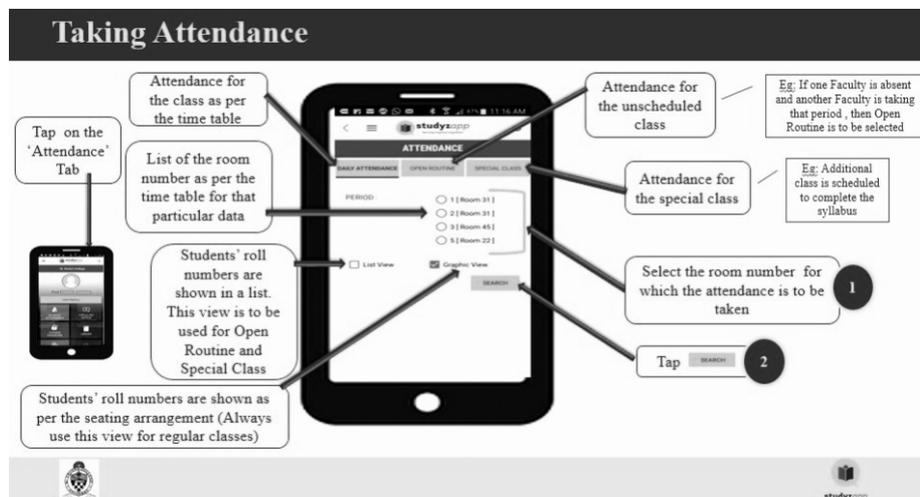


Figure 3: The Digital Application for Recording Attendance of Students (Source: Studyzapp)

Best Practices to gain experience towards Sustainable Development Goals (SDGs) aimed at Ignatian Pedagogy

Below are some noble practices undertaken by St. Xavier’s College (Autonomous), Kolkata in the ugly aftermath of Covid-19 Novel Coronavirus. St. Xavier’s amidst the

global pandemic has shown its talismanic commitment to attain sustainability The nexus of Sustainability and Best Practices is evident in those myriad ways which has helped the hallowed institution fulfil the true meaning of Jesuit goal, i.e. to serve the society at a difficult time period whilst persistently adhering to the safety protocols and norms of social distancing. The below mentioned diagram is a depiction of a plethora of sustainable initiatives which has been implemented by St. Xavier's College, Kolkata in the post pandemic period. These noble causes not only caters to the students and employees of the hallowed institute but also outside people who are underprivileged and emphasizes on the overall sustainability of the environment in the long haul. In fact, almost all the kind works performed by St. Xavier's College, Kolkata has been ably supported by its Alumni Association.



Exhibit 1: Distribution of Free Ration and PPE Kits on Good Friday



Exhibit 2: Adoption of a village in West Bengal destroyed by a super cyclone

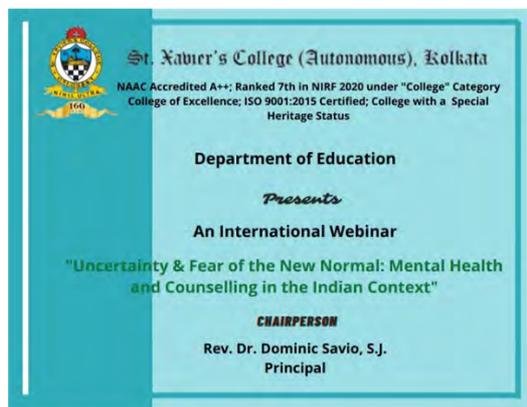


Exhibit 3: Webinar held on Mental Health and Counselling

The Telegraph Xavier's donates to CM's corona fund

SPECIAL CORONAVIRUS
Park Street: Students, teachers, non-teaching staff, alumni and fathers of St Xavier's College and St. Xavier's School will jointly contribute Rs 40 lakh to the chief minister's relief fund to fight the coronavirus outbreak.

Exhibit 4: Donation towards West Bengal Chief Minister's Corona Fund



Exhibit 5: Relief work provided in Kakdwip and Sundarbans



Exhibit 6: Distribution of 300 PPE Kits of Doctors and Nurses

St. Xavier's College (Autonomous), Kolkata offers as many as 21 Under Graduate Courses in 7 major disciplines which include 8 courses in Science, 5 courses in General and Language, 4 courses in Arts and 1 course each in Multimedia & Animation, Mass Communication, Management and Commerce. The Commerce Department further has two separate shifts B.Com (Morning) and B.Com (Evening). The college also supports as many as 9 Post Graduate courses across 4 disciplines which include 4 from Science, 3 from Arts which has been introduced recently (2020) during the excruciating times of Covid-19 and 1 course each from Multimedia & Animation and Commerce. The college also supports offers Ph.D. courses in Physics, Biotechnology and Microbiology in the Science department and Accounting & Finance and Management in the Commerce department. The college also supports 10 courses in Career Oriented Programs and 3 courses in Diploma and Certificate Programs. All the above mentioned programs have been represented in the form of two tables which have been depicted below. The first table is a representation of the crux academic courses offered while the second table is a representation of the career oriented/diploma and certificate courses.

Department	Under Graduate Courses	Post Graduate Courses	Ph.D. Programs
Commerce	B.Com (Morning)	M.Com	Ph.D. in Commerce
	B.Com (Evening)		
Management	BMS		
Arts	English	M.A. English	
	Bengali	M.A. Bengali	
	Political Science	M.A. Political Science	
	Sociology		
General & Language	Hindi		
	History		
	Film Studies		
	Journalism		
	Communicative English		
Science	Physics	M.Sc Physics	Ph.D. in Physics
	Chemistry		
	Mathematics		
	Economics		
	Computer Science	M.Sc Computer Science	
	Statistics		
	Biotechnology	M.Sc Biotechnology	Ph.D. in Biotechnology
Microbiology	M.Sc Microbiology	Ph.D. in Microbiology	
Mass Communication	B.Sc Mass Communication & Videography (MCV)		
Multimedia & Animation	B.Sc Multimedia & Animation	M.Sc Multimedia & Animation	

Table 5: Core Academic Courses offered by St. Xavier's College

Career Oriented Programs	Diploma and Certificate Programs
Machine Learning and Artificial Intelligence	Certificate Course in Human Rights and Social Welfare
Logistics Supply Chain Management	Certificate Course in French Language
Human Resource Management	Diploma in Multimedia Animation
Mass Communication and Public Relations	
Marketing and Sales	
Integrated Marketing Communication	
Certified Accounts Professionals	
N.S.E. Certified Capital Market Professional	
Foreign Trade Practices and Management	
Tax Practices and Procedures	

Table 6: Career Oriented Programs/Diploma and Certificate Courses offered

Conceptual Framework (Research Model and Hypothesis Formulation)

Albeit, the IPP can be applied to various aspects of educational process, it is important to know that IPP is not method of teaching but an outline of course design that helps to ask questions about the involvement of students in the content and the meaning they

ascribe to their learning. The IPP has been depicted in the form of a diagram represented below. The diagram has been considered as a research model for the present study, which has been rejigged by inter-linking the 5 dimensions of IPP with best practices which is expected to have a bearing on the students.

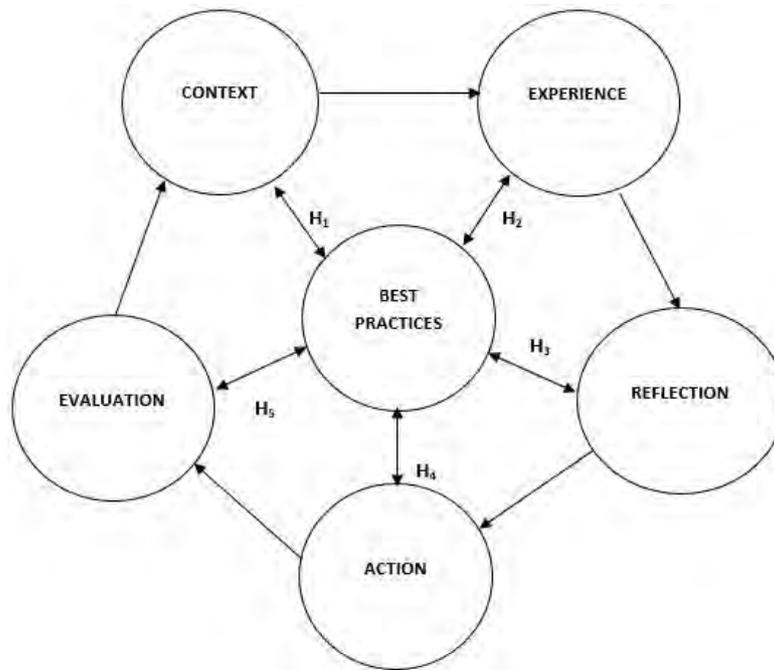


Figure 4: Proposed Research Model

Before getting headway with our hypotheses, we shall discuss very briefly about the 5 characteristics or dimensions of the Ignatian Pedagogical Paradigm. The 5 dimensions have been represented below in the form a figure.

Characteristic	Description
Context	Description of the students and where teaching and learning takes place
Experience	Response leading to cognitive, affective and global approach
Reflection	Capturing on the experience gained and preparation for decision making
Action	Action which follows from learning
Evaluation	Measurement of the impact and effectiveness of the entire process

Table 7: Representation of the 5 characteristics of the Ignatian Pedagogical Paradigm

H ₁	There lies a significant relationship between Context and Best Practices
H ₂	There lies a significant relationship between Experience and Best Practices
H ₃	There lies a significant relationship between Reflection and Best Practices
H ₄	There lies a significant relationship between Action and Best Practices
H ₅	There lies a significant relationship between Evaluation and Best Practices

Table 8: Depiction of Hypothetical Statements

Objectives

- To explore the challenges faced by Jesuit Higher Education Institutions in the current scenario.
- To highlight the best practices adopted and implemented by St. Xavier’s College, Kolkata.
- To examine and analyze the perception of the students of St. Xavier’s College towards the best practices undertaken by the college.

Data and Methodology

Secondary data sources have been used to build a base for the theoretical foundation of the current research endeavour. A host of websites about Jesuits and Jesuit education has been accessed to gain a robust understanding of the topics. Various other information regarding St. Xavier’s College (Autonomous), Kolkata has been collected from the database of the college repository. Such facts and figures have been put forward in the form of tables and pictures. For the purpose of primary data collection, we have framed a close-ended questionnaire consisting of 10 questions spread across the 5 dimensions of Ignatian Pedagogical Paradigm to collect responses of exactly 200 students of St. Xavier’s College, Kolkata. The students surveyed are either undergraduates or post-graduates across disciplines in the age group of 18-23 years of age. All the questionnaires were mailed to a total of 200 students of the college. A Five-Point Likert scale has been used to measure the concepts. The data obtained has been processed through IBM’s SPSS 23.0.

Results Obtained

Demographic Construct	Classification	Population Statistics	Percentage
Gender	Male	116	0.58
	Female	84	0.42
	TOTAL	200	1.00
Age	18 years	10	0.05
	19 years	25	0.12
	20 years	30	0.15
	21 years	39	0.19
	22 years	51	0.26
	23 years	45	0.23
	TOTAL	200	1.00
Educational Attainment	Under Graduate	104	0.52
	Post Graduate	96	0.48
	TOTAL	200	1.00

Table 9: Representation of Descriptive Statistics

From the above mentioned table, we can see the proportion of male and female students in our study who are distributed at 52% and 48% respectively. We also evidence the number of students of varied ages. We also observe the proportion of students belonging to undergraduate level and postgraduate level accounting for 104 and 96 of the total respondents respectively.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of Estimate
1	.790 ^a	.742	.708	.72683

a. Predictors (Constant), Cxt, Exp, Ref, Act, Evi

Coefficients^a

Model	Unstandardized Coefficients		Standard Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.389	.196		1.769	.086
Cxt	.749	.059	0.692	7.673	.000
Exp	.705	.051	0.628	6.768	.000
Ref	.671	.072	0.617	9.545	.000
Act	.684	.063	0.587	7.932	.000
Evi	.612	.042	0.612	5.429	.000

a. Dependent Variable: Best Practices

Table 10: Representation of Regression Test

We have conducted a multiple regression test to test the association of strength between the different dimensions of IPP and best practices. This has been done to probe

into one of the most important objective of our study which is to examine and analyze the perception of students regarding the best practices undertaken by St. Xavier’s College (Autonomous), Kolkata by testing the five hypotheses (H₁, H₂, H₃, H₄, H₅).

As we can see from the table above, the value of R square indicates that the all predictors explained 74.2% variations in Best Practices. This explains the rationality of the model. From the table, it is evident that the most significant predictor was the characteristic of Context which had the most significant and positive impact on Best Practices, with its standardized coefficients being ($\beta=0.692$) followed by Experience, Reference, Evaluation and Act as per their respective standard coefficient values. We also observe that the significance level of all the predictors (characteristics) are 0.000 ($p<0.05$), statistically meaning that there exists a positive and quite a strong relationship between all the characteristics and best practices.

A reliability statistics has also been conducted to check for the internal validity and consistency of the questions used in the questionnaire. The standardized value of Cronbach’s Alpha is 0.6, meaning that any value obtained which falls below 0.6 would not fit perfectly in the questionnaire. By running the reliability test, it was found that the Cronbach’s Alpha score were above the par score of 0.6 (here it was 0.812) which is robust enough thus, validating that all the 14 items fit perfectly in our questionnaire and support our proposed research model.

Cronbach’s Alpha	Cronbach’s Alpha based on Standardized Items	N of items
0.787	0.787	10

Table 11: Reliability Statistics for All Variables (n=10)

Lessons Learnt

The 3 big questions put forward in our current case analysis have been answered with robust evidences. The first question emphasized on the various challenges faced by Jesuit Higher Education Institution in the nexus of academics and overall development of the students. In the current scenario a gargantuan challenge for such institutions lie in educating students in the Jesuit way itself. Capturing the nous of students in the sense

that making them think deep to encompass engagement with the practicality of the world and human conditions. Another prodigious challenge for Jesuit Higher Education Institutions lie in coping up with the changes and advent of technologies, especially those which foster pedagogical renovations and bolsters the Ignatian Pedagogy. Such institutions also face a herculean task of keeping up with the pace of various needs and expectations among its students, to make them more committed, competent and conscious along with instilling in them a splendid aspect of compassion to care for and serve the society. In other words, the goal of making its students “men and women for others” is a gruelling challenge faced by the Jesuit Higher Education Institutions. Students relentlessly strive to get hold of an institution that only provides them with the best quality education but they are also on the lookout for a comfy environment which fosters their learning as well as fulfil their other needs which are targeted towards extra-curriculum activities. Implementing such curriculum in an institution calls for travails and a Jesuit Higher Education Institution by successfully doing it will surely achieve the goal of Ignatian Pedagogy which is expected to benefit the students immensely helping them in their overall growth.

St. Xavier’s College (Autonomous), Kolkata has undertaken myriad best practices which have been oriented towards academics, extra-curricular activities, society and environment. Its best practices especially during the ongoing times of the current global pandemic has been lauded all over. By doing so, it is actually serving the society and thus serving God which is one of the most crucial intentions of the Jesuits. All such practices have been highlighted in our endeavour. This answers our second question of the present case analysis.

Some of the other key findings of the present case are that innovative approaches undertaken by St. Xavier’s College has enhanced student engagement, motivation and critical thinking, deeper reflection, higher level thinking and positive actions on decision making among students.

Opportunities for improvement

St. Xavier’s College (Autonomous), Kolkata is a 161 year old institution which strives for excellence. The motto of the college is “Nihil Ultra” which means “nothing beyond.” The

aim of the college is to unshackle itself from the old traditional systems of education and to be pioneers and shepherds in academia, research and other non-academic activities as well. The college persistently is in the quest for undertaking more innovative and best practices. But this is not an easy task considering the diverse nature of the students. Innovation in teaching and learning methods might sound good for the college but its efficiency is evaluated by teachers and particularly, the students who might be reluctant to embrace such innovative methods of teaching and learning. Say for example, if the world would not had been reeling under the Covid-19 pandemic and online teaching would have been introduced, students might have hesitated to an inexorable extent. Nevertheless, there exist immense opportunities for the college. One of the strength of the college is its green practices that supports sustainability and increases the efficiency of the college. Such green environmental practices has already been stated in our study. St. Xavier's College, Kolkata also organizes for frequent workshops, seminars and conferences aimed at faculties, scholars, and students of the college as well as those from outside the college. The college also organizes many faculty development programs to enhance the knowledge, skills, abilities and competencies of its teachers as well as participates with other Jesuit Higher Education Institutions for such endeavour. Such endeavours can be made more effective if present students who aspire to become teachers of tomorrow can be given a chance to organize and participate along with the teachers, thus enhancing their levels of consciousness, commitment and competence. St. Xavier's College, Kolkata also engages in myriad social works oriented towards the marginalized and poor people, poor children, affected people, etc. Each and every student of the college should be encouraged to participate in such events so that they become more conscious about the realities of life and more compassionate towards the people and society hence, contributing towards the society not only in the present situation but also in the future. Such suggestions should be employed not only by St. Xavier's College, Kolkata but also other Jesuit Higher Education Institutions who would like to wholly educate their students with a blend of the 4C's of Jesuit education helping them become men and women for others who would not only accomplish their respective individual goals but also help to make a significant transformation in the society.

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Appendice

Questionnaire

Please answer all the questions by ticking in the appropriate boxes

Likert Scale where 1=Highly Unimportant/Ineffective; 2= Somewhat Unimportant/Ineffective; 3=Neutral; 4= Somewhat Important/Effective; 5= Highly Important/Effective

Segment	Questions	1	2	3	4	5
Context	St. Xavier’s College trust the students that they could be of potential value to the academic and non-academic curriculum of the college and various other endeavours associated with the college.					
	The environment provided by St. Xavier’s College, Kolkata helps in making the various processes of best practices more convenient					
Experience	The experience gained increases the awareness of the students towards individual and global realities					
	The practices undertaken by St. Xavier’s College, Kolkata always has a positive effect on me					
Reflection	The reflected experience gained from the practices helps to become more practical in life and ready for decision making					
	The best practices undertaken by St. Xavier’s College, Kolkata is helping to analyze the course curriculum and capture the true meaning of Jesuit education					
Action	The reflected experience gained triggers a permanent change in behaviour and approach					
	The reflected experience helps to take a positive action towards individual goals as well as societal goals					
Evaluation	The evaluation processes practiced by St. Xavier’s College, Kolkata helps to reflect on the process of action and learnt experiences					
	The evaluation processes also helps to analyze the strengths and weaknesses and guide to take correct and different approaches					