SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT

SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT, NO.40
GIRLS SCHOOL STREET SESHADRIPURAM ,BENGALURU.
560020
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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

October 2023

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Established in 2005, Seshadripuram Institute of Commerce and Management (SICM) is a renowned college under the esteemed aegis of Seshadripuram Educational Trust which stands as a premier educational institution operating 34 educational institutions, spanning from Kindergarten to Ph.D. programs across multiple campuses, with prime collaborative programs with international universities, with a remarkable 93-year-old legacy.

Being guided by the well-known philanthropist Nadoja Dr. Wooday P. Krishna, Honorary General Secretary, Seshadripuram Educational Trust, the recipient of the President's Gold Medal, the highest National Award given for Red Cross humanitarian work of high order in 2012 from the Honourable President of India and the prestigious State Rajyotsava Award in 2004 for social work from the Government of Karnataka. Under his vision and leadership, SICM is driven by a passion to make a significant difference in the lives of its students and the community at large.

The College is self-financed, co-educational establishment, affiliated to Bengaluru City University, located in the heart of Bengaluru with exceptional connectivity through all the modes of transportation, including Metro.

SICM, with its recognition under Section 2f of the UGC Act, 1956, offers B.Com and BBA programs, complemented with a broad spectrum of value added programs and academic pursuits within the domain of Commerce and Management education. It is ranked one among top 10 colleges for B.Com and BBA program by Higher Education Review Magazine and as 4th Best Commerce College among Bengaluru City University's colleges, 13th best in Karnataka State and 98th across country by India Today Survey.

The college has undertaken several quality initiatives, including AAA Audits, Gender audits, Green Audits, and ISO Certification 9001:2015. The college is ranked 91st in All India, 29th in South Zone by Internshala for internships and also appreciated for pioneering Aadhaar numbers in its applications from the Government of India. The college has been honoured with the State NSS Award and the Best NSS Officer Award for the academic year 2021-2022.

46 Memorandum of Understanding (MoUs) have been established to optimize academic, Sports and Extension activities which has yielded remarkable outcomes like consistent University Ranks, medals in Sports and appreciations in Extension activities.

Vision

Vision

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

Mission

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.

Motto

"Inspiring Possibilities"

Institutional Ethics

- To govern the practices of the Institution based on values and moral Principles.
- To integrate ethical principles and goals in every action of the institution.
- To recognise, understand, harmonise and facilitate ethical integrity and making it the guiding light of all institutional endeavors.

Seshadripuram Institutional Anthem

May Seshadipuram Educational Institution which always shines with cling of virtues, great Vision, unflinching Mission, righteous goal, culture, prosperity and noble fame along with firm determination to provide Valuable Education through benign blessings and boundless compassion of Mother Sharada be Victorious ever.

This Samstha with various branches constantly strives to bestow skillful knowledge with World Class Education and is gleefully interested in the task of developing good healthy Society by showering right thought and instigating Satkarma and Dharma in all to beget palpable peace. This highly respected Institution upholds equanimity to share the nectar of Ananda which makes life more meaningful and blissful.

May this ever be Victorious......Victorious…. Victorious......

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Seshadripuram Educational Trust, established in 1930, patronizes the college, a reputable institution known for academic excellence and holistic development, aiming to provide quality education to students from all backgrounds.
2. The college enjoys a prime city-center location with excellent connectivity to various transportation modes, making it easily accessible to the student community.
3. The College timing is convenient for students to pursue other opportunities simultaneously.
4. The college has a great demand for admissions and consistently meets its admission targets within the

sanctioned numbers, reflecting its popularity and effectiveness in accommodating students' educational needs.

5. The college provides substantial support for government and non-government scholarships and freeships to help students' access financial aid.

6. The college possesses cutting-edge ICT infrastructure and state-of-the-art facilities.

7. The college, driven by its ethos, offers students a wide range of opportunities to excel in their chosen fields, whether it's academics, sports, or various extension activities.

8. The college has a young and qualified teaching community, with Ph.D. degree holders and having successfully cleared the NET/SLET examinations. Their commitment to continuous learning and development significantly enhances the quality of education they provide, creating a dynamic and enriching academic environment for students.

9. The Value Added Programs along with its numerous certificate courses offered at the college is an added benefit for the students, which aids them in their placements.

10. The college is recognized under Section 2f of the UGC Act, 1956.

11. The College is ranked 91st in the All India Ranking among 2000+ colleges and 29th in South Zone by Internshala for internships.

12. The college has established numerous MoU's and industry partnerships to enhance the overall learning experience for its students.

13. The college has a robust alumni support system, where alumni actively contribute to the Institutional Quality Assurance Cell (IQAC) by offering suggestions for designing Value-Added Programs (VAP), bridging the gap between industry and academia, and providing valuable career guidance to current students.

14. The college has functional Study Centers that facilitate students in exploring and discovering the profound wealth of ancient Indian knowledge systems and resources.

Institutional Weakness

1. Student enrollments in Massive Open Online Courses (MOOCs) require further enhancement and strengthening to provide an extensive learning experience.

2. Our current weakness lies in establishing research partnerships and securing research funding to secure the financial support essential for our research initiatives.

3. To organize a broader range of Intellectual Property Rights (IPR) programs and workshops and to raise awareness among both the faculty and student community.

4. Efforts should be made to secure supplementary funding resources to improve the operations and capabilities of the Incubation Center.

5. The institution should work towards boosting foreign student admissions to address the current low numbers in this category.

Institutional Opportunity

1. The institution aims to seek permanent affiliation under Bengaluru City University and acquire 12B status as per UGC Act.

2. To expand the range of our academic offerings, both undergraduate (UG) and postgraduate (PG) programs.

3. To enhance Industry Collaborative Programs
4. To facilitate Staff and Student Exchange Initiatives thereby promoting cross-cultural and educational exchanges.
5. To enhance and fortify the institution's electronic governance infrastructure.
6. To adopt a fully automated system to manage various aspects of campus operations efficiently.
7. To establish a dedicated teaching studio infrastructure to support faculty interested in delivering video-based instruction.
8. To commence additional multi-disciplinary programs at the college.

Institutional Challenge

1. Acquiring funding from the UGC and affiliated organizations.
2. Upgrading our physical Sports and Library facilities.
3. Obtaining industry linkages for the UG programs.
4. Forming Memorandums of Understanding (MOUs) with research centers at both national and international levels.
5. Expanding our physical infrastructure both horizontally and vertically.
6. Introducing new courses that integrate art/ dance and other cultural forms into our curriculum.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The College affiliated to Bengaluru City University follows prescribed curriculum and academic calendar. However, the college provides significant value addition through enhanced curriculum delivery and enrichment programs.

The institution employs a robust accountability mechanism for its curriculum delivery through an upgraded "Prashiksha", comprehensive record of lesson plans, work dairies, references, work done statements, result analysis, teaching tools and feedback which is regularly reviewed by the departmental heads and Principal. Notably, a Course Review Committee is established to evaluate syllabus coverage and rectify any lapses to enhance the course delivery quality.

The college organizes university level curricular workshops in which our faculties facilitate as resource persons, they have served as Custodians /Chief Examiners, in affiliating and other universities. 3 faculties are BOS members whose experiences are utilized in Internal Board of Studies for Course delivery and assessments.

The institution through MOUs conducts certificate courses, to bridge the gap between industry and academia effectively. Furthermore, the institution actively conducts activities to reinforce the coverage of cross-cutting topics integrated into the curriculum. Notably every year, 556 students have undertaken internships as a part of the curriculum.

The institution has offered 59 significant Certificate Courses in the last 5 years, collaborating with IBM, TCS, Milestone Academy, NICT, Glisten, FRRP, and Fin Mark to strengthen Tally, Excel, SAP, Digital Marketing, Financial modelling, and Stock Market Trading. These courses are made mandatory to all students, ensuring their active participation.

Enrichment and pedagogical trainings are provided to the staffs on courses regularly that enables to understand the intricacies of the curriculum. As each semester concludes, Expert talks are organised to provide a concise yet comprehensive overview of the courses with an aim to assist students to achieve higher scores

The College has evolved an effective feedback mechanism, through which feedback from all stakeholders is collected, analysed and communicated to the University specially inputs on curriculum content. Constant feedback on curricular delivery, co-curricular sessions, seminars, certificate courses, and other infrastructure is collected, published on website and necessary actions are taken to enhance the overall learning experience and institutional quality.

Teaching-learning and Evaluation

The college's admission procedure is transparent and in strict adherence to the government's reservation policy. Students from diverse backgrounds apply through a clearly defined online and offline application process. Over the past 15 years, the total student enrolment has seen significant growth, expanding from a modest 60 at its inception to the current 871.

The recruitment process for faculty is based on UGC-prescribed qualifications and experience, the academic environment nurtures the professional development of the faculty. Currently, 13 faculty members are actively pursuing doctoral programs. The staff collectively belongs to an average age group of 35 years, characterized by their qualifications with NET/SLET exams, proficiency in technology, and their ability to readily adapt to innovative teaching methodologies. Continuous assessment of teacher quality is conducted through student feedback and evaluations by the Principal.

To ensure effective student engagement and the delivery of quality education, the college maintains a class size of 60, supported by a dedicated faculty team of 31 qualified members. This results in a student, faculty ratio of 29:1, catering to a total student population of 871.

Our college uses strategies like bridge courses, enrichment programs to address student learning gaps. Student-centric teaching methods facilitate experiential learning through industrial visits, projects, guest lectures, and industry expert interactions. Outreach programs enhance the learning experience. Student assessment aligns with the university's examination and evaluation pattern, including continuous assessment, with a CIE Policy in place for internal assessments.

The institution employs an outcome-oriented pedagogy with clear PO's, PSO's, and CO's which are communicated to stakeholders via the college website and orientations. Continuous assessment using relevant statistical tools ensures their achievement, and feedback from stakeholders drives ongoing improvements in the learning process.

Over the past five years, the college has consistently achieved an impressive, pass rate of 92%. The institution's teaching excellence is evident by a decade of consistently securing top university ranks and gold medals. A notable recent accomplishment includes securing the first rank in the BBA program.

The SSS results as assessed through previous AQARs, reveals a commendable satisfaction rate of 80% regarding the teaching-learning process.

Research, Innovations and Extension

A focussed research initiatives, innovations, and extension services fosters a dynamic and impactful educational environment.

Consistent efforts of Research and Faculty development Cell have resulted in creation of research culture among faculty and students. The college has conducted over 122 workshops/seminars/conferences on Research Methodology, (IPR) and entrepreneurship in the last five years. It supports faculty in presenting/publishing papers, pursuing Ph.D. programs, and guiding research. As a result, 43 research papers in UGC-CARE-listed journals and 64 ISBN/ISSN books and chapters have been published. Financial assistance is provided for all research initiatives. Several faculty members and students have been honored with the best paper award for their exceptional research presentations.

The E-Cell and the Business Lab collaborate to host a series of entrepreneurial initiatives, engaging alumni business owners to foster entrepreneurship and empower students in their entrepreneurial journey. An annual Entrepreneurs' Day provides students with practical, hands-on experience, featuring interactions and guidance from our alumni who are successful entrepreneurs.

College in collaboration with internshala offers an internship opportunity that fulfils the incubation requirements. The consistent appreciation and progressive ranking from Internshala over past 3 years demonstrate its success.

The college firmly believes in instilling a strong sense of social responsibility and is accomplished through these major forums: NSS, YRC, NCC, Eco-Mitra and Rotaract Club. A sum of 118 extension and outreach programs were conducted in the last five years. These forums organize programs that educate the community through gatherings, participation in rallies, surveys, and awareness sessions. A unique UNICEF Project to create awareness about Girl Child Protection. Our students received awards as Covid Warriors from both the Karnataka Government and Bengaluru City University.

The college has established 46 functional MoUs and collaborative initiatives aimed at enhancing students' employability skills through extension activities. A remarkable 75% of registered students have successfully secured employment opportunities. The college has established a MoU with **SIMS,** our sister institution, to provide higher education guidance and support.

Infrastructure and Learning Resources

SICM stands out as an appealing choice for students due to its numerous unique features. The institution has a location advantage with easy accessibility and provides good academic and learning ambience. The college's ambience is clean, spacious, well-ventilated, and eco-friendly, further enhancing the overall experience for students.

It has an all-inclusive environment for effective delivery with excellent infrastructural facilities. Classrooms, Utility halls, Business Lab. Audio Visual Hall, Conference Hall, and Open quadrangle, are available for academic and co/extra-curricular activities. During the pandemic, ICT facilities were used to establish virtual classrooms with web cameras capturing the board for online classes.

The campus is designed to be inclusive and accessible for everyone. Ramp at the entrance enables smooth

movement. Tactile paths guide individuals with visual impairments. Lifts are equipped with Braille buttons, making it user-friendly.

Nurturing knowledge, the college library has a wide range of books, periodicals, and reading materials, automated through PLV software for easy access via OPAC. An efficient ILMS preserves study materials and question papers for quick student reference. The Library has Braille software and books, ensuring that visually impaired individuals can access information. Beyond these, library visits, quizzes, and research workshops enrich the students' academic journey.

The college has a well-built gymnasium, a well-equipped Rifle Shooting Academy, a computer lab equipped with an internet connection. Dedicated rooms for NSS and NCC, shared rooms are designated for the IQAC, placements, and counseling services. A health center with a full-time doctor is available at the Trust office. Two canteens are at campus at students' disposal. The institution has developed infrastructure for indoor sports in the cellar.

The maintenance of our overall infrastructure is updated with annual maintenance contracts with various agencies. A full-time computer programmer ensures the smooth functioning and maintenance of our information technology infrastructure at the institutional level. The physical infrastructure is supervised by the Trust's civil engineer, electric engineer, and hardware engineer. The support services are based on, as and when required, certain infrastructure. The Trust has a policy to ensure the augmentation of fixed assets for civil work is properly maintained.

Student Support and Progression

The institution is committed to enhancing student's growth and progression. Here, education transcends mere classroom instruction; it embodies a holistic support designed to propel students towards excellence in their academic and professional pursuits through a strong emphasis on student welfare and comprehensive support like career counseling and financial aid. Alumni involvement accelerates the process.

At admission, students with 95%+ scores in plus 2 exams get a management fee waiver, and 90–95% receive a Rs 10,000 scholarship. Assistance in facilitating government scholarships, with funds directly deposited into students' accounts Eligible students have received both government and non-government scholarships. The institution offers inclusive opportunities to students from diverse backgrounds through scholarships, free ships, and various support services.

To boost students' employability, the college offers a mandatory, six-semester Value Added Program, providing free training for all. All departments collaborate to design competitive syllabi for skill-enhancing courses.

The college provides competitive examination classes through MoUs, enabling students to secure placements.. A dedicated committee provides personal counselling, complemented by on-campus counsellors for additional support.

The campus recruitment process is highly successful, with a significant number of students securing placements in leading companies each year.

The college has a clearly defined grievance handling procedure in place to effectively address all student complaints. The statutory cells, viz., Grievances Redressal, Internal Complaints Committee, Anti-Ragging,

SC/ST, OBC, and Minority Cell, are functional. Professional counseling service is available on campus, provided by a trained counselor.

Academic learning, with a range of co-curricular activities, prepares students for life. Talent identification and nurturing are actively fostered through cultural and sports initiatives. The college hosts internal competitions, supports students in intercollegiate events with registration fee reimbursements, and has a structured student council actively contributing, including organizing the intercollegiate fest - Samrushti.

Nexus organizes alumni gatherings, and our alumni engage in competitions and seminars and mentor current students for exams and careers. The college maintains a robust connection with its alumni through commendations and recognitions extended to our accomplished alumni across diverse domains, including entrepreneurship, professional pursuits, academics, and sports.

The NCC wing also organizes an annual alumni gathering, fostering connections among its former members.

Governance, Leadership and Management

The college operates under the esteemed Educational Trust of Karnataka, known for its long-standing reputation. The Management of the Trust is highly supportive of all endeavors undertaken by the institution. Each institution under the trust has a Governing Council, which includes members of the management, university representatives, the head of the institution, parent representative and senior faculty. While broad policy decisions are made during Management board meetings, the quarterly Governing Council meetings are responsible for major decisions regarding the functioning of the institution. The Trust maintains strict financial discipline through regular internal audits by the trust's auditors, as well as external auditors. The Management has implemented several social security schemes for staff, such as the Provident Fund, Gratuity, Maternity Benefits, and Group Insurance.

The principle of participative management is actively practiced in the institution. The Principal initiates discussions and ideas during staff meetings and delegates various activities to different committees. Staff members actively participate in the preparation of budgets, and responsible accounting is followed. Financial discipline is maintained through regular audits.

Faculty development programs are crucial for enhancing our educators' skills. Our college offers diverse FDPs on subjects such as SSPS, research paper writing, and teaching methods. Regular syllabus orientation, workshops, and multi-disciplinary conferences are conducted. Eligible faculty members receive a monthly Higher Education Allowance of 3,600/- for PhD/NET and 2,400/- for M. Phil/SLET.

The staff performance appraisal is in place, which involves a confidential assessment by the Head of the Institution, considering self-appraisal, peer appraisal, and student feedback from structured questionnaires.

IQAC plays a pivotal role in analyzing feedback from various stakeholders through various committees. Regular meetings are conducted by the IQAC, and suggestions are provided to ensure smooth and effective operations. Leadership is promoted among both staff and students by involving them in various committees, and their suggestions are considered during the implementation of college activities.

The IQAC is responsible for managing ISO certification, NIRF rankings, green initiatives, gender audits, and academic and administrative audits. Leadership is developed among the staff and students through the 43

working committees of the college.

Institutional Values and Best Practices

The college has an eco-friendly campus, integrating a multitude of sustainable practices. In view of the limited space for traditional gardens, the institution has incorporated vertical gardens, Rainwater harvesting supports groundwater levels and solar panels for energy conservation.

A green pledge during national festivals unites students in their commitment to the environment, while the provision of mud pots on the fifth floor caters to the hydration needs of thirsty birds. The classrooms display pledge boards advocating energy conservation. The Eco Peddler award to the student recognizes exceptional eco-conscious efforts for using cycle as a mode of commutation. Students by adopting plants have exhibited a sense of responsibility. Collaborations with C-Step, amplify eco-friendly initiatives. Waste segregation, aligned with BBMP guidelines, ensures responsible disposal. Additionally, the creative recycling of old papers and e- waste showcases an innovative approach to sustainability

The college prioritizes gender equity and inclusivity through its comprehensive gender policy. The institution encourages equal opportunities across leadership, academics, and sports. The college promotes empowerment and inclusion for all members through avenues like cultural festivities, linguistic commemorations, and socio-economic initiatives, all working harmoniously to strengthen unity. Study centers play pivotal roles in enhancing communal harmony, while events focus on constitutional awareness and ethical development, empowering students to make positive contributions to society.

The college's visionary initiatives have a dual purpose: preparing students for the workforce while nurturing their growth as well-rounded individuals. By adopting a culture of continuous learning and self-improvement, the institution ensures that its graduates are not only equipped to excel in their careers but also to lead enriching and multidimensional journeys beyond the confines of their chosen professions. These initiatives incorporate personal development and life skills education. Students are encouraged to explore their passions, cultivate creativity, and nurture emotional intelligence.

At the core of its uniqueness lies the college's exceptional sports department, which fosters physical well-being through transformative endeavors. The significant feature of the international-standard rifle range. The department defies stereotypes by supporting cycling, weightlifting, and powerlifting. Numerous affiliations further amplify its impact, facilitating networking, exposures, and workshops culminating in holistic student development.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT
Address	SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT, NO.40 GIRLS SCHOOL STREET SESHADRIPURAM ,BENGALURU.
City	BANGALORE
State	Karnataka
Pin	560020
Website	www.sicm.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Vidya Shivannavar	080-22955382	9036957321	080-2346247 2	smilesicm@gmail.c om
IQAC / CIQA coordinator	Amar H A	080-26798592	9008111007	-	sicmiqac@gmail.co m

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Karnataka	Bangalore University	View Document
Karnataka	Bengaluru City University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	12-07-2023	View Document
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT, NO.40 GIRLS SCHOOL STREET SESHADRIPURAM ,BENGALURU.	Urban	0.56	1310.61

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Commerce,	36	Pre University	English	240	227
UG	BBA,Commerce,	36	Pre University	English	120	61

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	3				11				17			
Recruited	2	1	0	3	5	6	0	11	6	11	0	17
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				9
Recruited	3	6	0	9
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	1	0	0	1
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	1	0	0	0	0	1
M.Phil.	0	1	0	1	2	0	1	1	0	6
PG	2	0	0	4	3	0	2	6	0	17
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	3	4	0	7
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	1	0	0	1

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	176	7	0	0	183
	Female	102	3	0	0	105
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	36	34	44	37
	Female	27	33	39	34
	Others	0	0	0	0
ST	Male	5	6	7	7
	Female	3	1	2	4
	Others	0	0	0	0
OBC	Male	244	283	279	330
	Female	186	196	211	247
	Others	0	0	0	0
General	Male	215	190	177	131
	Female	163	148	138	104
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		879	891	897	894

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The National Education Policy was implemented in the year 2021 by the government of Karnataka. The vision of NEP is to assimilate a deep sense of pride about ancient knowledge, intellect in its true spirit transform our student's skills, values. The policy is implemented in its complete spirit, increasing the UG course duration to four years along with exit options at all four years, with its respective certifications. Seshadripuram Educational Trust sensing the need of the hour initiated and organized a 2 days' workshop on 4th and 5th October 2021 for all the degree faculty members where in the overall philosophy of the National Education Policy was discussed and awareness on the Graduate Attributes, change and

adaptability of teaching pedagogy, the need for student centric education system, need for the enhancement towards the outcome based education system. The college framed a committee NEP Task Force which had senior faculty members to discuss and implement the NEP based curriculum at par with the noble vision of the policy. To understand the policy ideals and the execution part, Faculties were deputed to various workshops and seminars online as well as offline. The Heads of the departments- Commerce and Management and languages discussed in detail in their respective subjects and in depth Orientation to the students about the new structure of the subjects, information about the Discipline core subjects, Open electives, Skill enhancement Course subjects was explained. The CIE pattern and marks structure was also explained. The college had to restructure its academic programs to make it multidisciplinary and interdisciplinary. Crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment, health and hygiene and Sustainability are integrated in to the program outcomes and the courses to attain these outcomes are decided and offered to the students considering the dual advantage of sensitization and in line with the vision of the institution. Ethical education for eternal learning was given special impetus with the inclusion of the Basava Study Center in the college which focuses on the giving impetus to Indian knowledge and heritage. To practice NEP in its true spirit, the college offering the interdisciplinary programs in the areas of commerce and management has now initiated new program to transform to multi-disciplinary BCA from the academic year 2024-25, the open elective course options from the streams of Humanities, Science and Political Science is been offered considering the burning issues in the global scenario.

2. Academic bank of credits (ABC):	The college is affiliated to State run University, henceforth the ABC decision making powers are in line with the University decisions and Nomenclature, college follows choice based credit system for all its programs. The NEP framework has opened up multiple exit options with specific credit gain. The Higher Education department of Karnataka has come up with Unified University and college management system (UUCMS) for both Students and Faculties.

	From admission to results are recorded at UUCMS. When a student opts out for exit option and later when he/she re-enters into any higher educational institution automatically credits are to be transferred through UUCMS. The transparency in the admission to the exit of the students is visible through the responsive UUCMS, the student queries are answered by the university through the tickets raised for each of the query raised by the student. The marks and allied information to measure the performance of the student is transparent and is visible to the student the moment it is uploaded by the faculty. A one – day Workshop on "Implementation of Unified University & College Management System (UUCMS), National Academic Depository (NAD) and Academic Bank of Credit (ABC) for Principals of First Grade Colleges" was organized on 15th February 2023 witnessing the presence of eminent resource persons from the Department of Higher Education, Government of Karnataka and other officials from Bengaluru City University.
3. Skill development:	National Education Policy gives more freedom of choices for skill development to the students with its multidisciplinary approach and gives due weightage to all types of skill. In order to implement the same at our institution and to recognize the skill sets and award them the marks, there is a shift in awarding of the CIE Marks from 30% to 40% in each course. The combination of formative and summative assessment in the designed curriculum to match between the memory based assessments with skill based assessment. The memory based assessment is 20% designed with the curriculum, autonomy for the balance 20% is given by the university .The institution has come up with the policy for Continuous Internal Evaluation. A Student handbook on this new assessment has been drafted at the institution level. Course Heads are appointed to discuss and finalize the teaching pedagogy, assessment pattern and the evaluation criterion. Documentation for the same has been systematically followed along with a structured Internal Assessment pattern and grievance redressal mechanism. The college has made efforts to motivate students by offering free ship value added courses where the curriculum is integrated with the industry requirement to enhance their employability.

4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	With the implementation of the NEP, the college offers AECC programs through humanities departments like Kannada/Hindi/Sanskrit and English, languages at the UG level in the first four semesters. Value Based Skill Enhancement Courses which includes NCC, NSS, Youth Red Cross and Rotaract club; these engagements inculcate the societal consciousness. The activities designed through Women empowerment cell, Human Rights Protection cell, Eco Mitra, Discipline and Anti Ragging Cell, are aimed at transforming students with a proud sense of their Indian origin/ heritage and knowledge. These committees through signed MOU's with external organizations conduct external and internal activities to promote the Indian language, culture, traditions, and customs which help students enrich themselves with the cultural heritage of our nation. The study centers at the college strive to make our students understand the preaching's of great leaders of the nation about society and social wellbeing. The institution integrates the technology by designing internal syllabus for training on typing in local language.
5. Focus on Outcome based education (OBE):	Outcome-Based Education (OBE) is a student-centric teaching and learning methodology in which the course delivery, assessment are planned to achieve stated objectives and outcomes. It focuses on measuring student performance i.e. outcomes at different levels. With the new NEP format requirements, the institution restructured its curriculum, assessment practices to achieve a high order of learning. The Heads of the departments discussed and decided the course outcomes and as well as Program outcomes which we expect our students to demonstrate at the end of the programs. Course Heads are created at the department to follow a common pedagogy so that the outcomes can be easily measurable. The pedagogy is designed so the student gathers the theoretical knowledge, analyses, applies it through the activities designed by teacher. Every teacher discusses about the outcomes, objectives at the beginning of the semester with the students to give them awareness. The outcomes are easily measured through the internal assessment. The CIE marks are a combination of formative and summative assessment. The memory based assessment is 20% designed with the curriculum,

	autonomy for the balance 20% is given by the university to the college. The college has drafted its CIE policy in detail describing the graduate attributes and its measurability through various skills. In whole, the college focuses on the skill set which students should be inculcated with. Activities in or outside the classrooms are designed in a manner so as to help students achieve these outcomes.
6. Distance education/online education:	Covid-19 experience has forced the world to look into the hybrid mode of teaching and learning situation. The college had used the online platform to its maximum during lockdown phase to enable students to be in touch with the learning. Being an affiliated college, distance mode of education is not permitted in the normal times. The college has designed value added programs and certificate courses to complement the curriculum. The college has the Memorandum of Understanding with IIT Mumbai, NICT, Milestone Academy and Internshala through which internships are offered to students which can be perused through online or offline mode. In addition, the college offers a rich learning experience to the student community through webinars, awareness' talks, Interactive sessions through alumni entrepreneurs' both in online and offline mode. A Virtual Industrial tour was organized to benefit the students.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	The Electoral Literacy Club is constituted at the behest of Election Commission of India with the aim of strengthening the culture of electoral participation among the future voters with the key objective of raising awareness among the student community about their democratic rights, participating in elections by casting votes. One of the club's most effective initiatives is the conduct of electoral activities during the Student Council Elections. Through this experiential learning opportunity, students gain practical knowledge and understanding of the democratic setup and the significance of their involvement in the electoral process. This hands-on approach empowers them with the skills and knowledge needed to become responsible and active

	participants in a democratic society.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	The college has a functional ELC appointed by the Principal. The nodal officer, Kumkum Kadam, Suresh R.B serves as the Convener. Other members include Lakshminarayan.H.N, Asha.S, Asha.P.T, Capt. Chikkarangaswamy.R, and N.Prabhanjan. The student members include Pavan K N, Nayana R, Adithya Dhanraj, Yuktha U, Vishnu V, Madan Raj S, Anjali S, and Amish Kiran from all years of programs.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	The Institution conducted a number of activities to create sensitization among students and by conducting constitutional activities. • Constitutional day, National Voters' day, Voter's Awareness program, International Democracy Day and Voter's registrations drive. • Voting Awareness Cycle Expedition from Vidhana Soudha to Town Hall on 23/4/23. • Walkathons with posters on the voting rights awareness and educating our students about the electoral process. • On the Constitutional Day, 26th November a pledge to vote is administered to all students and staff.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	The ELC's initiatives focused on electoral-related issues. These include awareness drives which highlight their valuable contribution in promoting democratic values and encouraging participation in electoral processes. Furthermore, the volunteers strived to cultivate a culture of electoral participation, emphasizing the importance of informed and ethical voting, while adhering to the principles of "Every vote counts" and "No Voter to be Left Behind.".
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	The Electoral Literacy Club focused on the first time voter students by giving guidance information on registrations, voter ids collections. In addition, the club arranged various awareness programs with posters and street plays at places of gathering. These initiatives are aimed at creating awareness and understanding among students about the electoral procedures and the importance of active participation in the democratic process. Our Students have distributed applications on behalf of the election commission to the eligible student voters. Our NSS and YRC students have served as volunteers providing assistance for senior voters during elections.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
871	894	897	891	879

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 43

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
30	27	26	27	26

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
165.2788	69.67113	48.32467	120.6915	128.63988

File Description	Document
Upload Supporting Document	View Document

05-02-2024 11:53:37

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

Seshadripuram Institute of Commerce and Management, affiliated to Bengaluru City University, designs its curriculum implementation strategy based on the obtained calendar of events.

The internal academic calendar of events is prepared by departmental heads; the non-academic calendar is prepared by IQAC along with forum heads in consultation with the principal and published on the website.

Academic process

- The program curriculum is established by the affiliated university. In cases where autonomy is granted for specific courses, it is determined through an Internal Board of Studies.
- Courses allotment is made by the heads of the department.
- Departmental Heads prepare academic calendar.
- In accordance with academic calendar remaining faculties prepare lesson plan which are reviewed by the heads and the Principal with suggestions.
- Time table is prepared by the Time-Table committee.
- For all courses, a Course Head is appointed to deliberate on the shared pedagogical approach and criterion for internal assessment to be adopted.
- The Departmental Heads and Principal oversee the lesson plans and work diaries, the pedagogical aids and tools utilized for imparting the designated syllabus every week. The progress of course completion, additional classes taken, result analysis, and feedback communication are all documented in "Prashiksha" a curriculum integrity book.
- Course Review Committee, consisting of the Principal, two designated senior faculty members, the Staff Secretary, and student representatives from each class, convenes twice to evaluate the progress of syllabus in alignment with "Prashiksha." Inconsistencies identified are addressed through appropriate corrective measures.
- During Covid, hybrid mode of teaching supported by ICT-enabled infrastructure was adapted with clear cut policy.

Non-Academic Process:

Extra/co-curricular events are conducted according to the plan, with regular monitoring in staff meetings. IQAC at the semester-end verifies activity presentations by all forum heads about the event alignment

with the calendar via the Internal Compliance Committee. Feedback is communicated for betterment to convenors.

The college follows a robust assessment methodology prescribed by the affiliated university.

- Adapting to the hybrid mode of NEP and non-NEP batches, the institution aligned with the university's varied event calendars. It conducted two internal tests per semester for both batches.
- A Continuous Internal Evaluation Policy is framed with the New Education Policy focusing on the formative and summative assessment descriptions by all the departments.
- For the NEP batch, assessment elements for each course were collaboratively determined through discussions with Course Heads and the faculties handling the same course. Ongoing classroom activities were carried out to fulfill the assessment criteria.
- For Non NEP batch, attendance, presentations and assignments are considered based on the BOS nomenclature of the Departments, practical book submission was considered for awarding marks.
- Field studies and internships, integral to the curriculum, are allocated among internal faculty members evenly. They receive clear evaluation guidelines. Viva voce examinations are administered by an external Board of Examiners.
- Marks are awarded on the basis of students' performance in extracurricular and co-curricular activities.
- Students' performance in extracurricular and co-curricular activities is considered for the allocation of marks.
- For skill enhancement courses, Viva Voce is conducted by internal faculty members, supplemented by internal tests using Google Form.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 50

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Other Upload Files	
1	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 96.34

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
811	825	895	874	865

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

The College adheres to Bengaluru City University's curriculum, which incorporates essential cross-cutting issues like Human Values, Professional Ethics, and Environmental Sustainability under the CBCS system and NEP'20.

Ability Enhancement courses aimed at instilling awareness of cross-cutting issues are undertaken by the Humanities department. The institution provides Foundation courses, aligned with the university's nomenclature that are included for holistic student development.

Commerce and Management Department, the core department in the institution offers courses on various cross-cutting issues throughout the prescribed syllabus. The scope of the cross-cutting covered under different courses is:

Professional Ethics:

The issue of professional ethics is intertwined with the syllabus and the career options available as per the degree attributes in the fields of commerce and management.

Human Values:

The fundamental and timeless principles of compassionate awareness and harmonious living are conveyed to students through the textbooks recommended by the Department of Humanities, including English, Kannada, Hindi, and Sanskrit.

Culture, Diversity, and Society course acquaints students with diverse societal facets and themes like unity in diversity, family values, rural life, and its challenges.

Indian Constitution and Human Rights course educates students on the Fundamental Rights and Responsibilities granted and assured by the Constitution.

Gender Equality and Equity:

Themes involving the normalization of the third gender, gender discrimination, violence, and women's empowerment are integral to the prescribed texts in both humanities and Commerce and Management courses. These issues are explored through novels, essays, poems, and articles. Moreover, the privileges and rights of women, along with education on social security provisions, are taught within the Indian Constitution and Commerce courses.

Environment and sustainability:

Environmental and Public Health, Science and Society, and Botany courses raise awareness about environmental concerns such as global warming, deforestation, and the universal scientific impact on society. Detailed discussions are undertaken in segments within the Humanities, Management, and Commerce courses.

Cross-cutting issues in the extra-curricular forum activities:

1. Value-Based Skill Enhancement Courses including NCC, NSS, Youth Red Cross and Rotaract Club inculcate societal awareness. Students' participation in these platforms, along with community internships, is compulsory to promote experiential learning.
2. These forums host informative sessions on pertinent subjects such as the COVID-19 pandemic and precautions to be taken, vaccination campaigns, women's health, and hygiene. Collaborating with UNICEF initiatives enables our students to address pressing community issues, including those affecting girls and malnutrition.
3. Aligned with the institutional motto of promoting eternal learning and nurturing socially responsible individuals, cross-cutting awareness initiatives are entrusted to committees such as the Women Empowerment Cell, Human Rights Protection Cell, Eco Mitra and Anti-Ragging Cell.
4. Through formal MOU's with external organizations, these committees conduct events on women's empowerment, equality, rights, surveys, workshops, guest lectures, tree planting drives and interactions with doctors addressing health and hygiene.
5. National Youth Day, participation in Students Convention organized by Ramakrishna Mutt, International Women's Day, and Blood Donation Camps create social conscience.
6. Study Centers of Swami Vivekananda, Mahtama Gandhi, Dr. B R Ambedkar and Basavanna conduct awareness sessions on various social concerns along with dedicated day celebrations.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 33.64

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 293

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from

various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 83.72

2.1.1.1 **Number of seats filled year wise during last five years (Only first year admissions to be considered)**

2022-23	2021-22	2020-21	2019-20	2018-19
288	308	304	302	305

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
360	360	360	360	360

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 83.29

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2022-23	2021-22	2020-21	2019-20	2018-19
119	125	129	123	132

2.1.2.2 **Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
144	154	152	151	153

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 29.03

2.3 Teaching- Learning Process

2.3.1

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

In the ever-evolving realm of education, student-centric pedagogy stands as a paradigm shift that places students at the heart of the learning journey. It redefines traditional teaching methods by tailoring education to the unique needs of each student. Bridging the shift from teacher-centric to student-centric methodology, our institution ensures faculty readiness through consistent training in contemporary pedagogies. These sessions align classroom teaching with degree attributes and industry demands, enriching the educational experience.

- In-house orientations introduce first-year students to student-centric activities, providing valuable insights into major committees and their activities.
- At semester start, meetings with Department Heads and Course Heads outline the student-centric activities for classroom use, covering both assessment and non-assessment aspects.
- Faculty members document the execution of student-centric activities in the classroom using the "Prashiksha" work diary book.

The following is a brief compilation of student-centric methods followed at our college:

Experiential Learning:

With the aim of mapping theory and application, our approach includes a spectrum of activities such as group discussions, paper presentations, projects, surveys, E-Filing IT returns, and interactions with industry experts. Moreover, industrial visits and library visits are integral components. Additionally, students actively participate as coordinators within college committees and as volunteers in both inter-college and allied activities.

Participative Learning:

To achieve professional readiness and deepen student's grasp of course concepts, faculties employ a multifaceted approach involving real-world applications, thereby nurturing critical thinking. Our repertoire of activities includes curriculum-aligned assignments, PPT presentations, internships, field projects, debates, brainstorming sessions, and quizzes. The faculty facilitates practical experiences like opening demat accounts, gaining insights into consumer behavior via authentic sales scenarios, and hosting events related to security analysis, internal audits, paper presentations, and budget analysis.

One standout event is Self-Governance Day, wherein students step into faculty and administrative roles, experiencing the dynamics of leadership from a different perspective.

Problem-Solving Methodologies:

This approach is adopted to expand students' cognitive horizons within limited time parameters, developing an out-of the box and solutions-driven mindset through case studies, live projects, conclaves, and conferences, along with techniques like mind mapping, brainstorming sessions, and practical tasks like crisis management and product launch simulations. Street plays further enhance the learning experience.

Enhancing Learning Experiences Using ICT Tools:

The integration of ICT tools has redefined the teaching and learning process at our college and is being leveraged to create a more engaging, interactive learning environment.

- In a continuous effort to stay connected with the latest advancements in ICT, regular faculty trainings are arranged by the Faculty Development Committee which offers guidance in framing ICT-related activities.
- In-house faculty provide students training in preparing reports for Internships and Field studies, covering aspects like Microsoft Word formats and alignment.
- The department of Commerce and Management maximizes the computer lab's advanced technology to enhance students' ICT skills beyond curriculum, aligning with industrial demands.
- Based on industry insights gathered via IQAC's meetings, Certificate and Value-Added Courses are provided spanning all semesters and are conducted entirely in our computer labs.
- Students mandatorily pursue industry-specific courses integrated through collaborations with IIT Mumbai and IBM.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
30	27	26	27	26

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.4.2

05-02-2024 11:53:37

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 34.56

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
9	12	10	09	07

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	[View Document](#)
Institution data in the prescribed format	[View Document](#)
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

The robust assessment process at the institution ensures transparency, both internally and externally, while our swift and effective grievance redressal system upholds accountability and responsiveness.

During the orientation sessions, the internal assessments and examination criteria are communicated to both students and parents. The session also outlines the grievance handling process. Additionally, course teachers familiarize students with the formative and summative assessment procedures within the classroom.

The Process:

1. Appointed by the Principal, the Examination Committee oversees both internal and external

assessment, with the responsibility of scheduling and organizing the two internal tests per semester.

2. Students are informed of the test timetable through class circulars, notice boards, the public address system, class WhatsApp groups and the college website.

3. Evaluated answer scripts are distributed within stipulated timelines for performance analysis within the respective class. Final marks are then uploaded to the Pomo portal.

4. For courses involving experiential learning, internships, and projects, the internal evaluation is done by the allotted guides based on the predefined criteria.

5. Summative assessments are executed in accordance with prescribed guidelines, and course-wise marks are assessed by respective faculty members. The combined internal marks are subsequently uploaded onto the University portal. This process undergoes meticulous review and approval by department heads and the Principal, ensuring utmost transparency and accuracy in the marks communicated to students.

Grievance Redressal Mechanism

The Examination Committee promptly addresses grievances related to both internal and external examinations, adhering to Bengaluru City University norms for a swift and transparent resolution. Our institution has established a comprehensive Institutional Grievance Redressal Policy which is readily available on our website under the CIE Handbook. A dedicated Grievance Form is maintained meticulously to document and track the resolution process.

The Process:

1. For any marks-related concerns, students can access the grievance redressal form from the examination committee.

2. The completed form, detailing the issue, is submitted to the committee, which then forwards it to the respective course faculty.

3. The faculty reviews and provides input; if needed, revised marks are updated by the examination committee.

4. If unsatisfied, students may escalate to the Head of Department and then to the Principal for further resolution.

University Assessment Grievance Redressal Mechanism:

For Revaluation/Re- totalling queries:

1. If students are dissatisfied with their university exam marks, they can request photocopies of their answer scripts.

2. Queries are addressed by consulting the relevant course faculty upon reviewing the photocopies.

3. If inconsistencies persist, the Examination Committee, in coordination with the Principal, guides students to apply for revaluation.

Other queries:

1. Students with unprocessed results from Bengaluru City University submit a letter to the office.

2. The liaison officer communicates with the university through a covering letter.

3. Upon result receipt, the case is resolved, and students are informed.

4. The entire process is documented by the office to ensure transparency.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

Higher education in India is realigned with regional and sociological factors through NEP integration. Hence, institutions must formulate program outcomes that align with University-defined degree attributes. Achieving this necessitates organized communication strategies. POs and COs serve as pivotal pillars in NEP, designed to shape a comprehensive learning experience. These outcomes provide a structured framework that not only guides the curriculum but also empowers students to achieve specific goals and acquire essential skills.

Program outcomes

Program outcomes are in sync with the institution's vision of nurturing lifelong learners through quality education. These outcomes are congruent with the graduate attributes outlined in the NEP 2020.The program outcomes define the graduate attributes specified by Bengaluru City University, harmonized with the syllabus. These adapted POs are displayed on the website.

Program outcomes guide the selection of specializations within Commerce and Management, considering the statistics on vertical mobility and placements. These specializations map to program-specific outcomes, carefully drafted and deliberated upon in departmental meetings and published on the website.

The selection of Open Elective courses within the choice-based credit system is guided by the institution's Vision statement and Program Outcomes. Courses are chosen in alignment with the Institution's value system. These Open Electives, spread through semesters, are based on outcomes related to areas such as Gender, Communication, Soft Skill Development, Environmental Awareness, and Constitutional Ideologies.

Course outcomes:

Course Outcomes, designed to cover the topics covered in respective semesters, are formulated by the department Heads and Humanities' faculty. These outcomes are carefully shaped, considering the course content and insights from faculty who are part of the Boards of Studies/Examiners at Bengaluru City

University, private universities, and autonomous institutions.

After the discussion with the rest of the faculty, the course heads decide on a common pedagogy, classroom assignments, and evaluation criteria so that the Course Outcomes are easily measurable and evaluated.

The commencement of semester classes involves faculty introducing the course, its objectives, anticipated learning outcomes, and program outcomes. This approach enhances the teaching-learning process's significance as students gain a clear understanding of the topic's relevance to their learning process.

Program Outcomes/Program Specific Outcomes/Course Outcomes are communicated to students and parents through different platforms. Orientations to the overall parent and student groups and in-house-specific orientations are conducted for the students to give them awareness of the expected outcomes.

Specific outcomes of the Skill enhancement courses integral to the curriculum are conveyed through orientation programs. Additionally, students are instructed on a clear-cut reporting mechanism. Assessment is purely guided by predefined nomenclatures linked to the achieved outcomes from these courses.

Extension courses include a multitude of activities conducted by 43 committees within the institution. Each activity is designed with its own objectives and desired outcomes, harmonizing with the college's overarching vision of delivering holistic education.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

The College believes in the significance of measuring the outcomes attained by students as a yardstick to measure the effectiveness of its teaching-learning and evaluation processes at various levels. The development of the choice-based credit system has effectively introduced a blend of internal and external assessments for students. This fusion of memory-based and skill-based evaluations has expanded the avenues for both summative and formative assessments, thereby necessitating the measurement of achieved outcomes.

Analyzing our attainments enables us to shape the future by utilizing measurable insights drawn from

quantitative data. This enables us to refine our operational effectiveness in accordance with our predetermined goals.

The attainment evaluation mechanism at our College is customized as follows:

Step 1: Calculation of Benchmark Score

The benchmark score is calculated by taking the total marks of students divided by the number of students appearing for the examination.

Step 2: Calculation of students scoring greater than the benchmark score

Individual students' marks are compared with the benchmark scores, and the numbers greater than the benchmark score is derived.

Step 3: Calculating separately for Continuous Internal Evaluation and Term Examination.

The benchmark scores are calculated separately for CIE and term examinations by taking into consideration the total students scoring greater than benchmark divided by the total number of students who appeared for the examination.

Step 4: Awarding weights to Internal Evaluation and Term Examination.

In the case of non-NEP batches, the ratio is 3:7 for internal and external; for NEP batches, it is 4:6, and weightage is converted and equated to 10.

Step 5: Calculation of the weighted Grade point scale.

The allotted weights are multiplied with the step 3 output separately for internal and external assessments.

Step 6: Calculate the Course Outcome.

Consolidate the scores of internal and external assessments.

Step 7: Each course outcome is brought down to 10 rating scale.

It is done by applying the university standard of conversion, with five marks awarded on a one-point scale.

Step 8: Course Grade Point Average

It is calculated by multiplying step 8 outputs by the weights allotted by the university.

Step 9: Calculation of semester Program Outcomes.

It is done by taking the total course point grade average divided by total number of weights semester-wise.

Step 10: Calculation of the Program Outcome

It is done by taking the output of step 9 and dividing by 6 semesters.

Consolidated scores based on above calculations of each course are considered to measure the overall attainment of Program Outcomes. The final publication of the POs is done in line with the university pattern of declaration of results.

On attaining the Program Outcomes, the results are communicated to all the concerned faculties by the head of the departments in their department meetings. Course head keeps the attainment as the basis for designing the pedagogy for future implementation.

The communication of the Course Outcomes is done through the PowerPoint presentation that is prepared by each faculty member for their respective courses.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 92.48

2.6.3.1 **Number of final year students who passed the university examination year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
276	283	255	247	243

2.6.3.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
293	293	280	273	271

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	[View Document](#)
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.93

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

Response: 0

3.1.1.1 **Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
00	00	00	0	00

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

Our institution has created an environment where knowledge isn't just gained but actively created and shared. This institution has laid a vibrant ecosystem that nurtures ideas, fuels creativity, and facilitates knowledge transfer.

The college has equipped each faculty member with personal computers featuring internet connectivity, encouraging their research and enriching classroom teaching. Moreover, dedicated computer lab and library resources, complete with internet access, have been allocated to students, amplifying their research capabilities and academic endeavors.

A separate committee to take care of research, Manthana, exists in the college, which encourages faculty to take up the research work and also guides them in presenting the Papers and its Publications. The committee conducts various research-related seminars, workshops and trainings to the faculties and has

introduced research hours into the regular timetable for inculcating research habit among faculties, which has yielded its results, visible in the gradual incremental contribution through the publication of research papers in the UGC CARE list, and 12 of our faculties are perusing doctoral degrees. Some of our faculties are editors in international journals and have received appreciation and Best Paper Awards for presentations in national and international conferences.

The student paper presentations are also monitored by the committee with relevant suggestions and inputs; budget analyzer and allied competitions are conducted to support students.

The entrepreneur cell conducts various activities to take care of the students entrepreneurial desires. Besides conducting seminars, conferences, and workshops, the committee also undertakes the responsibility of connecting the alumni students who are entrepreneurs with the present students to guide them on entrepreneurship. The college magazine and newsletters encourage students to write articles that create knowledge.

With Commerce and Management education being the main stream, students have access to the Business Lab and Incubation Center, where they prepare models and show their creativity, business plans, industrial visits, case study analysis, and field studies regularly updated and conducted to enhance the spirit of creation and transfer of knowledge at the institution level. The students are taken to different incubation center for exposures. The department conducts Seminars, Conferences and Workshops for the students, considering employability and entrepreneurship skills.

In addition, the college has also established study support resources like course manuals, video lessons, and materials to enhance students' learning.

Study Centers and Language departments promote student engagement in the exploration of our ancient wisdom and Indian knowledge dissemination.

Through Eco Club, students have conducted minor research projects on environmental issues and Surveys on various pertinent topics.

The association with internshala provides an internship opportunity for students through which incubation requirements is fulfilled. Information is shared at the time of orientation for first-year classes, and the interested students' data is uploaded to internshala, generating a unique Id through which the students can be part of any internship throughout the program duration.

Collaboration with the Indian Institute of Technology, Mumbai offers students exposure to their entrepreneurial aspirations while gaining real-world hands-on experience.

The college has secured library membership with IIMB for research collaboration and access to resources.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 41

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
4	11	14	8	4

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 1.21

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
06	18	18	02	08

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 2.09

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
20	20	18	16	16

File Description	Document
List of chapter/book along with the links redirecting to the source website	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

The college offers the students a wholesome learning experience. The academic curriculum enhances employability, but it's equally crucial to foster cognitive, social, physical, and emotional growth through extracurricular activities for holistic student development, ultimately benefiting society. The University Curriculum prescribes students to undertake community internships mandatorily, which imbibes responsiveness to sensitive issues.

The college organizes a number of extension activities to promote institute-neighborhood community engagement activities to sensitize the students towards community needs. The committees like NSS, YRC, NCC, Eco Club, Women Empowerment, Human Rights Protection Cell, Rotaract Club and allied committees work diligently to develop a strong connection with society, thereby nurturing socially responsible individuals. The college motivates the students to enroll in any one of these forums.

The NSS wing has adopted the village of Hadonahalli, a rural district where several community engagement activities are conducted, including the Annual Special Camp, where students stay for 7 days and engage themselves in activities such as Shramadhan, Swaccha Bharat Abhiyaan, and Mera Desh Meri Mati. Awareness programs to the local neighborhood on the issues of cancer/drug/alcohol/smoking/tobacco addiction, women, children, sanitation-related health issues, and blood donation camps. Efforts to educate the community on government schemes and the latest digital banking aspects are also undertaken.

A unique UNICEF project was undertaken in association with Rajiv Gandhi University of Health Sciences to create awareness about Girl Child protection, malnutrition, and adolescent problems.

Our NSS volunteers have contributed in the capacity of Corona Warriors at vaccination drives and have received appreciation for their exemplary work at times of lockdown.

The College is associated with Need Base India, an NGO wherein our students constantly engage in teaching, donating essentials and community internships activities.

The Youth Red Cross unit organizes annual Blood Donation Camps, awareness talks of various health concerns, Eye donation pledge camps, Health checkup for Parents, sowing of seeds and Volunteering services in the neighborhood.

The NCC unit under 39 Karnataka Infantry Battalion, aims at developing qualities of leadership, patriotism, maintaining discipline, character building, spirit of adventure, and the ideal of selfless service. The NCC unit organizes extension activities like awareness jatha through cycle rallies and more activities in line with the requirements and the order of the Wing Captain.

Eco -Mitra, the Environment Club has undertaken several eco-saving activities like tree plantations, seed ball sowing, and awareness-spreading on the hazards of plastic Surveys on wild animals in particular areas. The College has established an MOU with C-STEP, the Center for Study of Science, Technology and Policy to further the initiatives.

Electoral Literacy club has organized street plays to create awareness about voting rights in the community.

Engagement in extension activities has created a sense of service among the student community. It helped to instill social responsibility, groom them holistically, and make them socially responsible citizens. Our students are selected for RDC regularly, backed by awards and recognitions from various Government and Non-Government organizations for social service. Our students have been awarded the recognition "Covid Warriors" from the Karnataka Government and Bengaluru City University.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

The College, with over 15 years of history and ISO 9001:2015 certification, is renowned for its excellence. It ranks in the top 10 for B.Com. and BBA programs by Higher Education Review Magazine. It's also recognized as the 4th Best Commerce College in Bengaluru City University, the 13th best in Karnataka State, and the 98th in the country by the India Today Survey. Recently, our college was honored with the State NSS Award, recognizing it as the best NSS unit of the affiliating university.

Faculty awards

Faculties have received awards like the Best Faculty Award, the Best Societal Impact Award, the Natiya Soma Devi Award for Cultural Participation, the prestigious Chief Minister's Commendation Award, and the Best NSS Officer Award.

Internship appreciations

For the past three years, the institution has been consistently receiving internship appreciation from Internshala, with progressive rankings.

The institution is recognized for organizing COMEX with the Uttam Chordia Trust and excelling in NICT Tally Aptitude Test.

Extension Services' Appreciations:

The institution is appreciated by Bharat Electronics Ltd. for successful aeroshow management and by the Indian Red Cross Society for its annual Blood Donation Camps. The YRC wing's flood relief fundraising

efforts are also appreciated.

Bruhat Bengaluru Mahanagara Palike has recognized the institution's students as COVID-19 frontline warriors and their efforts in providing essential food supplies to needy people.

Our students have spread awareness among schoolchildren about 'Environment and Ecological Balance', which is acknowledged by Government schools. They're applauded for eco initiatives like tree planting, rainwater harvesting by Karnataka Forest Department and the construction of toilets in schools by Gram Panchayats. Extension Committees' plastic-free campaigns have gained institution honors.

NSS and YRC volunteers are appreciated for anti-alcohol and drug campaigns. The forum has collaborated to raise awareness about organ donation.

Our college student represented BCU as the first female NSS cadet in the Republic Day parade of 2023.

The college hosts "Daan Utsav" to promote the joy of giving and has received appreciation for aiding orphanages.

Two students have received awards as the best dancers in national and international cultural exchange programs.

Academic Extension Recognitions:

The course expert faculties have received appreciation for syllabus orientations at the university level and have also been engaged in responsibilities ranging from custodians to evaluators.

Faculties are recognized as resource persons by government and private institutions. Some were invited as chief guests, enhancing their professional and personal growth.

Faculties have won Best Paper awards at national and international conferences. Excellence in research has been acknowledged by many reputed journal publications.

Appreciations for Study Centers

Study centers' activities like National Youth Day celebrations, conventions, and elocutions to spread great personalities' ideologies, hosted by Ramakrishna Math, have received recognition. Initiatives to teach Gandhian principles and motivate students to take up Gandhi Vichara Samskhara Pareeksha are praised.

Appreciations for Sports Departmental Extension Activities:

BCU and Mangalore Rifle Club have recognized our sports department's event management and execution, especially in rifle shooting.

Students have received awards such as the Chief Minister's commendation for representing the prestigious G.V. Mavalankar Shooting Championship.

NCC students have consistently received appreciation for RD parade participation.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 77

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
28	13	09	13	14

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 46

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
List of year wise activities and exchange should be provided	[View Document](#)
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

Adequate Infrastructure and Other Facilities

The campus infrastructure has been updated to meet the most recent specifications, including solar energy, a ramp for Divyangjan, high-definition CCTV, rainwater harvesting, and greenery wherever feasible. Each floor of the campus has fire extinguishers, with a safety net on the second floor.

Basic Infrastructure like Lift facility, Drinking water, Rest rooms, a public Address System, designated Notice Boards and mobile Notice boards to facilitate ease communication 3 canteens, 2 at the campus and 1 at the Trust office; parking facility; principal cabin with pantry; staffroom with individual desktops backed with internet; microwave oven; administration wing; IQAC; library; and physical education.

Classrooms and ICT

The college has 15 ICT-equipped classrooms that are well-ventilated and equipped with high-definition CCTV surveillance, internet access, separate speaker equipment, and green, white, and pin-up boards. Through utilizing internal IPOMO Rooms and external virtual platforms like Google Meet and Zoom, the institution set up the hybrid mode of classes during COVID 19, which ensured the conduct of the classes without any constraints.

Laboratories and computing equipment

The computer lab, with 48 desktops and internet access, is available and utilized for conducting add-on/capacity-building/certificate courses along with lab-based curricula.

Business lab with need-based infrastructure to display the models to encourage visual-based learning in Commerce and Management.

Library Management System

The library's operations are fully automated through the use of PLV software (My Champ app), allowing easy access to resources through the Online Public Access Catalogue (OPAC).

Conference Halls/AV Room

The air-conditioned Audio hall with 80 seats and the conference hall with 250 seats are equipped with digital facilities utilized for conducting Seminars, Workshops, Competitions and Conferences. Noteworthy programs are conducted in hybrid mode and uploaded to the college's YouTube channel. Kuvempu Rangamandira (theatre), with a capacity of 1,500, is situated at the trust office is used for mega events and national festival celebrations.

Culturals

The dedicated halls mentioned above are utilized for conducting interclass, intercollegiate, university, state and national level cultural events. The stage is customized as per the requirements of the event. The quadrangle at the cellar and ground floor is dedicated to cultural activities.

Sports/Gymnasium / Yoga Center

Sports wing is spread across 600 sq.ft with all amenities and equipment. The distinguishing features of the wing are table tennis, badminton courts, a 10 shooting range, weightlifting and gym equipment, imported rifles and pistols, cycling equipment, archery beds, and other major indoor sports equipment. The sports department has established significant affiliations with associations to increase the coverage of sports disciplines.

The institution is affiliated with the 39 KAR NCC battalion, which conducts weekly drills. It has a dedicated separate NCC Room with special facilities for girl cadets, and a room designed to store the rifles used for the NCC drills.

Yoga is practiced in the open quadrangle at the Cellar and ground floor of the campus and above mentioned AV room and Conference halls. Yoga sessions have been part of the syllabus and timetable since the inception of the NEP in Karnataka.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 10.1

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
40.174	5.375	0.730	2.575	4.928

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The library has an impressive modern facility with a vast collection of over 9,545 volumes, including 35 esteemed national and international journals and magazines. Utilizing cutting-edge technology, the library's operations are fully automated through the use of PLV software, allowing easy access to resources through the OPAC. The library offers inter-library loan services among the sister institutions of the Trust, to access a wide range of books, periodicals, and reading materials. With seven computers, students utilize technology for their research and academic needs. The library's commitment to inclusivity is evident through its separate book bank for SC/ST students. Books related to Study Centers are also maintained in a dedicated section.

The library is equipped with braille books and specialized digital resources for visually impaired individuals. With the assistance of headphones, students can access digital Braille content through a designated system.

Details of the Integrated Library Management System:

ILMS Software: Easy lib Library Automation Software (till 2021) PLV Software (A Cloud based Web Application for ILMS) (2021 to till date)

Nature of Automation: Fully automated

Version: 4.2.0.1 (EasyLib) PLV Software

Subscriptions to e-resources and journals:

- Indian Institution of Management Membership (IIMB)
- Indian Accounting Association Membership (Life Time)
- VittamPravinaVidyasahala (as and when required)
- INFLIBNET facility is extended to the faculties.

The announcements are made to the faculty timely by the library on various Open Access Journals that are available to access and also train the faculties on research base applications like Zotero, conduct regular programs to the staff and students on search mechanism and allied information browsing for research and content extraction.

Optimal Usage by the Faculty and Students

The library serves as a hub of academic activity for both faculty and students, offering a wide array of essential services and resources. From photocopying and quick access to crucial materials to reference services that guide users to valuable academic sources

The library experiences on average 80 students and 10-12 faculty members visit. The faculties are issued IIMB membership reference cards to utilize the resources available to enrich their academic pursuits. The core feature of the library is book borrowing, providing users access to a diverse collection of books across various disciplines. Students benefit from the Previous Question Paper Bank facility. LMS facilities ensure a comprehensive learning platform to students. Initiation is taken to collect the materials and PowerPoint presentations used by all the faculties' course wise and store in a designated system in the library for students' reference.

Competitive books' references serve as invaluable tools for students, offering in-depth insights and comprehensive coverage of subjects. These resources aid students in understanding complex topics, preparing effectively for exams, and gaining a competitive edge in their academic pursuits.

Beyond its traditional functions, the library also hosts a range of engaging activities to promote a culture of learning and intellectual exploration through Best Practices like:

- Best Library User Awards (for Faculty and Student)
- External Library Visits
- Monthly Quiz -Competitions
- Books Exhibitions
- National Library Day Celebrations

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

The college has a robust IT infrastructure, which plays a critical role in facilitating efficient administration, seamless communication, and enhanced learning experiences. The reliable IT infrastructure empowers students and faculty, enabling them to leverage technology for research, collaboration, and accessing resources, ultimately enhancing the overall educational environment.

During the COVID-19 pandemic, the ICT facility was utilized to create a virtual classroom environment for online classes. Web cameras were set up to provide students with a direct view of the board when the classes were conducted by the faculty. After the conduct of classes, photographs of the board work were shared in official class WhatsApp groups for reference.

Details of the IT infrastructure:

POWER: UBM Auto Power Private Ltd. provides necessary regular power repairs for the building; UPS is installed, which is backed up permanently by generators that have been installed since the college's inception. Updating is done as and when required.

Software requirements are minimal as the college offers courses in Commerce and Management, and it is updated regularly.

SYSTEMS: Computer lab systems, individual systems, library systems, and systems at NCC department are completely procured from Sumitra computers with latest operating system, MS Office. Repairs and maintenance are done as and when required.

ANTIVIRUS: Antivirus is upgraded annually by the computer programmer through procurement from Pentonic Technologies. Every year it is updated in August and September.

PROJECTORS: LED projectors with the latest technology are available in all class rooms; the AV room and auditorium are maintained through periodical checks and repairs by Sumitra Computers Sales and Services.

PRINTERS: The computer programmer undertakes maintenance from Pentonic Technologies as and when required.

PHOTOCOPY MACHINES WITH SCANNER FACILITY: Photocopy machine maintenance is done with Anugraha agencies, Repairs and Maintenance with AMC, monthly reading of the usage is

taken; and updates are done based on terms of the AMC.

CCTV: CCTV facility is maintained by World Tech Enterprises, with repairs as and when required.

INTERNET: LAN-based internet connection on the campus, including in class rooms, through Colonial Technologies and Sumitra Computers. Internet service providers are ACT and BSNL, with the latest fiber technology and a distributed speed of 150 MBPS. BSNL payments are done monthly and ACT payments are done annually.

WI-FI: WI-FI is available on campus at the administrative office and computer lab.

The policy and procedure for maintenance are as follows:

- The technical person from the vendor organization visits the campus and diagnoses the issue with a report.
- The computer programmer forwards the report to Trust office for financial sanction duly signed by HOI.
- On receipt of the sanction, the execution of repairs and invoice are received; the computer programmer certifies along with the HOI for the work done; documents are maintained in dual copies by the computer programmer and accountant.
- The purchase of the equipment undergoes the same process as the generation of the purchase order by following rules of the Trust in the identification of the supplier, which is recorded in the fixed asset register by the accountant and documented by the computer programmer.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 12.44

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 70

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	[View Document](#)
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 60.84

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
92.1002	44.24975	31.36352	84.43214	71.8818

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)

05-02-2024 11:53:38

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 100

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
871	894	897	891	879

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 91.85

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
871	894	897	732	677

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)	

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 27.38

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
0	93	67	87	107

5.2.1.2 **Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
269	279	255	247	243

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	[View Document](#)
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 7.45

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
41	10	04	08	07

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.3 Student Participation and Activities

5.3.1

Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 28

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years*

2022-23	2021-22	2020-21	2019-20	2018-19
12	7	1	1	7

File Description	Document
Upload supporting document	[View Document](#)
list and links to e-copies of award letters and certificates	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 57

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	72	20	81	102

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.4 Alumni Engagement

5.4.1

There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

The college has a registered Alumni Association ("NEXUS") under the Karnataka State Co-operative Societies Act, 1960. As part of first-year admission, the college collects a one-time Alumni Association Fee, which is deposited into a fixed deposit. The interest earned is utilized for conducting annual events like alumni reunions. The college conducts an NCC Alumni Meet on August 15th each year, strengthening connections among NCC Cadets.

The college has a substantial number of registered members. Regular Alumni General Body and Board meetings are held to strategize ways to create opportunities and enhance the alumni relationship.

The institution honors successful alumni during the Annual Alumni Meet by recognizing their contributions to society from fields such as academics, entrepreneurship, sports, and various professions. Alumni who have made noteworthy contributions in diverse fields are invited as Chief Guests and Guests of Honor during the college's annual day, Athletic Meet, and related events. Our Alumni members actively participated in the on-campus vaccination drive.

Alumni students offer financial aid to deserving and meritorious students by paying their fees through college accounts. Beneficiaries of this support often return as alumni to extend similar assistance to current students.

Alumni have generously supported intercollegiate festivals, both financially and with donations in kind. They play a vital role in our service projects by contributing to causes like flood relief and Need Based India.

Alumni student members nominated to IQAC participate in meetings and provide valuable suggestions for improving quality. Their inputs are taken into account when developing curriculum for Value Added Programs and Certificate Courses intended for current students.

Alumni members have played a pivotal role in bridging the gap between industry and academia. They actively participate as resource persons and judges in various events, seminars, and workshops. Additionally, they provide essential pre-placement counseling to existing students. Some alumni have extended job prospects and offered guidance to support aspiring student entrepreneurs.

Alumni took part in a range of outbound activities, notably Blood Donation Camps. Furthermore, alumni

students supervised the Student Council Election, guaranteeing transparency by overseeing the process, voting, and counting procedures.

Some of our alumni members are heading non-government organizations. One alumnus has received recognition from Bill Gates for his entrepreneurial acumen and notable accomplishments in the fields of film direction and television serials. Some of our alumni now contribute as faculty and administrative staff within our institution. The institution is proud of its alumni, who have made their mark in various domains such as the military, Air Force, police departments, Girl Scouts, and various other branches of government service.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

The college's Vision and Mission is framed on par with Seshadripuram Educational Trust which aims to provide affordable education and create socially responsible citizens. The college contributes to holistic education, which is a summative acquisition of academics, co-curricular, responsive living. The learning evolved here is for the lifetime and not just for graduation; this motto is visible in all the practices, designed with the program's objectives and outcomes.

With the implementation of the National Education Policy, the institution applied for additional programs to adapt to multi-disciplinary courses. The institution offers open elective courses beyond regular programs, keeping in mind pertinent issues with an emphasis on the Indian Knowledge System.

Some of our faculties are life members of the Indian Red Cross Society who involve students in driving social cause programs. The college has a very strong NSS, NCC, YRC, Eco Club, and Rotaract Club, backed by the Study Centers of Mahatma Gandhi, Swami Vivekananda, Dr. B R Ambedkar and Basavanna which contribute to holistic development.

The establishment of the academic hierarchy begins with the heads of departments nominating course heads based on the course allotment, which is done based on seniority in the odd semester and vice versa in the even semester. Courses are shuffled to facilitate the newly joined faculties clearing the qualifying examinations like NET and SLET.

The course head and other faculties of the course develop the teaching pedagogy and evaluation to ensure that the curriculum is delivered in an efficient, well-structured manner.

A Course Review Committee involving student representatives acts as a strong medium of decentralization and ensures smooth academic delivery.

The decentralized extracurricular activities are assigned to the faculties, who manage the assigned responsibilities as facilitators in 43 committees through the prescribed nomenclature and procedure described in the common conduct of all the activities as stated in the faculty handbook.

The process:

- IQAC, under the chairmanship of the Principal appoints the forum convenors for the conduct of events for the academic year.
- The semester begins with a staff meeting wherein the heads of the departments and the Principal

discuss and frame the calendar of academic as well as non-academic events.

- The forum convenors, in consultation with the Student Council conduct a brainstorming session to plan the procedures for the events decided in the calendar of events.
- Each forum convener appoints student coordinators and other volunteers who will be forum members.
- Depending on the nature of the event, the planned budget is prepared well in advance, and approval from the Trust is sought.
- Alumni students are also involved in the events as judges for several events. Decentralization of the work involving the above stakeholders will encourage participation in organizing the event.
- The forum records the proceedings of all the meetings as minutes.
- Reports of the conducted events are prepared and forwarded in triplicate to the Finance wing, Documentation Committee, and committee-specific file.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The institution is administered by a public trust, and the administrative setup at the trust level is headed by a Board of Trustees who nominate the office bearers with clear hierarchical roles adhering to the bye law. Decision-making powers are decentralized among the members through committees like Buildings, Finance, Purchase, Training,Placement, Canteen and Staff Selection, with the Honorary General Secretary being the head of these committee decisions and liaising with the Board for certain approvals.

The Trust nominates the Governing Council Chairman to the Institution, who is the liaison between the College and the Trust, the IQAC Coordinator, Staff Secretary, Placement Officer, Parent Representative, and other members, meet four times a year with the permission of the chair; and presents the quarterly achievements and future plans of the institution.

The minutes of the Governing Council meetings ratified become the policy of the institution. Policies to the institutions are communicated through the Compendium and Circulars.

Institution-level implementation is undertaken by the Principal through staff meetings and the design of policy documents wherever required.

Effective and efficient institutional bodies

The administrative set-up at the institutional level, headed by the office superintendent, is classified into the Examination, Accounting, Establishment, and Computer Sections. The communication to external agencies and the Trust is recorded in 'To Register' with action taken. The compliance part of data updating to Local Inquiry Committee, affiliation renewals of Bengaluru City University,AISHE, NIRF Participation, ISO Certification, Higher Education Magazines and India Today Ranking are undertaken by the administrative staff with due monitoring from IQAC, the Internal Compliance Committee, and approval from the Principal.

Records of the payrolls of the staff and the stock registers are maintained with allied registers and updated, duly verified by the administrative internal audit.

Appointment and Service Rules

Trust's Vice President heads the Staff Selection Committee. The sanctioned post is approved based on the requirements forwarded by the Principal in consultation with the departmental heads.

The interview dates are announced in advance in the daily newspapers. The Principal of the institution is one of the members of the Staff Selection Commission. Service rules are prepared and uploaded to the college website in faculty handbook.

Deployment of Strategic, Perspective and Developmental Plan

The strategic and perspective plan is discussed in the internal quality assurance meetings through a gap analysis prepared from the inputs of ISO, LIC, NIRF and previous cycle NAAC, Recommendations are incorporated and delegated to various committees for deployment of the activities in the subsequent years through action plans and outcomes.

The segregation of academic and non-academic initiatives creates a route map for the calendar of events in the subsequent academic years.

The institution has a strong feedback system in place to quantify the outcome, which sets a benchmark for related events.

Besides, any changes in the structure of the work are immediately discussed in the IQAC meeting, and necessary policies are framed and communicated either through handbooks or circulars.

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	[View Document](#)
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

The institution prioritizes the growth and well-being of our employees through effective welfare measures that ensure our staff feels supported. With a performance appraisal system in place, the institution recognizes excellence and provides avenues for career progression, empowering our employees.

Performance Appraisal System:

- **Staff performance is reviewed every year through a confidential report by Head of the Institution on their overall performance to the Trust, considering the inputs summed up through the self-appraisal, peer appraisal, and student appraisal obtained through the structured questionnaire.**

- At the institution level, faculty feedback is collected from the students' semester wise, analysis is communicated to the concerned faculty for the required improvements by the departmental heads and Principal.
- The feedback on administrative staff is collected from final-year students on all administrative facilities, based on which a confidential report is sent by the Principal to the Management, analysis of the same is communicated to the office superintendent for improvement.

Effective Welfare Measures:

- The house rent allowance is equal to 40% of the basic pay.
- City Compensatory Allowance is equal to 10% of the basic pay
- Employees are eligible for ESI and PF benefits as per government norms.
- Earned Leave encashment: 5 days for teaching, 10 days for support staff.
- Teaching Staff accumulate 15 days Earned Leave and Supporting Staff accumulate 30 days
- Maternity leave of 180 days
- Gratuity as per government norms
- 15 days of casual Leave in a calendar year
- Medical benefit up to Rs. 1 lakh through medi- claim policy for non-ESI employees with special extended facility for maternity leave of Rs. 35,000/-.
- Subsidized education up to 10th Std. for Seshadripuram Educational Trust's employees' children of Rs. 10,000.
- Online content access for staff benefit through library.
- IIMB Library membership
- Sneha Sammilana: Annual gathering of SET employees and reward of Gold coin for retired employees
- Felicitation for Ph.D. awardees
- ICT facilities
- Free uniforms to non-teaching staff
- Free gymnasium and sports facilities
- Sick room facilities
- Purified drinking water
- Wi-Fi facilities and individual systems with internet
- Staff recreation.
- ECS facility for LIC premium payment from salary.
- Free COVID-19 Test/Vaccination Drive
- In-house Medical Facilities
- Dustless chalk.

Career Development/Progression Measures:

- Monthly Higher Education Allowance of 3,600/- and 2,400/- for PhD/NET and M. Phil / SLET respectively
- One additional increment for every 5 years is extended up to 25 years under the time-bound advancement.
- Reimbursement of the Registration / Entry Fee / OOD along with conveyance paid to the employees for attending conference / workshop/ training/submission of research papers etc.
- Sponsored Training Programs
- Up to Rs. 5 lakh is reserved for research initiatives.

- Up to 6 months Sabbatical leave for research.
- Turnitin plagiarism software at a concession price.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 90.44

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
25	24	19	30	25

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	[View Document](#)
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative

training programs during the last five years

Response: 71.27

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
27	28	24	23	27

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	10	05	10	10

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)
Annual reports highlighting the programmes undertaken by the teachers	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The institution uses strategies to channelize and maximize resources and funds from diverse sources. This meticulous approach is complemented by transparent financial practices, as exemplified by the institution's regular conduct of both internal and external financial audits.

Mobilization of funds and its optimal utilization

- Tuition Fee: The primary revenue stream is derived from student payments, allocated for various college expenses.
- Development Fee: Collected along with tuition, earmarked for capital expenditures and related endeavors.
- Statutory Fees: Constituting a portion of funds received, these are remitted to the affiliated university.
- Alumni Contribution: Gathered during first-year admission in a dedicated fixed deposit exclusively used for alumni-focused initiatives.
- Eligibility Fee: Obtained from non-Karnataka Pre University Board students, directed to the affiliating university.
- Registration Fee: Collected for Inter College Fest and associated events involving external participants, both students and faculty.
- Application Fees: Acquired during admissions for application form distribution, utilized for prospectus printing.
- Verification Fee: Received from companies requesting student data verification for their placed candidates.
- Library fine: Penalty collected from students who delay returning the books to the library within the due date.
- Fixed deposit interest on alumni funds: utilized purely for conducting alumni meetings and allied alumni-centric activities.
- Interest from the bank: It is received for different accounts that are held by the college with the bank.
- University Exam Remuneration: It is received by the college from the affiliating university for conducting the university examinations, and it is disbursed to staff as and when received based on responsibilities undertaken.
- NSS Grants: Received from the Unit every year for conducting NSS activities.
- NSS Sponsorships: A special fund for specific projects of government agencies to be used for the underlying projects only.
- Sponsorships: Received for conducting fests and allied activities, specifically used for the mentioned purpose.
- Affliation fees paid towards sports Associations

Financial audits:

The college conducts both internal and external audits at regular intervals. The institutional internal auditors are employees of the Trust and the external audit team is appointed by the Trust.

Internal Audit:

Internal audits are conducted twice a year to monitor various activities involving financial transactions and resource mobilization. The team verifies adherence to the laws governing the institution, trust bye-law and compendium.

Compliance with internal audit observations:

All queries and discrepancies are handed over to the accountant as per audit observations; an explanation is sought within 15 days. The documentation of the communications from both parties is preserved in the accounts wing. A board meeting is conducted to ratify the same.

External Audit:

External audits is carried out by a registered audit firm once a financial year, keeping internal audit reports as the basis.

The verification of financial transactions by the internal audit team is again cross-verified by the external audit team before the preparation of the audit report. Financial reports are submitted to the Trust.

Compliance with external audit observations:

Queries and discrepancies handed over to Trust as per audit observations are discussed in the Annual General Meeting.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The Institutional Quality Assurance Cell (IQAC) established in 2012 has been instrumental in various accreditation processes, including NAAC and ISO certification, and has initiated various specialized audits like the Green Audit, Academic Audits, and Administrative Audits. Additionally, it contributed to data feeding in AISHE, NIRF and to external review agencies such as Higher Education Review and India Today, which have validated our position as a leading educational institution.

Teaching-learning Process:

1. Formulation of a separate committee for business and practical skill development courses on introduction of new Syllabus.
2. Internal BOS is formulated to frame a syllabus where autonomy is provided by the university.
3. Enhanced IT infrastructure to facilitate hybrid teaching. LAN-connected systems were installed in classrooms for online teaching during COVID 19.
4. Examination reforms in online mode and hybrid mode were successfully drafted and implemented.
5. Significant steps to implement the National Education Policy (NEP) by appointment of the task force for implementing the curriculum and offering multidisciplinary open elective courses considering cross-cutting issues.
6. Sessions on innovative pedagogical tools to aid teaching Curriculum enrichment and expert talks offer students valuable insights and strategies to improve their academic performance, which is clearly reflected in our outstanding results.

Structures & Methodologies of Operations:

1. IQAC devised a systematic online curriculum delivery and documentation mechanism.
2. Continuous internal evaluation, student, and faculty manuals were drafted.
3. Mirror, a mentoring record book, was redesigned to capture the whole development of the student.
4. Multiple MOUs were established to enhance collaborations. These partnerships include certificate courses, competitive exams, faculty development, addressing societal needs, industry internships, research assistance and specialized certificate courses.
5. A workshop on E-Governance to improve administrative efficiency through the Unified University and College Management System portal.
6. Organized orientation sessions for all stakeholders to ensure an understanding of the NEP structure.
7. Conducted sessions from the in-house faculties on the modalities of reporting of the student-centric methods adopted in the classes.

Learning Outcomes:

1. Student-centered teaching methodologies are instituted to make it more comprehensible. Experiential learning, participatory learning and problem-solving methodologies are used to enhance learning experiences.
2. The program outcomes, course outcomes, and program-specific outcomes are designed in the course head meetings. The CO and PO mapping is done and the attainment is evaluated based on the internal policies designed by the IQAC.
3. Departmental meetings are convened to discuss the innovative practices to be adopted to achieve the desired results from the received outcomes.

Records the incremental improvement:

The cell has the responsibility of gathering feedback and analyzing it from all stakeholders.

1. Curriculum feedback is collected and communicated to the affiliated university, promoting continuous enhancements in the academic structure.

2. Alumni feedback is collected to design Value Added Program syllabi, aiming to bridge industry requirements and academic offerings.
3. Infrastructure feedback is collected to optimize campus facilities, ensuring maximum utility for students and staff.
4. Co-curricular and extra-curricular event feedback is collected, with valuable suggestions influencing decisions on whether to continue or modify programs.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	[View Document](#)
NIRF report, AAA report and details on follow up actions	[View Document](#)
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	[View Document](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

The college is committed to promoting gender equity and offers a just environment where all students feel respected, valued, and supported in their academic pursuits and extracurricular activities. The institution runs co-education through a comprehensive Gender Policy that addresses gender sensitization and equity measures.

Gender Audits are conducted through the Forum for Women Empowerment, Ankura, which helps to identify gender patterns, gaps, and challenges, enabling the development of an action plan for the coming year that serves as a guideline for executing diverse programs through co-curricular activities from forums Ankura and Parikrama, aiming at creating awareness and disseminating information on gender-related issues to students.

Promotion of Gender Equity:

The institution strives to create safe and inclusive spaces for all students, regardless of their gender. It actively works to prevent and address instances of harassment and discrimination based on gender.

The college policies are designed to ensure equal participation of all genders in its activities. The admission process is completely transparent and follows Karnataka State rules without any gender bias. The institution implements measures to ensure equal representation and opportunities in leadership roles, sports, academics, and other areas. Committee coordinators, class counselors, and those with the right to contest in the student council elections are selected based on merit and without any gender bias, providing equal opportunities. In sports and allied representations, equal opportunities are given based on merit, irrespective of gender.

Gender Equity and Sensitization in Curriculum Activities:

Gender sensitization and equity-related issues are integrated into the university syllabi, specifically through humanities like literary works and role plays. Students are exposed to and made aware of topics of gender equality and discrimination. curricular topics such as employment and entrepreneurship opportunities for all genders, women's empowerment initiatives by government and other bodies, breaking gender silos, overcoming social challenges faced by women and other genders, understanding differences in compensation and career opportunities nationally and globally, and cultivating a mindset

of diversity, equity, and inclusion

Gender Equity and Sensitization through Co-Curricular Activities:

These activities include awareness programs, counseling sessions, webinars on raising voices against violence, interactive sessions, programs on self-defense, and celebrations of International Women's Day. Regular meetings are also held to discuss matters related to gender equity.

Facilities for women on campus:

1. The campus is under CCTV surveillance to ensure safety for all students, with a focus on women's safety.
2. A dedicated staircase is allotted for female students, ensuring security and comfort during movement.
3. Women can provide feedback and voice concerns through the suggestion box.
4. In well-maintained women's toilets, separate dustbins for menstrual pad disposals are placed, promoting a hygiene environment.
5. Geysers and sanitary pad dispensers are provided in women's restrooms.
6. Female NCC cadets have a separate room to meet their special needs.
7. A sick room to cater to the needs of menstruation and comfort.
8. Regular awareness sessions on women's menstrual health and pregnancy health care
9. Women's safety privileges are published on the website.
10. Sensitive information related to women students' is maintained confidential.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)	

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Green audit/environmental audit report from recognized bodies	[View Document](#)
Certificates of the awards received from recognized agency (if any).	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)	

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of

students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The institution has an inclusive environment, and this is the core essence of our Vision and Mission. The institution believes in celebrating diversity, respecting individual identities, and creating a safe space for all. Through thoughtful policies, comprehensive programs, and dedicated forums in place, the college strives to ensure that every student feels welcomed, heard, and empowered to thrive. Together, the college aspires to build a cohesive community that signifies strength and unity.

Informal peer mentoring through various extension activities is observed, where seniors guide and support incoming students, creating a supportive and inclusive atmosphere.

Our student representatives have attended inter faith dialogues through YRC forum, where students from different religious backgrounds came together to share their beliefs and experiences, enhancing understanding and respect among diverse religious communities

Cultural Initiatives:

- Ethnic Day is to celebrate the harmony of cultural and regional diversities.
- Inter-class competitions and fashion shows are organized to manifest the roots of Indian culture and attire.
- Samsrushti: inter-college cultural competitions to uphold traditional Indian dance and music.
- Fresher's day, Theme and colour weeks with different cultural festivities are arranged.

Regional and Linguistic:

This college celebrates linguistic and regional heritage, like Sanskrit Day and Hindi Divas by highlighting the essence of these languages, career opportunities, and the significant Kannada Rajyotsava and Dasara festivals, enriching the love for language and creating lasting bonds with our cultural heritage.

Socio-Economic:

- Engaging students in community service projects through NSS, YRC and Rotaract Club allows them to work together for a common cause, promoting a sense of unity and compassion. Assistance to Need Base India, a NGO through donations and other help.

- Scholarships for above 95%, a fee concession between 91 to 95% and assistance to apply for External scholarships.
- Fee concessions were extended to differently abled students (Divyangjan) and the same was extended to students who lost their parents due to Covid during the pandemic.

- Assignments are designed in a few courses in possible research in areas of socio economic disparities to make students aware of the socioeconomic problems.

Communal Harmony:

- Gandhi Study Centre instills Gandhian philosophy, emphasizing communal unity and brotherhood.
- Basava Study Centre raises awareness about an egalitarian society and its vision.
- Dr. B R Ambedkar Study Centre focuses on promoting social equality and upliftment.
- Vivekananda Study Centre organizes youth enrichment programs,
- Observation of Kargil Vijay Diwas by the NCC.
- Celebration of National and State festivals by the respective departments.
- Observation of International Peace Day by the Human Rights Protection Cell.

Sensitization to Constitutional Obligations

- Human Rights Protection Cell along with Dr. Ambedkar Study Centre conducts programs to raise awareness about constitutional rights, duties, and reforms, emphasizing their implications.
- Guest lectures on upholding Human Rights and Dignity through Human Rights Protection Cell.
- Initiatives like voters' awareness campaigns and new voters' enrollment drives
- Faculty are given awareness about their constitutional rights and duties.
- Professional ethics programs are organized for both students and staff.

These initiatives collectively empower our students to contribute positively to society and build a harmonious, inclusive future for all.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

7.2.1

Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Response:

BEST PRACTICE 1

Title:

I.N.S.P.I.R.E. - Integrating National Spirit, Patriotism, Indian Roots and Real-world Education

Objectives

- In alignment with the vision of the institution and the Trust, to cultivate socially responsible individuals and thus fulfill the broader goal of the Indian knowledge system,
- To achieve a harmonious equilibrium of academics and personality development by upholding cultural heritage to promote harmony.

Context

Our college is committed to delivering a holistic education that aligns with the essence of higher education, which is crucial for students to tackle the challenges of the 21st century. This education goes beyond the mere transmission of knowledge, empowering students with essential competencies and instilling timeless values. Our diverse forums impart these enduring values of social responsibility, adaptability, critical thinking, and global awareness to ensure our students are well-equipped for an ever-evolving world.

The Practice

Among the college's 43 diverse forums dedicated to holistic development, **the Study Centres** play a pivotal role in shaping students' holistic personalities. These centers offer a unique opportunity for students to discover the profound philosophies of influential leaders like Gandhi, Vivekananda, Dr. Ambedkar, and Basavanna. Through this exposure, students engage in moral introspection, transformative thinking, critical thinking, and societal awareness. These Centres nurture the seeds of egalitarianism and an inclusive and just society. Students explore crucial concepts such as gender equality, social welfare, and youth empowerment, equipping them with ethical tools to drive positive change.

Community Extension forums NSS, YRC, NCC, and Rotaract Club actively promote the development of leadership skills, discipline, a sense of social responsibility, empathy, and compassion by involving students in humanitarian service initiatives. **Ecomitra** empowers students to champion environmental sustainability, aligning perfectly with the global call for ecological responsibility.

Bhasha Sangama and Cultural forums nurture linguistic and cultural sensitivities, igniting a passion for regional languages and providing students with avenues to nurture their creative aptitude and a sense of belonging to their linguistic heritage and the land. Cultural events nurture innate cultural talents while simultaneously encouraging them to explore, express, and revel in their unique cultural identities.

Evidence of Success

- The NSS forum has been an incubator of transformation, propelling students onto prestigious platforms like Republic Day Parade and securing commendations as Covid warriors from the government for standing strong amidst the pandemic.
- NCC students have participated in Republic Day parades, Tal Sainik camps, & Youth Exchange Programs and received the Chief Minister's Commendation Award for participating in G V Malavankar's championship. Few students have joined Indian Air Force.
- Study Centres encourage students to read and research ancient Indian philosophy for inter-collegiate papers and presentations leading to awards.
- Students have participated in international cultural exchange programs, earned recognitions like overall championships.

Problems Encountered and Resources Required

1. Balancing academic responsibilities and extension commitments proved to be a challenge.
2. It is challenging to transport the knowledge of Indian heritage onto digital platforms to reach the present digital generation of students.
3. Overcoming the obstacle of a diverse student body with regional and linguistic disparities involved strengthening through greater bonding and respect for all cultures and perspectives.

BEST PRACTICE 2

Title:

SCOPE: Supplementing Curriculum with Outstanding Pedagogy Enrichment

Objectives

- Integrate co-curricular activities with core discipline courses to foster critical thinking.
- Enhance faculty and student competencies to meet the specified
  Degree Attributes as per Program Outcomes.

Context

In a dynamic, interconnected world, the role of colleges in shaping well-groomed individuals is significant. While academic programs provide a solid foundation of knowledge and skills within specific disciplines, they represent only one facet of a comprehensive education. Complementing these programs with diverse experiences and co-curricular activities is pivotal for fostering a broader perspective and adaptability. Driven by the motto "Quality education is the hallmark of excellence," our institution is tackling employability and entrepreneurship challenges by implementing an integrated curriculum.

The Practice

Curriculum Enrichment/pedagogical trainings are provided to staff and students on courses regularly that enable them to understand the intricacies of the curriculum. Expert talks provide a concise overview of the courses with the aim of assisting students to achieve higher scores. Advanced learners are extended specialized support.

Value Added Programs epitomize our tailored approach to equipping students' crucial employability skills, which are distributed across all six semesters and integrated into the regular timetable. Our faculties and well-placed alumni, with corporate insights, structure the syllabus, thus bridging the gap between academia and industry demands. The syllabus encompasses a plethora of courses, ranging from communication skills to quantitative aptitude, mock interviews, resume preparation, etc., with the highlight being the inclusion of Power BI.

Certificate courses complement students' broader academic pursuits, enhance their skill sets, and

evolve industry trends with several industry-relevant courses.

Practical skill-based projects reinforce theoretical knowledge and also provide real-world insights. Projects like internal audits, marketing research, surveys, and historical studies engage students in acclimatizing to data mining.

Comprehensive assistance for **internships** is provided through various formats, both online and offline. The faculties, throughout the process, guide students in project-based work.

Competitive Public Service Exams support through MoU's is provided through coaching and the circulation of newsletters briefing current affairs.

Evidence of Success

1. The consistent attainment of top academic ranks and gold medals year after year stands as a tangible testament to our complimentary approach.
2. Ranked 91st in the All India Ranking among 2000+ colleges by Internshala for internships
3. Positive feedback from our alumni highlights its practical value.
4. Significant placement records serve as a living testament.
5. Faculties are equipped with diverse andragogy techniques for creating an effective learning environment.

Problems Encountered and Resources Required

1. Highlighting the importance of VAP was initially challenging, but successful alumni-led awareness sessions with peer counselling, produced positive results.
2. The COVID era disrupted learning, necessitating a modification in the VAP structure. Yet, students were aligned with industry updates through virtual talks and industrial trips.
3. A CIE policy was drafted to guide faculties to balance academics and co-curricular activities.
4. Faculties enhanced their skills through refresher courses, while the institution organized enrichment programs and provided training to achieve Graduate Attributes and Program Outcomes.

File Description	Document
Any other relevant information	[View Document](#)
Best practices as hosted on the Institutional website	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

SPORTS

Strong Physical Outcomes through Rigorous Training and Sportsmanship

Introduction

Kreedajyothi: The department of Sports hosts a range of distinctive activities, reflecting a belief that through utilizing one's physical strength, one can embark upon a transformative journey towards honing a state akin to godliness, forging a link between the earthly physique and the divine. The department, beyond the realms of academics, with an adequately maintained sports infrastructure has contributed to the overall growth and physical well-being of all students.

Core Competence

The department boasts comprehensive gym facilities catering to both students and faculty members, hosting a diverse range of sports and activities. The department has a badminton court, a table tennis setup, and diverse indoor games. The infrastructure also caters to Powerlifting and Weightlifting enthusiasts, providing them with the required facilities.

Over time, the Physical Education Department has undergone a series of innovations and improvements since its inception. The establishment of a 10 Meter Shooting Range, a distinction that sets our institution apart. Remarkably, we are the sole college within the Bengaluru vicinity to offer such a facility, excluding private shooting academies, which is at par with the exact standards of international shooting academies. The well-equipped rifle shooting range provides a perfect environment for training and participation at national and international levels. Moreover, rifle shooting as a sport has gained global recognition, thereby adding prestige and honor to the college's sports achievements. The sports infrastructure is also utilized by the University for its events and the neighborhood community for practice.

Exemplary support is provided for the Cycling competitions, Weightlifting and Powerlifting. The department transcends stereotypes and empowers participants, regardless of gender or physique, to improvise their inner strength.

In the realm of modern sports facilities, the incorporation of specialized areas such as rifle shooting ranges, cycling practice equipment, and powerlifting platforms holds immense significance. These facilities go beyond traditional sports, catering to diverse interests and promoting physical well-being.

Significant Affiliations

The department has acquired various sports affiliations that offer a multitude of advantages. These sports affiliations serve as platforms for networking and building connections within the sports industry. With these affiliations, the college has organized events, competitions, and workshops.

The following is the list of associations the department is tied up to

- Karnataka Rifle shooting Association
- KarnatakaWeight lighting Association
- Karnataka Amateur Cycling Association
- Karnataka Net Ball Association
- Karnataka Body Building Association

The constrained infrastructure has been effectively overcome through strategic affiliations, elevating the range of opportunities available. Through these affiliations, participants have access to top-notch facilities, expert guidance, and competitive platforms.

Integral Events

Apart from regular activities like in-house and Annual Athletic Meets, the department hosts Bengaluru City University tournaments too. Tournaments conducted annually that have become a tradition are

- Selection trails for All India Inter University trials in Archery, Rifle shooting and cycling are conducted in the college infrastructure.
- K.M Nanjappa Memorial Inter-collegiate T20 Cricket Tournament.
- Seshadripuram Educational Trust Inter-institution Indoor Sports Competition.
- Seshadripuram Educational Trust Founders Cup
- Cyclothons to commemorate significant days like Independence Day and World Environment Day
- Shooting competitions within the Bengaluru City University framework.
- Archery Competitions under the Bengaluru City University banner.

Alumni Career Prospects

Sports experience often has a lasting impact on students, creating strong bonds that extend beyond their college years. Alumni who were part of sports teams or who enjoyed the facilities during their time are still engaged with the institution, offering support, mentorship. The department benefits significantly from its alumni, who serve as precious resources through facilitating the transfer of knowledge.

The former sports students have assumed directorial roles in several sister institutions. They actively contribute by assisting us in organizing the Annual Athletic Meets and other tournaments, reinforcing the collaborative spirit that exists within our sports community. This diversified participation has paved way to career paths in sports management, coaching, fitness training, and related industries.

Director's Accolades

The Physical Education Director is competent personnel who served at the Border Security Force under Sports Quota, contributing actively from 1994 to 1996. He has won the Chief Minister Commendation Gold Medal Award for Best Associate NCC Officer in Karnataka and Goa NCC Directorate – 2022. He is a recognized coach and has multiple nominations in Weightlifting, Powerlifting, and other sports. He has led teams at various universities and associations since 2010.

He himself is a fit sportsman and has won several medals in Weightlifting, Rifle Shooting and Air Pistol. He has received several appreciations for his initiations in organizing events. He holds prestigious designations like Secretary of various sports authorities and associations.

Departmental Accolades

Our students have consistently participated as enthusiastic contenders in both national and international events like Archery, Swimming. Weightlifting, Road cycling, Rifle shooting and Net Ball securing accolades. Every year, an impressive number of 25 to 30 students, totaling 109 participants over the past five years, have engaged in national-level competitions, excluding the zero year.

Prominent achievements which stand out are

1. **Gagana K S**'s representation of India in the Asian Netball tournament at South Korea as Vice-Captain,
2. **Harshitha P**'s remarkable gold medals in National Swimming Competition,
3. **Visveshwaran S** participation in the Randonneurs in Parries (Paris, France) International, 1200 Kms Road Cycling event.
4. **Govind S.G's** securing 42nd place in the All India G.V. Mavalankar Shooting Championship -2021.

Knowledge Transfer Initiatives

In addition to hosting diverse physical fitness activities, the department conducts noteworthy celebrations such as National Sports Day, a commemoration of Major Dhyan Chand's birth anniversary. The department has been at the forefront of knowledge dissemination through engaging Webinars and Seminars. These events spotlight crucial aspects such as sports infrastructure enhancement and mental conditioning for sportspersons.

The department is an integral part of ERUDITE, the annual Multidisciplinary National Conference. It invites students and physical education directors alike to showcase their intellectual knowledge exchange through Erudite paper presentations that are published in acclaimed journals.

Summary

SICM Sports Infrastructure has transcended the boundaries of physical activity by significantly contributing to the overall growth, wellness, and sense of community among students by promoting physical and mental well-being, discipline, leadership, and a strong college identity.

File Description	Document
Any other relevant information	[View Document](#)
Appropriate web in the Institutional website	[View Document](#)

5. CONCLUSION

Additional Information :

University Responsibilities

The college has established itself as a great link between the affiliated university by engaging itself in fruitful initiatives to complement the prescribed curriculum. Several of our faculty members have been appointed to serve on the Board of Studies for Bengaluru City University and a few for other universities.

The college has proactively organized University-level syllabus orientation sessions for the departments of Commerce, Management, Kannada, and Hindi. Our faculty members have also actively contributed to university orientations as Course experts and have undertaken responsibilities for university evaluation, serving as members of the Board of Examiners.

The college has shouldered the duty of overseeing the valuation unit, with the Principal taking on the role of custodian, it has ensured a well-organized evaluation process for the University programs.

Covid 19 - Adaptation Initiatives

The COVID-19 pandemic brought about a significant shift in education. The Seshadripuram Education Trust led the way in transitioning to online and hybrid classes. The transition included precise planning, the development of online timetables, teacher's training, and meticulous documentation of class schedules, links and materials shared through WhatsApp groups.

The institution implemented innovative assessment reforms, including open-book exams, online tests, and virtual parent-teacher meetings for improved communication, obtained parents' consent forms to determine class preferences, resulting in both online and offline class options for all students

Pioneered the formats for the Practical / Business Skill Development Courses / Skill Enhancement Courses.

Responding to the educational reforms of Bengaluru City University, integrated field studies and internships into the curriculum. New evaluation criteria were introduced for field studies; practical skill development courses were added and monitored ensuring their success. We also provided students with templates and manuals for their projects, receiving oral commendations from the University."

Mentorship

At SICM, efficient mentoring has yielded promising outcomes. Dedicated and knowledgeable mentors guide and support students, extending beyond the classroom to address career aspirations, provide valuable insights, and overcome challenges. The college nurtures not only knowledge but also critical thinking, self-confidence, and a clear sense of purpose in its students. Maintained meticulously through internally designed book titled "MIRROR"

Concluding Remarks :

Seshadripuram Institute of Commerce and Management nurtures holistic student development by integrating academic, co-curricular, and extracurricular activities. The learning culture cultivated here extends far beyond graduation not just graduation. SICM **kindles the joy of learning, being truthful and tolerant** which are the essential values for a sustainable life. Being truthful cultivates trust and integrity in all human interactions, enhancing honest and open relationships. Tolerance, on the other hand, encourages empathy, understanding, and the ability to peacefully coexist with diverse perspectives and beliefs, ultimately promoting harmony and unity in our communities. These virtues contribute greatly to harmonious and ethical living, which is the need of the hour in the present era.

The Management is committed to producing socially responsible individuals. With its 93 years of invaluable legacy and expertise, the college receives the necessary guidance to refine our paths and acquire the mentoring skills essential for higher education. The College draws its holistic outlook from this support system from our Management.

Starting from humble beginnings, we have successfully shaped our presence in the realm of higher education, paving the way for the cultivation of knowledge, skills, and the right attitude. This remarkable achievement owes much to the dedicated efforts of our Management, our committed staff, supportive parents, our enthusiastic students, and associated partners who have been a part of our institution of higher learning and contributed to our journey.

Students with an enriching college experience as they become our esteemed alumni. They, in turn, become influential advocates for our college admissions, enthusiastically sharing their positive experiences and spreading the word about the institution, their experiences, and overall development in all fields such as extension, sports and academics.

The trust and belief placed in us by our patrons and stakeholders not only make us more responsible but also provide us with the motivation to take up the role of guiding our students in the right direction in the future.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.2.1	**Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)** Answer before DVV Verification : Answer After DVV Verification :50 Remark : Revised input as per that the same programs with assessment year will be considered once
1.2.2	*Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years* 1.2.2.1. Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years Answer before DVV Verification: 	2022-23	2021-22	2020-21	2019-20	2018-19
---	---	---	---	---
811	825	895	874	865 | Answer After DVV Verification : | 2022-23	2021-22	2020-21	2019-20	2018-19
---	---	---	---	---
811	825	895	874	865	
1.3.2	**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)** 1.3.2.1. **Number of students undertaking project work/field work / internships** Answer before DVV Verification : 556 Answer after DVV Verification: 293 Remark : Revised input considering last year students
1.4.1	*Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website* Answer before DVV Verifichation : A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website Answer After DVV Verification: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

| 2.4.1 | **Percentage of full-time teachers against sanctioned posts during the last five years** |

2.4.1.1. **Number of sanctioned posts year wise during the last five years**
Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
31	28	27	28	27

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
30	27	26	27	26

Remark : Revised input excluding librarian

| 2.4.2 | *Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)* |

2.4.2.1. **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**
Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
10	12	10	09	07

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
9	12	10	09	07

| 3.1.1 | *Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)* |

3.1.1.1. **Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)**
Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
00	00	00	0.099	00

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
00	00	00	0	00

Remark : Sanctioned letter has not been provided by HEI

3.2.2	*Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years*

3.2.2.1. Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
11	13	15	10	8

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
4	11	14	8	4

Remark : Revised values considering workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship only

3.3.1	**Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

3.3.1.1. Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
06	18	18	02	08

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
06	18	18	02	08

3.3.2	**Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
20	20	18	16	16

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19

| 20 | 20 | 18 | 16 | 16 |

| 3.4.3 | *Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.*

3.4.3.1. **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years** |

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
28	13	09	13	14

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
28	13	09	13	14

| 3.5.1 | *Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.*

Answer before DVV Verification : 46
Answer After DVV Verification :46 |

| 4.1.2 | *Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years*

4.1.2.1. **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)** |

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
40.174	5.375	0.730	2.575	4.928

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
40.174	5.375	0.730	2.575	4.928

| 4.3.2 | **Student – Computer ratio (Data for the latest completed academic year)**

4.3.2.1. **Number of computers available for students usage during the latest completed academic year:**
Answer before DVV Verification : 70
Answer after DVV Verification: 70 |

4.4.1	*Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)*

4.4.1.1. **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
92.10024	44.24975	31.36352	84.43214	71.8818

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
92.1002	44.24975	31.36352	84.43214	71.8818

5.2.1	**Percentage of placement of outgoing students and students progressing to higher education during the last five years**

5.2.1.1. **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
171	153	150	199	119

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
0	93	67	87	107

5.2.1.2. **Number of outgoing students year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
269	279	255	247	243

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
269	279	255	247	243

Remark : Revised input as per attached supporting data by HEI

5.2.2	*Percentage of students qualifying in state/national/ international level examinations during the last five years*

5.2.2.1. **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
41	10	04	08	07

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
41	10	04	08	07

5.3.1 | **Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years**

5.3.1.1. *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years*

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
38	20	04	20	48

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
12	7	1	1	7

Remark : revised input as paper attached certificates excluding participating and inter-collegiate events

5.3.2 | **Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)**

5.3.2.1. **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
110	72	20	81	102

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19

| 10 | 72 | 20 | 81 | 102 |

6.3.2	**Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years**

6.3.2.1. **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
27	24	19	30	25

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
25	24	19	30	25

6.3.3	*Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years*

6.3.3.1. **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
27	28	24	23	27

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
27	28	24	23	27

6.3.3.2. **Number of non-teaching staff year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
04	10	05	10	10

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
10	10	05	10	10

2.Extended Profile Deviations

ID	Extended Questions
1.1	**Number of teaching staff / full time teachers during the last five years (Without repeat count):** Answer before DVV Verification : 43 Answer after DVV Verification : 43
1.2	**Number of teaching staff / full time teachers year wise during the last five years** Answer before DVV Verification:

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
31	28	27	28	27

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
30	27	26	27	26

2.1	**Expenditure excluding salary component year wise during the last five years (INR in lakhs)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
165.279	69.67113	48.32467	120.6915	128.63988

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
165.2788	69.67113	48.32467	120.6915	128.63988

05-02-2024 11:53:39