



**SESHADRIPURAM EDUCATIONAL TRUST**  
**SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT**  
NAAC Accredited 'B' Grade  
(Affiliated to Bengaluru City University)  
ISO Certified 9001-2015

# No. 40, Girls' School Street, Seshadripuram, Bangalore-560020  
Ph: 08022955382 Fax: 08023462472, Website: [www.sicm.edu.in](http://www.sicm.edu.in) email: [info@sicm.edu.in](mailto:info@sicm.edu.in)

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## **Academic and Administrative Audit (AAA)**

### **Report- 2022-23**

#### **1. Institution Vision**

- To be an institution that strives to provide responsive, significant and eternal learning.

#### **2. MISSION**

- To evolve as a sustainable learning community resource and a leader in creating and disseminating knowledge.
- To establish and maintain partnerships with stakeholders for quality excellence.

#### **3. QUALITY POLICY:**

- The Institution prepares quality professionals, to meet industrial social needs through innovative teaching and industrial interaction providing social and moral values and overall development of students.



#### 4. ABOUT THE INSTITUTE

Seshadripuram Educational Trust, since its establishment in 1930, has been known for producing quality students. In 2005, the Trust established Seshadripuram Institute of Commerce and Management offering Bachelor of Commerce and Bachelor of Business Administration.

Quality education is the hallmark of excellence. We, at Seshadripuram Institute of Commerce and Management, are working to enhance institutional culture to better serve the needs of an ever changing and dynamic learning community. Since 2005, we bear the torch of education which heightens the path of life.

As said by Swami Vivekananda "Real Education is one by which character is formed, strength of mind is increased, the intellect is expanded and by which one can stand on one's own feet", our college is here to kindle the flame of Knowledge, Truth and Tolerance.

The institution has achieved academic excellence since its inception. The institution has to its credit several University Ranks and Gold Medals. The college has several medals in sports and other extra-curricula activities. At SICM, students have a multidimensional grooming which makes them self- directed and responsible citizens.

We strongly believe in the holistic education. The learning culture evolved is for the lifetime not just for graduation. Hence our Motto is: "Inspiring Possibilities".

SICM is a premier educational institution affiliated with Bengaluru City University, secured 'B' Grade in its first cycle of NAAC Accreditation and is certified by ISO 9001:2015. SICM has been ranked top few colleges by the India Today and Higher Education Review Magazine. It is recognized as few top colleges in India for intern Shala for internships. Our students have regularly secured University top ranks both in B.Com and BBA programs



## 5. GENERAL INFORMATION

- ✓ Name & Address of the College

Seshadripuram Institute of Commerce and Management.  
#40, Girls School Street, Seshadripuram, Bangalore-560020  
080-22955382

- ✓ Name of the Principal Prof. Vidya Shivannavar

- ✓ College:- Tel. No: 080-22955354

e-mail ID: principalsicm@gmail.com

- ✓ Year of grant of the Affiliation: 2005
- ✓ Departments and Program offered: B. Com & B.B.A
- ✓ Details of Compliance: NAAC, NIRF, BCU,ISO 9001-2015

### About Academic and Administrative Audit

The intention of this academic and administrative audit is to inspect various departments or programs to assess the effectiveness of the institution's teaching-learning process. In order to ensure long-term student growth, AAA seeks to offer insightful recommendations for improving the institution's instructional procedures.

The institution's functional IQAC, offers quality across all institutional sectors, focuses on course content. The Internal Quality Assurance Cell strives to create a productive system to guarantee consistency across all operations and serves as a catalyst to enhance the institution's academic and administrative performance.

- Course content
- Teaching - Learning Process
- Examination and Evaluation system
- Results
- Other activities
- Infrastructure
- Department Administration



### **Objectives of Academic and Administrative Audit:**

1. Understand the current academic co- curricular and extra-curricular processes across departments.
2. Identify thrust areas across institutional spheres.
3. Oversee the optimal use of the resources that are available.
4. Design efficient teaching-learning processes and student assessments.
5. Assess Departmental SWOC.
6. Implement academic and administrative changes to promote holistic student learning.
7. Assure the provision of excellent education and impart systematic academic and co-curricular programs.
8. Assess course and program outcomes.



**Peer team visit Schedule**  
**Date: 26<sup>th</sup> August 2023**  
**Day: Saturday**

| SI No | Particulars / Details of the activities                   | Time                |
|-------|---|---------------------|
| 1     | Welcome to the Team                                       | 9: 30 am-9.40 am    |
| 2     | Presentation by the Head of the Institution/ Principal    | 9.40 am- 9.50 am    |
| 3     | Presentation by IQAC Coordinator                          | 9:50 am- 10.20 am   |
| 4     | Verification of Criteria wise Documentation               | 10. 20 am- 11.20 am |
| 3     | Visit and Interaction with Heads of the Department        | 11.20am-12.00 pm    |
| 4     | Visit to Library and Documentation verification           | 12.00pm-12.20 pm    |
| 5     | Lunch with Dignitaries                                    | 12.20pm-12.40pm     |
| 6     | Visit to Sports Department and Documentation verification | 12.40pm -1.00pm     |
| 7     | Visit to Office and Documentation verification            | 1.00pm -1.15 pm     |
| 8     | Report writing  | 1.15pm-2:00pm       |
| 9     | Sharing the Peer team report with Head of Institution     | 2.00pm-2.30pm       |
| 10    | Exit meeting with Principal and Management Representative | 2.30pm-2.40pm       |



**External Academic and Administrative Audit Team  
Seshadripuram Institute of Commerce and Management  
Seshadripuram, Bangalore-20**

| <b>Sl.No</b> | <b>Member Details</b>  | <b>AAA-Committee Composition</b> |
|--------------|--|----------------------------------|
| <b>01</b>    | <b>Dr. M. Hanumanthappa</b><br>Professor<br>Dept. of Computer Science and<br>Application<br>Bangalore University | <b>Chairman</b>                  |
| <b>02</b>    | <b>Dr. B. C. Nagaraja</b><br>Professor<br>Dept. of Environmental Science<br>Bangalore University                 | <b>Member</b>                    |
| <b>03</b>    | <b>Dr. Rekha Kowshik</b><br>Assoc. Professor<br>Dept. of English,<br>IQAC Co-Ordinator<br>B.E.S Evening College  | <b>Member</b>                    |



## **Proceedings of Academic and Administrative Audit**

In the academic year 2022-23, an internal audit was carried out by the institution. The audit commenced at 9:00 am, starting with a meeting with the Head of the Institution. Following this, there was an interaction with the IQAC Team to continue the audit process.

Next, the audit team visited the departments to understand its academic and beyond academic functioning. The visit included the interaction with heads of departments from the Under Graduate Department of Commerce and Management, language departments, Library Facilities, Sports department and college administrative office.

The audit team conducted a thorough review of a range of documents encompassing both academic and administrative reports. This comprehensive scrutiny extended to interaction with forums convenors, including extension forums, and conversing with members. The aim was to gain insights into the institution's efforts to foster holistic student development through a variety of initiatives.

Furthermore, the peer team evaluated the adequacy of facilities and precautionary protocols implemented to ensure the health and safety of faculty and students on campus. Additionally, the assessment encompassed the institution's commitment to delivering quality education by employing a blended mode of learning.

This study enabled the institution to introspect on the practices teaching learning practices and facilities on offer within the campus to ensure holistic student progress.



**Academic and Administrative Audit Team**  
**Seshadripuram Institute of Commerce and Management**  
**Bengaluru- 560020**

**Institutional Composition of Academic and Administrative Audit Team**

|   |  |                           |
|---|--|---------------------------|
| 1 | <b>Prof. K P Narasimha Murthy</b><br>Chairmen- Governing Council   | Management Representative |
| 2 | <b>Prof. Vidya Shivannavar</b><br>Seshadripuram Institute of Commerce<br>and Management  | Principal                 |
| 3 | <b>Smt. Kum Kum Kadam</b><br>Office Super Intendent<br>Seshadripuram Institute of Commerce<br>and Management                             | Administrative Member     |
| 4 | <b>Assoc. Prof. Pramod A V</b><br>Faculty- Department of Commerce &<br>Management, Seshadripuram Institute<br>of Commerce and Management | Convenor                  |
| 5 | <b>Assoc. Prof. Amar H A</b><br>Faculty- Department of Commerce &<br>Management, Seshadripuram Institute<br>of Commerce and Management   | IQAC- Coordinator         |
| 5 | <b>Assoc. Prof. Punitha G</b><br>Head-Department of Commerce<br><br>Seshadripuram Institute of<br>Commerce and Management                | Member                    |
| 6 | <b>Assoc.Prof. Bhuvaneshwari R S</b><br>Faculty- Department English<br>Seshadripuram Institute of Commerce<br>and Management             | Member                    |





# Academic and Administrative Audit Report-2022-23

## Part-A

- a. Chairperson: - Prof. Vidya Shivannavar  
b. Date of Audit - 26<sup>th</sup> August 2023  
c. Name of the Programs Offered - B. Com, BBA,  
d. Total Number of Section – 15  
e. Number of Students admitted during the Year- 8 7 1  
f. Number of Teacher- 31

| Year (Oct-Dec2022) | Number of seats earmarked for reserved category as per GOI or State Government rule |    |     |     |        | Number of students admitted from the reserved category |    |     |     |        |
|--------------------|---|----|-----|-----|--------|--|----|-----|-----|--------|
|                    | SC  | ST | OBC | Gen | Others | SC   | ST | OBC | Gen | Others |
| B. Com             | 34  | 8  | 78  | 120 | NA     | 19   | 3  | 132 | 73  | NA     |
| BBA                | 17  | 4  | 39  | 60  | NA     | 5  | 0  | 25  | 31  | NA     |



## No of Students enrolled for Certificate/Value added Programs

| 2022-2023 |  |           |      |  |                    |   |  |
|-----------|--|-----------|------|--|--------------------|---|--|
| SL.NO     | Value added courses  |           | Year | No of times offered during the same year | Duration of course | Number of students enrolled in the year | Number of Students completing the course in the year |
| 1         | Personality development and MOS                            | GLISTEN   | 2022 | 1  | 30 HOURS           | 285                                     | 285  |
| 2         | Communication skills and advanced EXCEL                    | GLISTEN   | 2022 | 1  | 30 HOURS           |   |  |
| 3         | Preplacement Training and Aptitude                         | GLISTEN   | 2022 | 1  | 30 HOURS           |   |  |
| 4         | Career Preparation Program and Mock Interview              | GLISTEN   | 2022 | 1  | 30 HOURS           | 297                                     |  |
| 5         | POWER BI   | GLISTEN   | 2022 | 1  | 30 HOURS           |   |  |
| 6         | Competency enhancement, Preplacement training and aptitude | GLISTEN   | 2022 | 1  | 30 HOURS           | 289                                     | 289  |
| 7         | Skill Enhancements Courses                                 | GLISTEN   | 2022 | 1  | 30 HOURS           |   |  |
| 8         | Financial Role Readiness Program                           | SGK Skill | 2022 | 1  | 40 HOURS           | 16                                      | 15   |
| 9         | Fundamentals of Capital Markets                            | FINMARK   | 2023 | 1  | 30 HOURS           | 59                                      | 59   |

1. Value-added programs are designed to enhance students' skills and competencies, thereby augmenting their potential for employability. This enhancement is further solidified by the inclusion of internship programs, which provide opportunities for hands-on, skill-focused learning.
2. The institution holds a strong influence within its stakeholders, and there is a consistent yearly growth in student enrollment figures, showcasing continuous improvement.
3. The institution has distinguished faculty body, enriched with diverse expertise across various functional domains. This enables them to effectively address the diverse learning needs of students. Moreover, the institution possesses a adequate staff count, encompassing both teaching and non-teaching personnel, dedicated to catering to the needs of the students.

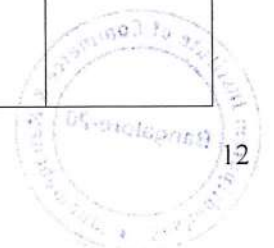


## Part-B Criteria Wise Details

| Criteria | Key Indicator                          | Description  | Observation |               |    |           | Scores Secured |
|----------|--|--|-------------|---------------|----|-----------|----------------|
|          |  |  | Totally Yes | Partially Yes | No | Max Score |                |
| C-1      | Curriculum Planning and Implementation | The various departments of the Institution follow an excellent and effective academic Delivery through teaching learning practices.              | ✓           |               |    | 05        | 05             |
|          |  | External and Internal experts discuss and finalise the framework for smooth conduction of Certificate/ Value added Programs conducted to enhance | ✓           |               |    | 05        | 05             |



|  |                             |  |   |  |  |    |    |
|--|-----------------------------|--|---|--|--|----|----|
|  |                             | employability, life skills and value.  |   |  |  |    |    |
|  |                             | Teachers Participation in Curriculum Design and Development at University Level BOS for PSDC   | √ |  |  | 10 | 10 |
|  |                             |  | √ |  |  | 10 | 10 |
|  | <b>Academic Flexibility</b> | Being an affiliated to Bengaluru City University and follows its directives. The felt gaps are overcome through certificate programs, Value added Programs, offered to | √ |  |  | 05 | 05 |
|  |                             |  |   |  |  | 05 | 05 |



|  |                              |  |   |  |  |    |    |
|--|------------------------------|--|---|--|--|----|----|
|  |                              | encourage holistic student learning.                             | √ |  |  | 10 | 10 |
|  | <b>Curriculum Enrichment</b> | Workshop for bridging Industry academia Gaps Expert Talks        | ✓ |  |  | 10 | 10 |
|  |                              | Internship training to facilitate practical learning experiences | ✓ |  |  | 10 | 10 |
|  |                              | Project report   | ✓ |  |  | 10 | 10 |



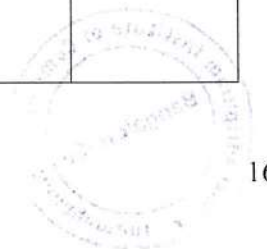
|           |  |   |   |  |  |           |           |
|-----------|--|---|---|--|--|-----------|-----------|
|           |  | preparati<br>onon<br>domain<br>and<br>social<br>Issues  |   |  |  |           |           |
|           | <b>Curricular<br/>Feedback<br/>System-</b>   |   |   |  |  | <b>30</b> | <b>30</b> |
|           | <ul style="list-style-type: none"> <li>• <b>Students</b></li> <li>• <b>Parents</b></li> <li>• <b>Industry<br/>experts</b></li> <li>• <b>Alumni<br/>Feedback</b></li> <li>• <b>Teachers<br/>feedback</b></li> </ul> | <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> |   |  |  |           |           |
|           |  |   |   |  |  |           |           |
| <b>C2</b> | <b>Student<br/>Enrolment<br/>and Profile</b>   | Student<br>intake<br>record (<br>Year<br>wise)is<br>maintain<br>ed  | ✓ |  |  | <b>10</b> | <b>10</b> |
|           | <b>Catering to<br/>Student<br/>Diversity</b>   | Orientati<br>on<br>Program<br>is<br>organised<br>for all  | ✓ |  |  | <b>10</b> | <b>10</b> |



|  |  |  |   |  |  |    |    |
|--|--|--|---|--|--|----|----|
|  |  | programs   |   |  |  |    |    |
|  |  | Bridge Course is conducted for students from varied domains to bridge their learning gaps      | ✓ |  |  | 10 | 10 |
|  |  | Remedial classes are conducted for slow learners   | ✓ |  |  | 10 | 10 |
|  |  | Industrial visit and Internship projects are offered to ensure practical learning requirements | ✓ |  |  | 10 | 10 |
|  |  | Skill developmentt assignments to suffix self-learning among students                          | ✓ |  |  | 10 | 10 |



|           |  |  |   |  |  |    |    |
|-----------|--|--|---|--|--|----|----|
|           |  | Participatory and experiential learning opportunities are provided   | ✓ |  |  | 10 | 10 |
|           |  | The teachers use ICT enabled teaching methods  | ✓ |  |  | 10 | 10 |
|           |  | Participatory learning methods are employed  | ✓ |  |  | 10 | 10 |
|           |  | Student mentoring system is available in the institution and students mentor books are maintained to assess students' progress | ✓ |  |  | 10 | 10 |
| <b>C3</b> |  | FDP's are conducted to facilitate faculty capacity building  | ✓ |  |  | 10 | 10 |

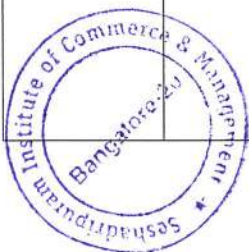




|  |  |  |   |  |  |           |           |
|--|--|--|---|--|--|-----------|-----------|
|  |  | across varied domains  |   |  |  |           |           |
|  |  | Faculty of the Institution actively engage in research and publication works<br><br>Faculties present papers in various national and International Conference. | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Academic Calendar prepared and adhered for the conduct of exemption  | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Entry level test is organized for 1 Year Students to conduct bridge course   | ✓ |  |  | <b>10</b> | <b>10</b> |



|  |  |   |   |  |  |           |           |
|--|--|---|---|--|--|-----------|-----------|
|  |  | Two Internal Tests are conduct to assess student learning potentials as a part of CIE   | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Retests are provided to students who needs additional support   | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Notes and other reading materials and support is provided by the institution  | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Result sheets are maintained and analyzed to understand students' performance . Further this data is used to provide valuable | ✓ |  |  | <b>10</b> | <b>10</b> |



|  |  |  |   |  |  |    |    |
|--|--|--|---|--|--|----|----|
|  |  | feedbacks and sustain academic progress.   |   |  |  |    |    |
|  |  | Student exchange programs are arranged   | ✓ |  |  | 10 | 10 |
|  |  | College recognizes students' academic and beyond academic performances and provides suitable support   | ✓ |  |  | 10 | 10 |
|  |  | Academic feedback is collected to gather student's feedback towards the teaching learning practices and facilities offered by the institution. | ✓ |  |  | 10 | 10 |



|           |                       |         |   |  |  |           |           |
|-----------|-----------------------|---------|---|--|--|-----------|-----------|
| <b>C4</b> | <b>Infrastructure</b> | 1) Open | √ |  |  | <b>20</b> | <b>20</b> |
|-----------|-----------------------|---------|---|--|--|-----------|-----------|

|  |                          |  |   |  |  |           |           |
|--|--------------------------|--|---|--|--|-----------|-----------|
|  |                          | Quadrangle<br>2) Class Rooms<br>3) Computer lab<br>4) LCD classroom<br>5) A V Room<br>6) Conference Hall<br>7) Sports / NCC                                  |   |  |  |           |           |
|  | <b>Library resources</b> | Automated library  | √ |  |  | <b>10</b> | <b>10</b> |
|  |                          | E resources  | √ |  |  | <b>10</b> | <b>10</b> |
|  |                          | Newly added library resources<br>1) Text books<br>2) Reference books<br>3) E-books<br>4) Journals<br>5) E-journals<br>6) Digital database<br>7) CD and video | √ |  |  | <b>10</b> | <b>10</b> |



|  |              |   |  |  |           |           |
|--|--------------|---|--|--|-----------|-----------|
|  | Wi-Fi campus | √ |  |  | <b>10</b> | <b>10</b> |
|  | E content by | √ |  |  |           |           |



|  |  |                   |   |  |  |    |    |
|--|--|-------------------|---|--|--|----|----|
|  |  | teachers          |   |  |  |    |    |
|  |  | Budget reserved   | √ |  |  | 10 | 10 |
|  |  | Digital library   | √ |  |  | 10 | 10 |
|  |  | Reference section | √ |  |  | 10 | 10 |

|           |                                  |   |   |  |  |    |    |
|-----------|----------------------------------|---|---|--|--|----|----|
| <b>C5</b> | <b>Student support</b>           | Financial assistance is given in the form of scholarship  | √ |  |  | 20 | 20 |
|           |                                  | Skill enhancement courses offered                         | √ |  |  | 10 | 10 |
|           |                                  | Career guidance   | √ |  |  | 10 | 10 |
|           |                                  | Student grievance redressal system                        |   |  |  | 10 | 10 |
|           | <b>Student growth</b>            | Full time placement officer and Co-Ordinator              | √ |  |  | 5  | 5  |
|           |                                  | Accountability about Industry and Companies               | √ |  |  | 10 | 10 |
|           |                                  | Placement records   | √ |  |  | 5  | 5  |
|           |                                  | Student progression record                                | √ |  |  | 10 | 10 |
|           | <b>Participation of students</b> | Cultural, Sports, NCC, NSS records of students maintained | √ |  |  | 10 | 10 |
|           |                                  | Medals and awards for students- records available         | √ |  |  | 10 | 10 |
|           |                                  | student council activities                                | √ |  |  | 5  | 5  |
|           |                                  | Student Representation                                    | √ |  |  | 10 | 10 |



|  |                          |                               |   |  |  |           |           |
|--|--------------------------|-------------------------------|---|--|--|-----------|-----------|
|  |                          | in activities                 |   |  |  |           |           |
|  | <b>Alumni Engagement</b> | Registered Alumni Association | √ |  |  | <b>10</b> | <b>10</b> |
|  |                          | Alumni mentoring              | √ |  |  | <b>5</b>  | <b>5</b>  |

|           |                                     |  |   |  |  |           |           |
|-----------|-------------------------------------|--|---|--|--|-----------|-----------|
| <b>C6</b> | Institutional vision and leadership | Decentralized/Participative Management   | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |                                     | Management information system  | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |                                     | Quality improvement programs   | √ |  |  | <b>5</b>  | <b>5</b>  |
|           | Flexibility                         | Measurement of Quality through self-appraisal                                  | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |                                     | Autonomy in curriculum delivery  | √ |  |  |           |           |
|           | Empowerment of teachers             | Financial support to attend conferences/ seminars                              | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |                                     | FDP's are organized by the college for the teaching and non-teaching faculties | √ |  |  | <b>10</b> | <b>10</b> |
|           |                                     | Higher education allowance   | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |                                     | College provides welfare facilities to the teaching/ non-teaching/Students     | √ |  |  | <b>10</b> | <b>10</b> |
|           | Financial management and resource   | Institution conducts internal and external financial audit                     | √ |  |  | <b>10</b> | <b>10</b> |



|  |                                   |  |   |  |  |    |    |
|--|-----------------------------------|--|---|--|--|----|----|
|  | mobilization                      |  |   |  |  |    |    |
|  |                                   | Self-Funding   | √ |  |  | 10 | 10 |
|  | Internal quality Assurance System | Representation of stakeholders                                 | √ |  |  | 10 | 10 |
|  |                                   | FDP and orientation of support staff                           | √ |  |  | 10 | 10 |
|  |                                   | Submission to AISHE portal<br>ISO Certification<br>Green Audit | √ |  |  | 10 | 10 |

| Criteria | Key indicator   | Observation |    |         | Scores Secured |                |
|----------|---|-------------|----|---------|----------------|----------------|
|          |   | yes         | no | Partial | Max Score      | Score obtained |
| C7       |   |             |    |         |                |                |
|          | Gender Equity related activities are conducted in the Institution | √           |    |         | 10             | 10             |
|          | Environmental Consciousness and Sustainability/Alternate Energy   | √           |    |         | 20             | 20             |
|          | Differently abled (Divyangjan) friendly Campus                    | √           |    |         | 10             | 10             |
|          | Inclusion and Situatedness  | √           |    |         | 10             | 10             |
|          | Human Values and Professional Ethics                              | √           |    |         | 10             | 10             |





|  |  |   |  |  |           |           |
|--|--|---|--|--|-----------|-----------|
|  | Code of conduct  |   |  |  |           |           |
|  | Activities conducted for promotion of universal Values and Ethics    | √ |  |  | <b>10</b> | <b>10</b> |
|  | Initiatives taken by the institution to make the campus eco-friendly | √ |  |  | <b>10</b> | <b>10</b> |



## Recommendations

1. Introduce relevant certificate courses and internship programs aligned with the current industry requisites.
2. Extend participatory and hands-on learning opportunities to accommodate student wellbeing, while upholding their safety.
3. Enhance the culture of research within the institution.
4. Foster the encouragement of patent publications.
5. Motivate faculty members to embark on minor/major research projects by facilitating Government/Non-Government financial support.
6. Strengthen facilities and amplify the availability of E-resources.
7. Expand both physical and knowledge infrastructure to cater to the diverse learning needs of students.
8. Cultivate leadership development through inclusive and participatory management practices at all organizational levels.
9. Extensive initiatives for a greener campus.
10. Elevate industry collaboration for enhanced practical exposure.
11. Prioritize interdisciplinary learning to foster holistic skill development.
12. Promote cultural exchange and diversity awareness among students.
13. Establish robust alumni engagement for ongoing institutional growth.
14. Incorporate digital literacy initiatives to align with evolving technological trends.

## Action plans:

1. Various departmental initiatives, coupled with the efforts of the internship committee, and the engagement through forums and extension activities, collectively offer extensive learning opportunities to every student.
2. The institution's Research Forum, FDP Cell, and Conference Committee consistently organize seminars, conferences, workshops, and FDPs to enhance the academic experience.
3. The adoption of seminars, webinars, and a hybrid learning approach ensures continuous and extended learning.
4. Workshops focusing on practical skill acquisition are regularly conducted to bridge the gap between theory and application.
5. Industry experts are frequently invited for guest lectures to provide real-world insights to students.
6. The institution encourages peer learning through study groups and collaborative projects.

Student mentoring programs are established to provide personalized guidance and support.



8. The utilization of cutting-edge educational technology enhances engagement and interactivity in virtual classrooms.
9. The institution's participation in industry partnerships to align curriculum with industry demands.
10. Alumni sharing sessions offer valuable career insights and networking opportunities for students.
11. Hands-on projects and experiential learning are integrated into the curriculum to cultivate practical expertise.
12. Regular assessment and feedback mechanisms ensure continuous improvement in the teaching-learning process.

**External Academic and Administrative Audit Team  
Seshadripuram Institute of Commerce and Management  
Seshadripuram, Bangalore-20**

| Sl.No | Member Details   | Signature   |
|-------|--|---|
| 01    | <b>Dr. M. Hanumanthappa</b><br>Professor<br>Dept. of Computer Science and<br>Application<br>Bangalore University | <br><b>Dr. M. HANUMANTHAPPA</b><br>MCA., M.Phil., Ph.D.,<br>Professor<br>Dept. of Computer Science & Applications<br>Jnanabharathi Campus, Bangalore University<br>Bangalore - 560 056. |
| 02    | <b>Dr. B. C. Nagaraja</b><br>Professor<br>Dept. of Environmental Science<br>Bangalore University                 | <br><b>Dr. B.C. NAGARAJA Ph.D.</b><br>PROFESSOR<br>Dept. of Environmental Science<br>Bangalore University<br>Bengaluru - 560 056.  |
| 03    | <b>Dr. Rekha Kowshik</b><br>Assoc.Professor<br>Dept. of English,<br>IQAC Co-Ordinator<br>B.E.S Evening College   | <br><b>CO-Ordinator</b><br><b>IQAC</b><br><b>B.E.S. Evening College Of Arts<br/>&amp; Commerce</b><br><b>16th Main Road, 4th Block,</b><br><b>Jayanagar, Bangalore-560011</b>           |





**SESHADRIPURAM EDUCATIONAL TRUST**  
**SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT**

**NAAC Accredited 'B' Grade**

**(Affiliated to Bengaluru City University)**

# No. 40, Girls' School Street, Seshadripuram, Bangalore-560020

Ph: 08022955382 Fax: 08023462472, Website: [www.sicm.edu.in](http://www.sicm.edu.in) Email: [info@sicm.edu.in](mailto:info@sicm.edu.in)

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**Academic and Administrative Audit**

**(AAA)**

**Report- 2021-22**

**1. Institution Vision**

- To be an institution that strives to provide responsive, significant and eternal learning.

**2. MISSION**

- To evolve as a sustainable learning community resource and a leader in creating and disseminating knowledge.
- To establish and maintain partnerships with stakeholders for quality excellence.

**3. QUALITY POLICY:**

- The Institution prepares quality professionals, to meet industrial, social needs through innovative teaching and industrial interaction providing social and moral values and overall development of students.

**4. ABOUT THE INSTITUTE**

Seshadripuram Educational Trust, since its establishment in 1930, has been known for producing quality students. In 2005, the Trust established Seshadripuram Institute of Commerce and Management offering Bachelor of Commerce and Bachelor of Business Administration.

Quality education is the hallmark of excellence. We, at Seshadripuram Institute of Commerce and Management, are working to enhance institutional culture to better serve the needs of an ever changing and dynamic learning community. Since 2005, we bear the torch of education which heightens the path of life.



As said by Swami Vivekananda "Real Education is one by which character is formed, strength of mind is increased, the intellect is expanded and by which one can stand on one's own feet", our college is here to kindle the flame of Knowledge, Truth and Tolerance.

The institution has achieved academic excellence since its inception. The institution has to its credit several University Ranks and Gold Medals. The college has several medals in sports and other extra-curricular activities. At SICM, students have a multidimensional grooming which makes them self- directed and responsible citizens.

We strongly believe in the holistic education. The learning culture evolved is for the lifetime not just for graduation. Hence our Motto is: "Inspiring Possibilities".

SICM is a premier educational institution affiliated with Bengaluru City University, secured 'B' Grade in its first cycle of NAAC Accreditation. SICM has been ranked top few colleges by the India Today and Higher Education Review Magazine. It is recognized as few top colleges in India for intern Shala for internships. Our students have regularly secured University top ranks both in B.Com and BBA programs



## 5. GENERAL INFORMATION

- ✓ Name & Address of the College  
Seshadripuram Institute of Commerce and Management.  
#40, Girls School Street, Seshadripuram, Bangalore-  
560020080-22955382
- ✓ Name of the Principal of the College:-  
Prof. Vidya Shivannavar Tel. No: 080-22955354  
e-mail ID: principalsicm@gmail.com
- ✓ Year of grant of the Affiliation: 2005
- ✓ Departments and Program offered: B. Com & B.B.A
- ✓ Details of Compliance: NAAC, NIRF, BCU

### About Academic and Administrative Audit

The intention of this academic and administrative audit is to inspect various departments or programs to assess the effectiveness of the institution's teaching-learning process. In order to ensure long-term student growth, AAA seeks to offer insightful recommendations for improving the institution's instructional procedures.

The institution's functional IQAC, offers quality across all institutional sectors, focuses on course content. The Internal Quality Assurance Cell strives to create a productive system to guarantee consistency across all operations and serves as a catalyst to enhance the institution's academic and administrative performance.

- Course content
- Teaching- Learning Process
- Examination and Evaluation system
- Results
- Other activities
- Infrastructure
- Department Administration



**Objectives of Academic and Administrative Audit:**

1. Assess the alignment of the curriculum with the desired learning outcomes, identifying areas for improvement to enhance student learning experiences.
2. Review teaching methodologies, pedagogical approaches, to ensure effective learning and cater to diverse student needs.
3. Evaluate administrative processes, resource utilization and enhance overall institutional effectiveness.
4. Examine the quality student support services such as counseling, career guidance, and comprehensive assistance.
5. Review faculty development programs, research contributions to promote continuous professional growth.



### Peer team visit Schedule

Date: 24<sup>th</sup> September 2022 Day: Saturday

| SINo | Particulars/Detailsof theactivities                       | Time              |
|------|---|-------------------|
| 1    | Welcome to the Team                                       | 9:15am-9.25am     |
| 2    | Presentation by the Head of the Institution/Principal     | 9.25am-9.35am     |
| 3    | Presentation by IQAC Coordinator                          | 9:35am-10.05am    |
| 4    | Verification of Criteria wise Documentation               | 10.05 am-11.15 am |
| 3    | Visit and Interaction with Heads of the Department        | 11.15am-11.55pm   |
| 4    | Visit to Library and Documentation verification           | 11.55pm-12.15pm   |
| 5    | Lunch with Dignitaries                                    | 12.15pm-12.50pm   |
| 6    | Visit to Sports Department and Documentation verification | 12.50pm-1.10pm    |
| 7    | Visit to Office and Documentation verification            | 1.10pm-1.20 pm    |
| 8    | Report writing  | 1.20pm-2:00pm     |
| 9    | Sharing the Peer team report with Head of Institution     | 2.00pm-2.30pm     |
| 10   | Exit meeting with Principal and Management Representative | 2.30pm-2.40pm     |





**External Academic and Administrative Audit Team**  
**Seshadripuram Institute of Commerce and Management**  
**Seshadripuram, Bangalore-20**

| <b>Sl.No</b> | <b>Member Details</b>  | <b>AAA-Committee Composition</b> |
|--------------|--|----------------------------------|
| <b>01</b>    | <b>Dr. M. Hanumanthappa</b><br>Professor<br>Dept. of Computer Science and<br>Application<br>Bangalore University | <b>Chairman</b>                  |
| <b>02</b>    | <b>Dr. B. C. Nagaraja</b><br>Professor<br>Dept. of Environmental Science<br>Bangalore University                 | <b>Member</b>                    |
| <b>03</b>    | <b>Dr. Rekha Kowshik</b><br>Assoc.Professor<br>Dept. of English,<br>IQAC Co-Ordinator<br>B.E.S Evening College   | <b>Member</b>                    |



## Proceedings of Academic and Administrative Audit

In the academic year 2021-22, an internal audit was carried out by the institution. The audit commenced at 9:00 am, starting with a meeting with the Head of the Institution. Following this, there was an interaction with the IQAC Team to continue the audit process.

Next, the audit team visited the departments to understand its academic and beyond academic functioning. The visit included the interaction with heads of departments from the Under Graduate Department of Commerce and Management, language departments, Library Facilities, Sports department and college administrative office.

The audit team conducted a thorough review of a range of documents encompassing both academic and administrative reports. This comprehensive scrutiny extended to interaction with forums convenors, including extension forums, and conversing with members. The aim was to gain insights into the institution's efforts to foster holistic student development through a variety of initiatives.

Furthermore, the peer team evaluated the adequacy of facilities and precautionary protocols implemented to ensure the health and safety of faculty and students on campus. Additionally, the assessment encompassed the institution's commitment to delivering quality education by employing a blended mode of learning.

This study enabled the institution to introspect on the practices teaching learning practices and facilities offered within the campus to ensure holistic student progress.



**Academic and Administrative Audit Team**  
**Seshadripuram Institute of Commerce and Management**  
**Bengaluru-560020**

**Institutional Composition of Academic and Administrative Audit Team**

|   |  |                           |
|---|--|---------------------------|
| 1 | <b>K P Narasimha Murthy</b><br>Chairmen-Governing Council  | Management Representative |
| 2 | <b>Prof. Vidya Shivannavar</b><br>Seshadripuram Institute of Commerce<br>and Management  | Principal                 |
| 3 | <b>Smt. Kum Kum Kadam</b><br>Office Superintendent<br>Seshadripuram Institute of Commerce<br>and Management                              | Administrative Member     |
| 4 | <b>Assoc. Prof. Pramod A V</b><br>Faculty- Department of Commerce<br>& Management, Seshadripuram Institute<br>of Commerce and Management | Convenor                  |
| 5 | <b>Assoc. Prof. Amar H A</b><br>Faculty- Department of Commerce<br>& Management, Seshadripuram Institute<br>of Commerce and Management   | IQAC-Coordinator          |
| 5 | <b>Assoc. Prof. Punitha G</b><br>Head-Department of Commerce<br>Seshadripuram Institute of<br>Commerce and Management                    | Member                    |
| 6 | <b>Assoc. Prof. Bhuvaneshwari R S</b><br>Head- Department English,<br>Seshadripuram Institute of Commerce<br>and Management              | Member                    |



## Academic and Administrative Audit Report -2021-22

### Part-A

- a. Chairperson: - Prof. Vidya Shivannavar  
b. Date of Audit - 24<sup>th</sup> September 2022  
c. Name of the Programs Offered - B. Com, BBA,  
d. Total Number of Section –15  
e. Number of Students admitted during the Year-8 9 4  
f. Number of Teacher-29

| Year (Oct-Dec2021) | Number of seats earmarked for reserved category as per GOI or State Government rule |    |     |     |        | Number of students admitted from the reserved category |    |     |     |        |
|--------------------|---|----|-----|-----|--------|--|----|-----|-----|--------|
|                    | SC  | ST | OBC | Gen | Others | SC   | ST | OBC | Gen | Others |
| B. Com             | 34  | 8  | 78  | 120 | NA     | 17   | 6  | 172 | 45  | NA     |
| BBA                | 17  | 4  | 39  | 60  | NA     | 4  | 0  | 46  | 18  | NA     |



### No of Students enrolled for Certificate/Value added Programs

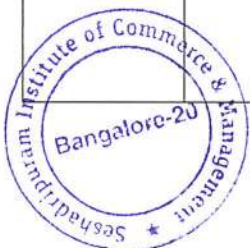
| 2021-2022 |  |                      |                  |   |                    |   |  |
|-----------|--|----------------------|------------------|---|--------------------|---|--|
| SL.NO     | Name of Add on /Certificate programs offered               | Course Code (if any) | Year of offering | No. of times offered during the same year | Duration of course | Number of students enrolled in the year | Number of Students completing the course in the year |
| 1         | Personality development and MOS                            | GLISTEN              | 2022             | 1   | 30 HOURS           | 308                                     | 308  |
| 2         | Competency enhancement, Preplacement training and aptitude | GLISTEN              | 2022             | 1   | 30 HOURS           | 297                                     | 297  |
| 3         | Career Preparation Program and Aptitude                    | GLISTEN              | 2022             | 1   | 30 HOURS           | 289                                     | 289  |
| 4         | Communication skills and advanced EXCEL                    | GLISTEN              | 2022             | 1   | 30 HOURS           | 308                                     | 308  |
| 5         | Aptitude and Preplacement Training                         | GLISTEN              | 2022             | 1   | 30 HOURS           | 297                                     | 297  |
| 6         | POWER BI   | GLISTEN              | 2022             | 1   | 30 HOURS           | 289                                     | 289  |
| 7         | SAP FICO   | NICT                 | 2022             | 1   | 40 HOURS           | 40                                      | 40   |
| 8         | TALLY ESSENTIALS LEVEL 1                                   | NICT                 | 2022             | 2 (1 ONLINE)                              | 30 HOURS           | 56                                      | 55   |
| 9         | BANKING COMPETITIVE EXAMINATION TRAINING                   | MILESTONE            | 2022             | 1   | 40 HOURS           | 56                                      | 56   |
| 10        | Introduction to data science                               | DSO101EN             | 2022             | 1   | 30 HOURS           | 374                                     | 3  |
| 11        | IBM Cloud Essentials                                       | CCO103EN             | 2022             | 1   | 30 HOURS           | 374                                     | 2  |
| 12        | Block Chain Essentials                                     | BCO101EN             | 2022             | 1   | 30 HOURS           | 374                                     | 20   |
| 13        | SQL and Relational Database 101                            | DB0101EN             | 2022             | 1   | 30 HOURS           | 894                                     | 1  |
| 14        | PYTHON 101 for Data Science                                | PY0101EN             | 2022             | 1   | 30 HOURS           | 894                                     | 2  |

1. Value-added programs are designed to make students better equipped for job opportunities. Internships provide chances to learn hands-on and focus on practical skills needed in the real world.
2. The institution is becoming stronger and has a positive influence. Every year, more and more students choose to study here, which shows that the institution is doing things well and getting better.
3. The teachers here are not only knowledgeable but also experienced in many different areas. Also, the institution has enough staff members - both teachers and non-teaching staff - to take care of students' needs.

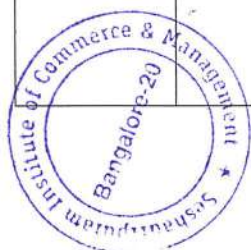


## Part-B Criteria Wise Details

| Criteria | Key Indicator                          | Description  | Observation |               |    | Max Score | Scores Secured |
|----------|--|--|-------------|---------------|----|-----------|----------------|
|          |  |  | Totally Yes | Partially Yes | No |           |                |
| C-1      | Curriculum Planning and Implementation | The various departments of the Institution follow an excellent and effective academic Delivery through teaching learning practices.              | ✓           |               |    | 05        | 05             |
|          |  | External and Internal experts discuss and finalise the framework for smooth conduction of Certificate/ Value added Programs conducted to enhance |             |               |    | 05        | 05             |
|          |  |  | ✓           |               |    | 05        | 05             |



|  |                             |  |   |  |  |    |    |
|--|-----------------------------|--|---|--|--|----|----|
|  |                             | employability, life skills and value.<br><br>Teachers Participation in Curriculum Design and Development at University Level   | √ |  |  | 10 | 10 |
|  |                             |  | √ |  |  | 10 | 10 |
|  | <b>Academic Flexibility</b> | Being an affiliated to Bengaluru City University and follows its directives. The felt gaps are overcome through certificate programs, Value added Programs, offered to | √ |  |  | 05 | 05 |
|  |                             |  |   |  |  | 05 | 05 |



|  |                              |  |   |  |  |    |    |
|--|------------------------------|--|---|--|--|----|----|
|  |                              | encourage holistic student learning.<br><br>Offers Programs with sufficient elective options, CBCS across the Semester | √ |  |  | 10 | 10 |
|  | <b>Curriculum Enrichment</b> | Workshop or bridging Industry academia Gaps  | √ |  |  | 10 | 10 |
|  |                              | Internship training to facilitate practical learning experiences   | √ |  |  | 10 | 10 |
|  |                              | Project report   | √ |  |  | 10 | 10 |





|           |  |   |   |  |  |           |           |
|-----------|--|---|---|--|--|-----------|-----------|
|           |  | preparati<br>onon<br>domainan<br>d<br>socialIssu<br>es  |   |  |  |           |           |
|           | <b>CurricularF<br/>eedbackSyst<br/>em-</b>   |   |   |  |  | <b>30</b> | <b>30</b> |
|           | <ul style="list-style-type: none"> <li>• <b>Students</b></li> <li>• <b>Parents</b></li> <li>• <b>Industry<br/>experts</b></li> <li>• <b>AlumniFe<br/>edback</b></li> <li>• <b>Teachersf<br/>eedback</b></li> </ul> | <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> |   |  |  |           |           |
|           |  |   |   |  |  |           |           |
| <b>C2</b> | <b>StudentEnro<br/>lmentandPr<br/>ofile</b>  | Studentin<br>takerecor<br>d(Year<br>wise)ism<br>aintained   | ✓ |  |  | <b>10</b> | <b>10</b> |
|           | <b>Catering<br/>toStudentDiv<br/>ersity</b>  | Orientati<br>onProgra<br>m<br>isorganis<br>ed<br>forall   | ✓ |  |  | <b>10</b> | <b>10</b> |



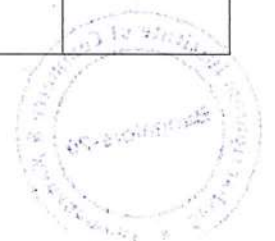
|  |  |  |   |  |  |           |           |
|--|--|--|---|--|--|-----------|-----------|
|  |  | programs   |   |  |  |           |           |
|  |  | Bridge Courses<br>is conducted for<br>students from<br>varied domains to<br>bridge their learning<br>gaps  | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Remedial classes<br>are conducted for<br>slow learners   | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Industrial visit<br>and Internship<br>projects are offered<br>to ensure practical<br>learning requirements | ✓ |  |  | <b>10</b> | <b>10</b> |
|  |  | Skill development<br>assignments to<br>encourage self-<br>learning among<br>students                       | ✓ |  |  | <b>10</b> | <b>10</b> |



|    |  |   |   |  |  |    |    |
|----|--|---|---|--|--|----|----|
|    |  | Participatory and experiential learning opportunities are provided  | ✓ |  |  | 10 | 10 |
|    |  | The teachers use ICT enabled teaching methods   | ✓ |  |  | 10 | 10 |
|    |  | Participatory learning methods are employed   | ✓ |  |  | 10 | 10 |
|    |  | Student monitoring system is available in the institution and students' mentorbks are maintained to assess students' progress | ✓ |  |  | 10 | 10 |
| C3 |  | FDP's are conducted to facilitate faculty capacity building   | ✓ |  |  | 10 | 10 |



|  |  |  |   |  |  |    |    |
|--|--|--|---|--|--|----|----|
|  |  | across various domains   |   |  |  |    |    |
|  |  | Faculty of the Institution actively engage in research and publication works<br><br>Faculties present papers in various national and International Conference. | ✓ |  |  | 10 | 10 |
|  |  | Academic Calendar prepared and adhered for the conduct of examination  | ✓ |  |  | 10 | 10 |
|  |  | Entry level test is organized for 1 Year Students to conduct bridge course   | ✓ |  |  | 10 | 10 |



|  |  |  |   |  |  |    |    |
|--|--|--|---|--|--|----|----|
|  |  | Two Internal Tests are conducted to assess student learning potentials as a part of CIE                                      | ✓ |  |  | 10 | 10 |
|  |  | Retests are provided to students who need additional support   | ✓ |  |  | 10 | 10 |
|  |  | Notes and other reading materials and support is provided by the institution   | ✓ |  |  | 10 | 10 |
|  |  | Result sheets are maintained and analyzed to understand students' performance. Further this data is used to provide valuable | ✓ |  |  | 10 | 10 |



|  |  |   |   |  |  |    |    |
|--|--|---|---|--|--|----|----|
|  |  | feedbacks and sustain academic progress.  |   |  |  |    |    |
|  |  | Student exchange programs are arranged  | ✓ |  |  | 10 | 10 |
|  |  | College recognizes students' academic and beyond academic performances and provides suitable support.   | ✓ |  |  | 10 | 10 |
|  |  | Academic feedback is collected together student's feedback towards the teaching learning practices and facilities offered by the institution. | ✓ |  |  | 10 | 10 |



|           |                                   |   |   |  |  |           |           |
|-----------|-----------------------------------|---|---|--|--|-----------|-----------|
| <b>C4</b> | <b>Infrastructure</b>             | 1)Open  | √ |  |  | <b>20</b> | <b>20</b> |
|           |                                   | Quadrangle<br>2) ClassRooms<br>3) Computerlab<br>4) LCDcl<br>assrooms<br>5) A V Room<br>6) Conference<br>Hall<br>7) Sports /<br>NCC                                   |   |  |  |           |           |
|           | <b>Library<br/>resource<br/>s</b> | Automated<br>library  | √ |  |  | <b>10</b> | <b>10</b> |
|           |                                   | Eresources  | √ |  |  | <b>10</b> | <b>10</b> |
|           |                                   | Newly<br>addedlibrary<br>resources<br>1) Textbooks<br>2) Reference<br>books<br>3) E-books<br>4) Journals<br>5) E-journals<br>6) Digital<br>database<br>7) CDand video | √ |  |  | <b>10</b> | <b>10</b> |
|           |                                   | Wi-Ficampus   | √ |  |  | <b>10</b> | <b>10</b> |
|           |                                   | Econtentby  | √ |  |  |           |           |



|  |  |                   |   |  |  |    |    |
|--|--|-------------------|---|--|--|----|----|
|  |  | teachers          |   |  |  |    |    |
|  |  | Budgetreserved    | √ |  |  | 10 | 10 |
|  |  | Digitallibrary    | √ |  |  | 10 | 10 |
|  |  | Reference section | √ |  |  | 10 | 10 |

|           |                                 |   |   |  |  |    |    |
|-----------|---------------------------------|---|---|--|--|----|----|
| <b>C5</b> | <b>Student support</b>          | Financialassistanceisgiven in the form ofscholarship  | √ |  |  | 20 | 20 |
|           |                                 | Skill enhancementcourses offered                      | √ |  |  | 10 | 10 |
|           |                                 | Careerguidance  | √ |  |  | 10 | 10 |
|           |                                 | Student grievanceredressal system                     |   |  |  | 10 | 10 |
|           | <b>Student growth</b>           | Full time placementofficerandCo-Ordinator             | √ |  |  | 5  | 5  |
|           |                                 | Accountability aboutIndustryandCompanies              | √ |  |  | 10 | 10 |
|           |                                 | Placementrecords                                      | √ |  |  | 5  | 5  |
|           |                                 | Studentprogressionrecord                              | √ |  |  | 10 | 10 |
|           | <b>Participation ofstudents</b> | Cultural, Sports,NCC,NSSrecords of studentsmaintained | √ |  |  | 10 | 10 |
|           |                                 | Medals and awards forstudents-recordsavailable        | √ |  |  | 10 | 10 |
|           |                                 | studentcouncilactivities                              | √ |  |  | 5  | 5  |
|           |                                 | StudentRepresentation                                 | √ |  |  | 10 | 10 |





|  |                              |                                     |   |  |  |           |           |
|--|------------------------------|-------------------------------------|---|--|--|-----------|-----------|
|  |                              | inactivities                        |   |  |  |           |           |
|  | <b>AlumniEng<br/>agement</b> | Registered<br>AlumniAssociatio<br>n | √ |  |  | <b>10</b> | <b>10</b> |
|  |                              | Alumnimentoring                     | √ |  |  | <b>5</b>  | <b>5</b>  |

|           |  |   |   |  |  |           |           |
|-----------|--|---|---|--|--|-----------|-----------|
| <b>C6</b> | Institutional<br>vision<br>andleadersh<br>ip | Decentralized/Participative<br>Management   | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |  | Management<br>informationsystem   | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |  | Qualityimprovement<br>programs  | √ |  |  | <b>5</b>  | <b>5</b>  |
|           | Flexibility                                  | Measurement of<br>Qualitythroughself-<br>appraisal                                | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |  | Autonomy in<br>curriculumdelivery   | √ |  |  |           |           |
|           | Empowerment<br>ofteachers                    | Financialsupporttoattende<br>onferences/seminars                                  | √ |  |  | <b>5</b>  | <b>5</b>  |
|           |  | FDP'sareorganizedbytheco<br>llege for the<br>teachingandnon-<br>teachingfaculties | √ |  |  | <b>10</b> | <b>10</b> |
|           |  | Higher<br>educationallowa<br>nce  | √ |  |  | <b>5</b>  | <b>5</b>  |



|  |   |   |  |  |           |           |
|--|---|---|--|--|-----------|-----------|
|  | College provides welfare facilities to the teaching/non-teaching/Students | √ |  |  | <b>10</b> | <b>10</b> |
| Financial management and resource mobilization | Institution conducts internal and external financial audit                | √ |  |  | <b>10</b> | <b>10</b> |
|  | Self-Funding  | √ |  |  | <b>10</b> | <b>10</b> |
| Internal Quality Assurance System              | Representation of stakeholders  | √ |  |  | <b>10</b> | <b>10</b> |
|  | FDP and orientation of support staff                                      | √ |  |  | <b>10</b> | <b>10</b> |
|  | Submission to AISHE portal<br>ISO Certification<br>Green Audit            | √ |  |  | <b>10</b> | <b>10</b> |



| Criteria | Keyindicator   | Observation |    | Partial | Max Score | ScoresSecured |
|----------|--|-------------|----|---------|-----------|---------------|
|          |  | yes         | no |         |           | Scoreobtained |
| 7        |  |             |    |         |           |               |
|          | Gender Equity relatedactivitiesareconductedintheInstitution  | √           |    |         | 10        | 10            |
|          | EnvironmentalConsciousness andSustainability/AlternateEnergy | √           |    |         | 20        | 20            |
|          | Differently abled(Divyangjan) friendly Campus                | √           |    |         | 10        | 10            |
|          | Inclusion andSituations                                      | √           |    |         | 10        | 10            |
|          | Human Values and Professional Ethics                         | √           |    |         | 10        | 10            |

|  |   |   |  |  |    |    |
|--|---|---|--|--|----|----|
|  | Code of conduct   |   |  |  |    |    |
|  | Activities conducted for promotion of universal Values and Ethics | √ |  |  | 10 | 10 |
|  | Initiatives taken by theinstitution to make thecampuseco-friendly | √ |  |  | 10 | 10 |



## **Recommendations**

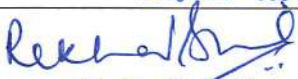
1. Introduce Relevant Certificate Courses and Internship Programs
2. Extend Participatory and Hands-On Learning
3. Enhance Research Culture
4. Promote Leadership Development
5. Expand Industry Collaboration
6. Prioritize Interdisciplinary Learning
7. Improve Alumni Engagement.
8. Digital Literacy Initiatives.

## **Action plan:**

1. **Introduce Relevant certificate Courses and Internships:**
  - Identify industries in demand.
  - Collaborate with companies for internships.
2. **Enhance Participatory Learning:**
  - Plan uniform interactive classroom activities.
  - Arrange workshops and hands-on sessions.
3. **Promote Research Culture:**
  - Create research hour
  - Encourage publication in journals.
4. **Industry Collaboration:**
  - Arrange industry visits and talks.
  - Develop internship networks.
5. **Alumni Engagement:**
  - Organize alumni meets and events.
  - Seek alumni inputs for improvement.



**External Academic and Administrative Audit Team**  
**Seshadripuram Institute of Commerce and Management**  
**Seshadripuram, Bangalore-20**

| Sl.No | Member Details   | Signature   |
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