

**LOYOLA COLLEGE OF SOCIAL SCIENCES  
THIRUVANANTHAPURAM**



**CRITERIA 2: TEACHING, LEARNING AND EVALUATION**

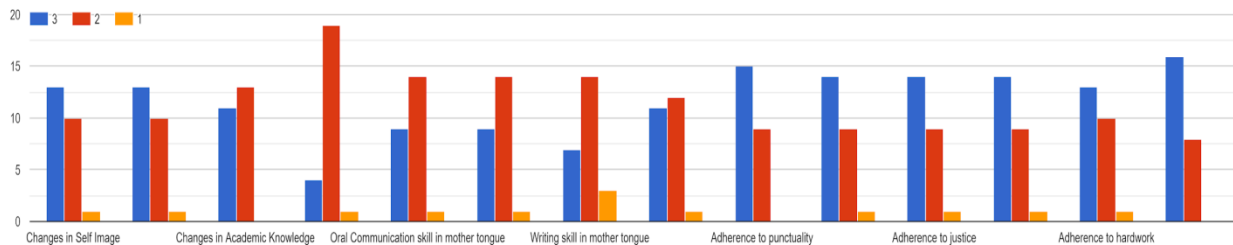
**Exit Evaluation Model Reports  
(All 4 Departments)**

**Part B**  
**Exit Evaluation Tool**

**1. Give your ratings to the changes given below in the following scale**

|  | 3 - To a great extent | 2 - Some what | 1 - Nil |
|--|-----------------------|---------------|---------|
| 1. Changes in Self Image                     | 13                    | 10            | 1       |
| 2. Changes in self confidence                | 13                    | 10            | 1       |
| 3. Changes in Academic Knowledge             | 11                    | 13            | 0       |
| 4. Changes in General Knowledge              | 4                     | 19            | 1       |
| 5. Oral Communication skill in mother tongue | 9                     | 14            | 1       |
| 6. Oral Communication skill in English       | 9                     | 14            | 1       |
| 7. Writing skill in mother tongue            | 7                     | 14            | 3       |
| 8. Writing skill in English                  | 11                    | 12            | 1       |
| 9. Adherence to punctuality                  | 15                    | 9             | 0       |
| 10. Adherence to discipline                  | 14                    | 9             | 1       |
| 11. Adherence to justice                     | 14                    | 9             | 1       |
| 12. Adherence to respect for others          | 14                    | 9             | 1       |
| 13. Adherence to hard work                   | 13                    | 10            | 1       |
| 14. Openness to criticism/correction         | 16                    | 8             | 0       |

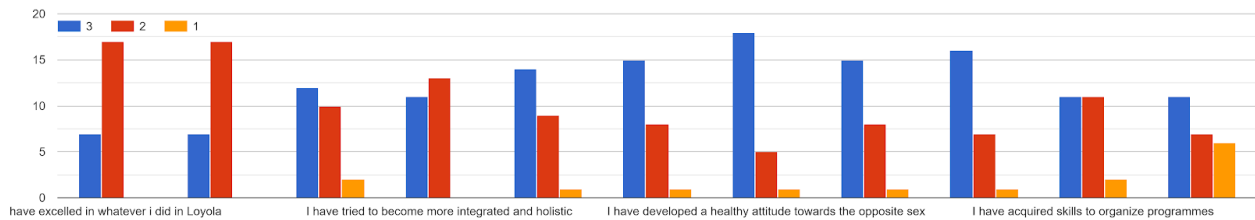
Give your ratings to the changes given below in the following scale 3 - To a great extent 2 - Some what 1 - Nil



**2. My opinion about my achievements/improvements**

| Statement   | 3 - To a great extent | 2 - Some what | 1 - Nil |
|---|-----------------------|---------------|---------|
| 1. I have excelled in whatever i did in Loyola                                      | 7                     | 17            | 0       |
| 2. I acquired depth knowledge in my discipline                                      | 7                     | 17            | 0       |
| 3. I have made use of all opportunities to develop environmental sensitivity        | 12                    | 10            | 2       |
| 4. I have tried to become more integrated and holistic                              | 11                    | 13            | 0       |
| 5. I have acquired concern for less privileged                                      | 14                    | 9             | 1       |
| 6. I have taken extra effort to develop my personality                              | 15                    | 8             | 1       |
| 7. I have developed a healthy attitude towards the opposite sex                     | 18                    | 5             | 1       |
| 8. I have developed the readiness to share my time/skills and knowledge with others | 15                    | 8             | 1       |
| 9. I have learnt to work in teams   | 16                    | 7             | 1       |
| 10. I have acquired skills to organize programmes                                   | 11                    | 11            | 2       |
| 11. I have volunteered for common programmes  | 11                    | 7             | 6       |

My opinion about my achievements/improvements 3 - To a great extent 2 - Some what 1 - Nil



**3. Five things that have changed regarding you, which others appreciate**

- Leadership
  - Dedication level
  - Proactive
  - Behavior
  - Perseverance
- Creative thinking
  - Patience
  - Adaptability
  - Confidence
  - Critical evaluation
- Attitude
  - Confidence level
  - Open minded
  - Improved interpersonal skills
- Participation in college activities and programs
  - Leadership quality
- Punctuality, food habits
- showing Kindness, respect to others and also in helping and also much better academic knowledge.
- Working in team, organising events, speaking skills, confidence and reading skills.
- Team work , compatibility, openness, approachable, encouraging
- Confidence, discipline, studies, knowledge development, communicative skills
- I have become somewhat a good singer and dancer.
  - I have increased doing stage programs.
  - I have become somewhat a good stage performer( dance, song)
  - I have become able to both accept and reject certain perspectives with respect to my own perspective.
- 4. I have become able to criticize certain false perspectives, beliefs and taboos etc.

2019-21 MA Sociology Batch

- My abilities are to be improved. They will given a better opportunity.
- Development of pro-environmental behaviours, Openness to criticism, Awareness on issues,
- Interest in reading, Asking questions.
- Critical evaluation
- Self confidence, speaking skill, writing, reading, talking
- Critical thought, confidence, friendly
- Reading  
Writing  
Painting  
Speaking

**4. Your opinion about the changes you have experienced in yourself**

- In terms of activities, i am fully satisfied for what i have done.
- Personally it has boosted me a lot to do many things in my life.
- For example, with the regard to the conduct of sessions.
- Critically examine everything  
Creative thinking
- Self confidence , knowledge in subject increased
- Had a confidence in speaking in front of audience  
Enthusiasm to actively participate in programs
- punctuality
- feels good when think about the change that i experienced
- Developed leadership quality, confidence, speaking skills, reading skills etc.
- Changes I experienced helped me in a positive manner
- Confidence increased, stage fear became less, active participation,  
communicative skills, studies improved
- I have become able to criticize certain kinds of false beliefs and taboos to an extent,
- I have become able to share my own viewpoints and perspectives to my family  
and friends... sometimes to other persons also.....  
I have become able to know about different things happening around me in  
the social world.....it's truths and lies....etc....  
I have become able to know about falseness in certain political ideologies ....  
and I could accept certain political ideologies....etc.
- This is because of the mutual cooperation and interaction of all peoples.
- Loyola has changed my perspective on life. The institution helped me to  
build self consciousness, empathy and environmental consciousness.
- Reading habit
- Nothing
- Speaking skills  
Attitude

- Behavior , social matters, justice to the truth

**5. Write out the aspects you dislike in Loyola College**

- The aspect of college union is actually irrelevant in Loyola.
- Payment of fees, especially unnecessary fees besides the govt fees is unacceptable.
- Compelling to participate in uninterested events
- Restrictions in sometimes performing what we like to perform on the stage.  
Teaching by showing slides (should use them whenever they are necessary... otherwise, no)  
Sometimes compelling to attend some classes and seminars.  
Taking a huge amount of fees for different things.
- Management fee and library fine during covid lockdown
- Political free environment i dislike in Loyola
- Compelling in program participation is one doesn't like to participate

## 2019-21 MSW Batch Feedback

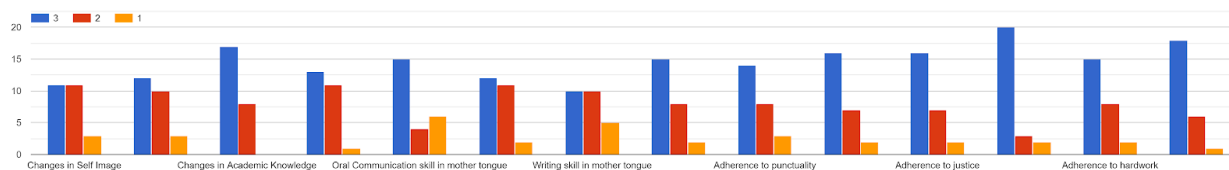
### Part B

#### Exit Evaluation Tool

#### 1. Give your ratings to the changes given below in the following scale

|  | 3 -<br>To a<br>great<br>extent | 2 -<br>Some<br>what | 1 - Nil |
|--|--------------------------------|---------------------|---------|
| I. Changes in Self Image                     | 11                             | 11                  | 3       |
| II. Changes in self confidence               | 12                             | 10                  | 3       |
| III. Changes in Academic Knowledge           | 17                             | 8                   | 0       |
| IV. Changes in General Knowledge             | 13                             | 11                  | 1       |
| V. Oral Communication skill in mother tongue | 15                             | 4                   | 6       |
| VI. Oral Communication skill in English      | 12                             | 11                  | 2       |
| VII. Writing skill in mother tongue          | 10                             | 10                  | 5       |
| VIII. Writing skill in English               | 15                             | 8                   | 2       |
| IX. Adherence to punctuality                 | 14                             | 8                   | 3       |
| X. Adherence to discipline                   | 16                             | 7                   | 2       |
| XI. Adherence to justice                     | 16                             | 7                   | 2       |
| XII. Adherence to respect for others         | 20                             | 3                   | 2       |
| XIII. Adherence to hard work                 | 15                             | 8                   | 2       |
| XIV. Openness to criticism/correction        | 18                             | 6                   | 1       |

Give your ratings to the changes given below in the following scale 3 - To a great extent 2 - Some what 1 - Nil



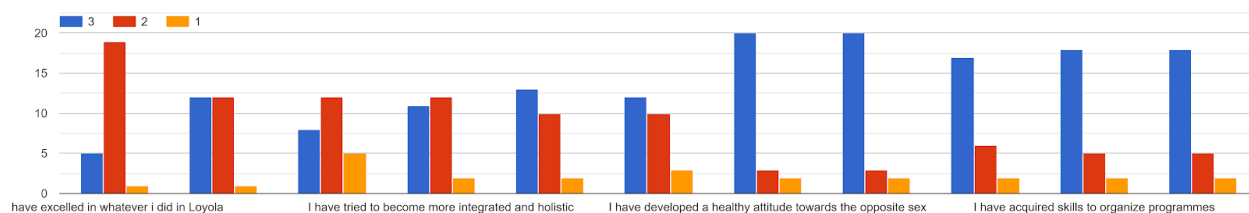


## 2019-21 MSW Batch Feedback

### 2. My opinion about my achievements/improvements (3 - To a great extent 2 - Somewhat 1 - Nil)

| Statement  | 3 - To a great extent | 2 - Somewhat | 1 - Nil |
|--|-----------------------|--------------|---------|
| I. I have excelled in whatever i did in Loyola   | 5                     | 19           | 1       |
| II. I acquired depth knowledge in my discipline  | 12                    | 12           | 1       |
| III. I have made use of all opportunities to develop environmental sensitivity         | 8                     | 12           | 5       |
| IV. I have tried to become more integrated and holistic                                | 11                    | 12           | 2       |
| V. I have acquired concern for less privileged   | 13                    | 10           | 2       |
| VI. I have taken extra effort to develop my personality                                | 12                    | 10           | 3       |
| VII. I have developed a healthy attitude towards the opposite sex                      | 20                    | 3            | 2       |
| VIII. I have developed the readiness to share my time/skills and knowledge with others | 20                    | 3            | 2       |
| IX. I have learnt to work in teams   | 17                    | 6            | 2       |
| X. I have acquired skills to organize programmes                                       | 18                    | 5            | 2       |
| XI. I have volunteered for common programmes   | 18                    | 5            | 2       |

My opinion about my achievements/improvements 3 - To a great extent 2 - Somewhat 1 - Nil



## 2019-21 MSW Batch Feedback

### 3. Five things that have changed regarding you, which others appreciate

- Leadership skill
  - Organising skill
  - Speaking and way of communication
  - Attitude
- Attitude
  - Knowledge
  - Thinking
  - Behavior
  - Self awareness
- Attitude, behavior , hobbies
- Changed my perspective towards accepting criticism
  - Improved my skills for working in groups
  - Increased academic knowledge
- Attitude
  - Patience
  - Communication skill with others
  - Team spirit
- As a student in Loyola I know how much difference I have when I compared to before & after Loyola. The social work field help me to become empathetic towards the individual and their problems. Also now am more confident about my profession and my achievements. I will keep manners towards all the persons in the community as I learned from the institution. I will work in the social work field with all my ethical concerns.
- Temper management, Patience, Sensitivity, Emotional involvement, courage
- Communication
  - Self confidence

## 2019-21 MSW Batch Feedback

General knowledge

Punctuality

Attitude towards others

- Was able to reduce my stage fear
- Improved my writing skills
- Started volunteering for more programs than before
- Time duration taken for Seminars become scheduled
- Preparation of seminar PPT become precise and short
- Active Engagements in class group activities
- Able to balance both curricular and non-curriculum needs
- Pronunciation and creativity
- Personality changes, changes in thought patterns, change in outlook towards the world
- Became more strong
- Openness towards others
- Start to mingle with whole class
- Acceptance, non judgemental
- 1.change in perspective, 2.stronger decision making, 3.change in thought process, 4.change in understanding ideologies, 5.building relationships.
- Communications
- Confident level
- Documentation skill
- Presentation skill
- Self confidence
- Communication skill
- Attitude towards trans genders community
- Non-judgemental attitude
- Understanding

## 2019-21 MSW Batch Feedback

### **4. Your opinion about the changes you have experienced in yourself**

- Good
- Good
- Discipline
  - Quality work
  - Empathy and compassion
- Attitude
- Now am a good leader to guide a team. As a student the work shops and programmes of Loyola help me to organize and structure an event.
- View about the world
- Self actualization
- Some changes seemed negative, but all are part of growth
- 1. Change in the perspectives of different world view: spiritual, idealistic, humanistic etc. ( Narrow to Wide views about the philosophy of life's existence)
- 2. Changes in understanding perceived gender status and role in society which is generally gender stereotyping.
- 3. Started to challenge and question my self schema regarding faith, religion, social work V/s Social Service, Good / Bad, Justice/ Injustice, What life should be, Construction of house should be, why there is a need to follow a world order.....
- Creativity and hard work
- Improvement scientific temper
  
- I had bring change in my friendship gang
  - Give more importance to self care
  - Start to accept things as they are
  - Stop explaining to people who wont accept you
- Good
- Self confidence

## 2019-21 MSW Batch Feedback

- Communication  
Observation skill

### **5. Write out the aspects you dislike in Loyola College**

- Less concern towards students opinion sometimes decisions are taken by the authority without knowing students interest
- Some times stick on one to thing no new ideas are taken
- Level of stress and pressure put on students
- Nothing
- Over time unstructured classes become burden for students. Also I can't participate in some of the collage duties,especially weekly environment day activities because of over classes.
- though the management tell us that loyola is a family, this is not seen in the relations of each departments. there is no family relation between different departments.
- Mentorship
- More students could be involved in the leadership.
- Criticisms are more than appreciations
- 1. Rigidity and sticking to the limites of an outdated syllubus  
2. The semester system of learning (university aspect)  
3. Short period with tonnes of things to finish upon
- Nothing
- Partiality  
Treat students as adults  
Dont put over control on students  
Give equal opportunity
- Communication gap among teachers,
- Unpredictable nature
- Nothing
- A stressful academic schedule

## **2019-21 MSW Batch Feedback**

- Lack of coordination interdepartmental
- Judgmental attitude
- Lack of time management
- Gap of communication

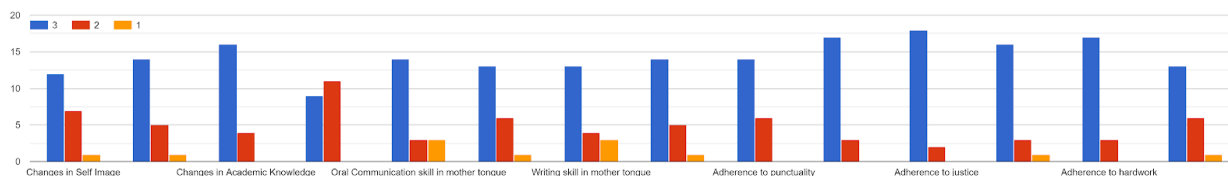
## Part B

## Exit Evaluation Tool

## 1. Give your ratings to the changes given below in the following scale

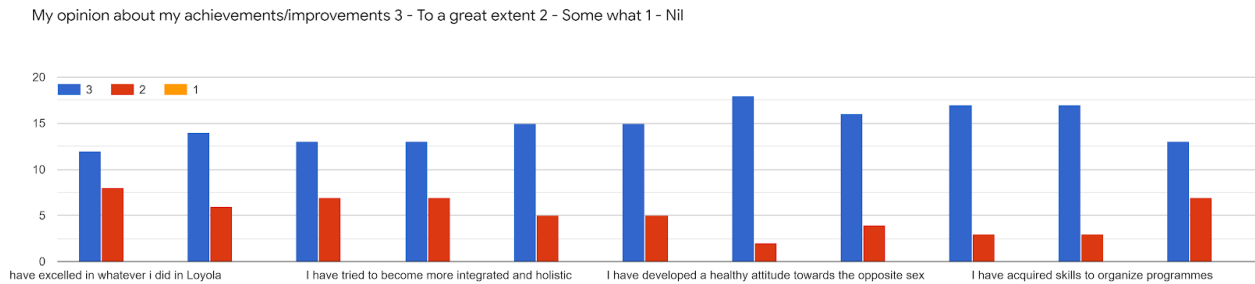
|  | 3 -<br>To a<br>great<br>extent | 2 -<br>Some<br>what | 1 - Nil |
|--|--------------------------------|---------------------|---------|
| I. Changes in Self Image                     | 12                             | 7                   | 1       |
| II. Changes in self confidence               | 14                             | 5                   | 1       |
| III. Changes in Academic Knowledge           | 16                             | 4                   | 0       |
| IV. Changes in General Knowledge             | 9                              | 11                  | 0       |
| V. Oral Communication skill in mother tongue | 14                             | 3                   | 3       |
| VI. Oral Communication skill in English      | 13                             | 6                   | 1       |
| VII. Writing skill in mother tongue          | 13                             | 4                   | 3       |
| VIII. Writing skill in English               | 14                             | 5                   | 1       |
| IX. Adherence to punctuality                 | 14                             | 6                   | 0       |
| X. Adherence to discipline                   | 17                             | 3                   | 0       |
| XI. Adherence to justice                     | 18                             | 2                   | 0       |
| XII. Adherence to respect for others         | 16                             | 3                   | 1       |
| XIII. Adherence to hard work                 | 17                             | 3                   | 0       |
| XIV. Openness to criticism/correction        | 13                             | 6                   | 1       |

Give your ratings to the changes given below in the following scale 3 - To a great extent 2 - Some what 1 - Nil



**2. My opinion about my achievements/improvements  
(3 - To a great extent 2 - Somewhat 1 - Nil)**

| Statement  | 3 - To a great extent | 2 - Somewhat | 1 - Nil |
|--|-----------------------|--------------|---------|
| I. I have excelled in whatever i did in Loyola   | 12                    | 8            | 0       |
| II. I acquired depth knowledge in my discipline  | 14                    | 6            | 0       |
| III. I have made use of all opportunities to develop environmental sensitivity         | 13                    | 7            | 0       |
| IV. I have tried to become more integrated and holistic                                | 13                    | 7            | 0       |
| V. I have acquired concern for less privileged   | 15                    | 5            | 0       |
| VI. I have taken extra effort to develop my personality                                | 15                    | 5            | 0       |
| VII. I have developed a healthy attitude towards the opposite sex                      | 18                    | 2            | 0       |
| VIII. I have developed the readiness to share my time/skills and knowledge with others | 16                    | 4            | 0       |
| IX. I have learnt to work in teams   | 17                    | 3            | 0       |
| X. I have acquired skills to organize programmes                                       | 17                    | 3            | 0       |
| XI. I have volunteered for common programmms   | 13                    | 7            | 0       |





**3. Five things that have changed regarding you, which others appreciate**

- Self confidence  
Punctuality  
Self discipline
- My personality, the way I look at problems, improved listening skill, communication skills, the ability to do things in a proper way.
- Punctuality  
Confidence  
Discipline
- My confidence level  
My presentation  
My communication
- I was person who does things without thinking it properly. Now to an extent it has changed in me where in I was appreciated  
I realised myself lot more where in before getting in Loyola I wasn't.  
Where in I feel Much better.  
More changing me a lot I have personally realised and learned lots and lots of things from Loyola that I can always keep with me.  
A Big Thank you to Loyola Fam
- More interactive with classmates  
Motivation to do extra step in studies and other activities  
To show justice to duties assigned yo me
- Communication  
Equal respect  
Adjustments
- Attitude perspective subject knowledge discipline punctuality
- Coordination,  
Leadrship  
Teamwork

## 2019-21 MAHRM Batch Feedback

Volunteerism

Communication

Presentation skill

- 1. Self confidence
- 2. Improvement in multitasking skills
- 3. Improved Intrapersonal skills
- 4. Got insightful knowledge through education
- 5. Improvement in communication with public
- Confidence
- Confidence in public speaking, leadership, General awareness, more competitive
- attitude, smartness, confidence, courage, kindness

#### **4. Your opinion about the changes you have experienced in yourself**

- Soft skill Communication
- I just love this change in myself. It makes me confident than before.
- Self-confidence  
Self discipline
- Truly, Loyola brought a significant change in me
- Increase in my confidence level.  
Become a very hardworking person  
Self realization with respect to my personality, attitude, perception etc  
More improvement in academic as well.
- Changes helped me to be a better professional.  
Character modulation was for me possible through change process.
- Confidence in speaking English in front of a crowd

## 2019-21 MAHRM Batch Feedback

- Many changes mainly in personality
- Personality and professionalism
- I am confident and I feel more enthusiastic and motivated in doing my work.
- I have become more approachable, learned to manage conflicts, more organized and improved in decision making
- These changes were those which I thought could never make. but Loyola give me the platform to do so.

### **5. Write out the aspects you dislike in Loyola College**

- I felt sometimes teachers are personally hurting people in public
- Nothing in specific. The faculties and the management of Loyola College, what ever they do it's for the betterment of students and their future.. that's what's I believe. I always love Loyola Family.
- More focused on academic activities.
- Entertainment activities
- Number of students are less
- Lack of Participative learning
- no mentorship.

**Part - C Infrastructure & Related Services**

|  | Very Good | Good | Satisfactory | Not Very Satisfactory |
|--|-----------|------|--------------|-----------------------|
| 1) Classroom Facilities                            | 15        | 5    | 0            | 0                     |
| 2) Library Facilities                              | 9         | 8    | 3            | 0                     |
| 3) Efficiency and Helpfulness of The Library Staff | 14        | 6    | 0            | 0                     |
| 4) College Office Facilities                       | 12        | 7    | 1            | 0                     |
| 5) Efficiency and Helpfulness of Office Staff      | 16        | 4    | 0            | 0                     |
| 6) Toilet Facilities                               | 13        | 5    | 1            | 1                     |
| 7) Restroom and Waiting Area Facilities            | 12        | 7    | 1            | 0                     |
| 8) Computer and Internet Facilities                | 10        | 5    | 5            | 0                     |
| 9) Sports and Games Facilities                     | 9         | 6    | 5            | 0                     |
| 10) Canteen Facilities                             | 3         | 8    | 4            | 5                     |
| 11) Cleanliness of the Canteen                     | 7         | 7    | 4            | 2                     |
| 12) Quality of the Food Served                     | 3         | 6    | 5            | 6                     |
| 13) Efficiency and Helpfulness of Canteen Staff    | 4         | 6    | 6            | 4                     |
| 14) Drinking Water Facilities                      | 15        | 3    | 2            | 0                     |
| 15) Medical First- Aid Facilities                  | 13        | 4    | 2            | 1                     |
| 16) Neatness and Cleanliness of The Campus         | 15        | 4    | 1            | 0                     |
| 17) Seminar and Conference Facilities              | 15        | 4    | 0            | 1                     |
| 18) Recreational Facilities                        | 10        | 5    | 4            | 1                     |

**Any Other Comments/ Suggestions on infrastructure Facilities:**

- Infrastructure is good for the current students but needs a good upgrade for the future
- It's disabled friendly but we can do much more things for the disabled friendly approach.

## 2019-21 Msc Batch Feedback

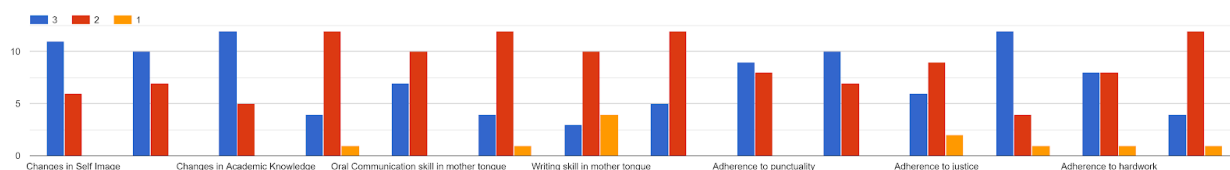
### Part B

#### Exit Evaluation Tool

#### 1. Give your ratings to the changes given below in the following scale

|  | 3 - To a great extent | 2 - Some what | 1 - Nil |
|--|-----------------------|---------------|---------|
| 1. Changes in Self Image                     | 11                    | 6             | 0       |
| 2. Changes in self confidence                | 10                    | 7             | 0       |
| 3. Changes in Academic Knowledge             | 12                    | 5             | 0       |
| 4. Changes in General Knowledge              | 4                     | 12            | 1       |
| 5. Oral Communication skill in mother tongue | 7                     | 10            | 0       |
| 6. Oral Communication skill in English       | 4                     | 12            | 1       |
| 7. Writing skill in mother tongue            | 3                     | 10            | 4       |
| 8. Writing skill in English                  | 5                     | 12            | 0       |
| 9. Adherence to punctuality                  | 9                     | 8             | 0       |
| 10. Adherence to discipline                  | 10                    | 7             | 0       |
| 11. Adherence to justice                     | 6                     | 9             | 2       |
| 12. Adherence to respect for others          | 12                    | 4             | 1       |
| 13. Adherence to hardwork                    | 8                     | 8             | 1       |
| 14. Openness to criticism/correction         | 4                     | 12            | 1       |

Give your ratings to the changes given below in the following scale 3 - To a great extent 2 - Some what 1 - Nil

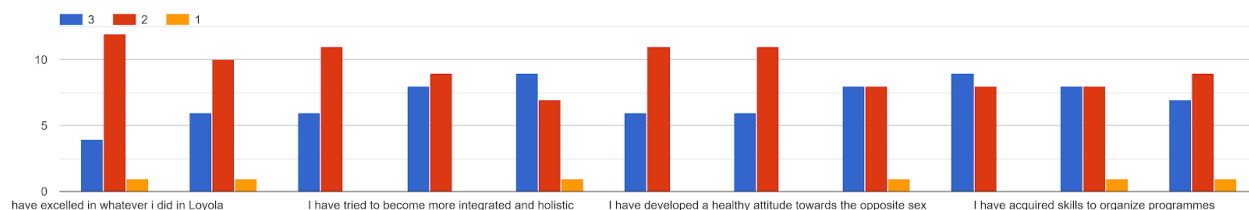


## 2019-21 Msc Batch Feedback

### 2. My opinion about my achievements/improvements

| Statement   | 3 - To a great extent | 2 - Some what | 1 - Nil |
|---|-----------------------|---------------|---------|
| 1. I have excelled in whatever i did in Loyola                                      | 4                     | 12            | 1       |
| 2. I acquired depth knowledge in my discipline                                      | 6                     | 10            | 1       |
| 3. I have made use of all opportunities to develop environmental sensitivity        | 6                     | 11            | 0       |
| 4. I have tried to become more integrated and holistic                              | 8                     | 9             | 0       |
| 5. I have acquired concern for less privileged                                      | 9                     | 7             | 1       |
| 6. I have taken extra effort to develop my personality                              | 6                     | 11            | 0       |
| 7. I have developed a healthy attitude towards the opposite sex                     | 6                     | 11            | 0       |
| 8. I have developed the readiness to share my time/skills and knowledge with others | 8                     | 8             | 1       |
| 9. I have learnt to work in teams   | 9                     | 8             | 0       |
| 10. I have acquired skills to organize programmes                                   | 8                     | 8             | 1       |
| 11. I have volunteered for common programmss  | 7                     | 9             | 1       |

My opinion about my achievements/improvements 3 - To a great extent 2 - Some what 1 - Nil



## 2019-21 Msc Batch Feedback

### **3 . Five things that have changed regarding you, which others appreciate**

- Attitude, confidence, openness, skill, active
- Self confidence, self esteem, leadership skill
- Open myself up more  
The way I look at problems have changed  
Cut out toxic people from my life
- Presentation skill, self confidence,
- Reduced my laziness,
- Active participation, public speaking, honesty, caring, leadership
- Dedication to the works and critically analysing circumstances or situations.
- Presentation skills
- Self esteem, courage, overcoming stage fear, doing presentation
- I have improved alot in my confidence level  
I am able share my knowledge with others  
I have improved my socializing skills
- - 1) Getting involved in co curricular and cultural activities.
  - 2) Became more involved in class activities.
  - 3) Became more disciplined.
  - 4) Have gained confidence and patience.
  - 5) Became more bold to do difficult tasks.
- Confidence  
Improved learning skills  
Cooperatives  
Adjustability



## 2019-21 Msc Batch Feedback

### 4. Your opinion about the changes you have experienced in yourself

- Loyola helps me to change in a positive way.
- It teaches me to socialize more..  
I learn to focus on the solutions than problems.
- My teachers helped me a lot in gaining more self awareness. It helped me in my personal growth and exploring more about myself. It also helped me in critical analysis of behaviors of others as well as mine
- Become more confident
- Self confidence
- Self realization, trying to understand others feeling rather than judging them and become much more confident than before
- Speak in front of audience  
Self confidence  
Self esteem  
Wide perspective view
- Stage fear has been reduced and have courage to face anything
- It would be very useful for me in my future life and would be really helpful for my profession
- 1) Became more hardworking.  
2) Have learnt to do things independently.  
3) Became more interactive among classmates.  
4) Became less concerned about what others say about me.  
5) Have learned patience.
- Excellent
- 1. Learnt to organise events

## 2019-21 Msc Batch Feedback

### 5. Write out the aspects you dislike in Loyola College

- Lack of students political participation
  - Discrimination among departments
  - As a college, Loyola gives little opportunity to cherish the psychomotor ability of students. Being a Jesuit institute, it gives little freedom to the students unlike other colleges and operates much restriction. To an extent it is ok but youth should be given more voice to express themselves
  - There is huge segregation between the departments.
  - Management system
  - Partiality, and they don't gave enough time for students to conduct and prepare for a program thus making the students feel stressed.
  - Denying the freedom of choice of students and rigidity in rules.
  - There is no aspects of dislike .
  - Lack of snacks in college canteen and there is no stationary store.
  - 1) Amount for taking photocopies in college is expensive.
  - Library is not good
- No proper facilities
- Not equally treating, partiality for specific departments