



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1. Name of the Institution

SESHADRIPURAM INSTITUTE OF
COMMERCE AND MANAGEMENT

- Name of the Head of the institution Prof. Vidya shivannavar
- Designation Principal
- Does the institution function from its own campus? Yes

- Phone no./Alternate phone no. 080-22955382
- Mobile No: 9036957321
- Registered e-mail smilesicm@gmail.com
- Alternate e-mail infosicm@gmail.com
- Address #40 Girls School Street,
Seshadripuram
- City/Town Bangalore
- State/UT Karnataka
- Pin Code 560020

2. Institutional status

- Type of Institution Co-education
- Location Urban
- Financial Status Self-financing

- Name of the Affiliating University **Bengaluru City University**
- Name of the IQAC Coordinator **Associate Professor Amar H. A**
- Phone No. **080-22955382**
- Alternate phone No. **9741675840**
- Mobile **9008111007**
- IQAC e-mail address **sicmiqac@gmail.com**
- Alternate e-mail address **amarmcom@gmail.com**

3.Website address (Web link of the AQAR (Previous Academic Year)) <https://www.sicm.edu.in/downloads/AQAR-2020-21.pdf>

4.Whether Academic Calendar prepared during the year? **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: <https://www.sicm.edu.in/downloads/calender-of-events-2020-21.pdf>

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.18	2019	08/08/2019	07/02/2024

6.Date of Establishment of IQAC **12/06/2012**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	NIL	NIL	NIL	NIL

8.Whether composition of IQAC as per latest NAAC guidelines **Yes**

- Upload latest notification of formation of IQAC [View File](#)

9.No. of IQAC meetings held during the year **3**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report **No File Uploaded**

10. Whether IQAC received funding from any of the funding agency to support its activities during the year? **No**

- If yes, mention the amount

11. Significant contributions made by IQAC during the current year (maximum five bullets)

- Implementation of NEP-20 and designing strategy for the best institution .
- Enhancement of E-Goverence through NEP necessary training was arranged.

Mirror' a mentoring record book has been successfully launched and under functionality. • 'Prashiksha' a complete curriculum planner, recorder and work diary for the faculties is implemented

- Internal Board of Studies members were formed to frame the syllabus for Practical Skill Development Courses..
- Student council was successfully framed through election process.

- Continuous Internal Evaluation policy almost on the verge of completion.
- Successfully completed VIVA-VOCE by inviting external members board of studies for internally framed syllabus.

- Introduction of interdisciplinary subjects through introduction of Open elective subjects as per the NEP regulations.
- Expert talk sessions was organised for better comprehension of the subjects.

12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
<p>Quality Enhancement Programs</p>	<p>IAQC initiated several quality improvement programs to enrichen the teaching learning process in the academic year. • Erudite -2022 Two day's virtual Multidisciplinary national conference was planned and well organised on the theme -Financial Inclusions and Business Opportunities. • English-Discovering Children's Literature: Magical Journey to Realistic Fiction. • Kannada-Kendra sahitya awardee kannada literature • Hindi- sahitya ki vibhin vidhoan me ratriyata ka udbhav ayum vikas. Sanskrit-yoga and Ayurveda- the art of living. • Physical Education and Sports- Olympic sports and general fitness. Library and information science- Digital Transformation the challenges of the new information era- Reinventing library for the next generation users. • Workshop on "Research Methodology" for Students with the intention of inculcating research bent of mind.</p>
<p>Promoting Women Empowerment</p>	<p>Several programs were planned and executed promoting women empowerment. • Awareness on menstrual health and hygiene in association with Global Hunt foundation Bengaluru • Achieving a safe and gender equal world in association with Muktha foundation • Invited Padmashree Awardee, Mata Manjamma Jogathi. on the occasion of international women's day • An awareness talk on POSH- prevention of sexual</p>

	<p>harassment in association with muktha foundation • One day workshop on Pragna Jagriti-Deha, Manassu mattu Samaja.</p>
<p>Value addition certified courses/Programs</p>	<p>Mou's with several service providers were planned and established to improve the curriculum enrichment programs. Value addition programs and new certificate programs were introduced which would enhance the following skill sets. • Personality development • Competency enhancement, Preplacement training and aptitude • Career Preparation Programs and Mock Interviews • Communication skills and advanced excel Certificate courses which were conducted were • Power BI • SAP Fico • Tally Essentials Level 1 • Banking Competitive Examination Training • Introduction to Data Science • IBM Cloud Essentials • Block chain essentials</p>
<p>Curriculum deployment</p>	<p>• Several changes in the teaching pedagogy were planned and executed as per the NEP format. • To ease the teaching learning process, Course Heads were nominated for each subject to discuss the curriculum prescribed, pedagogy to be followed, and classroom activities to be conducted to bring theory into practise. • The Assessment and evaluation pattern and criterion for internal assessment. • Expert talks during and at the end of the semesters to reinforce the learnings.</p>
<p>Strengthening Community</p>	<p>Community Engagement activities</p>

<p>Engagement</p>	<p>were planned and executed , • Two days special village camp under • swacchata pakwada, • Cleanliness Drive,Swacchata Programme, • Constitution Day • Jathas and street plays for spreading awareness. • Blood Donation Camp, Martyr’s Day, • Annual Camp at adopted village Kadatanamale, Bengaluru,North district, • Tree Plantation at Ghati subramanya, • Health Check- up Camp and Awareness programme on government scheme and health and hygiene, • Capacity Building workshop -Interfaith Dialogue for climate justice</p>
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13. Whether the AQAR was placed before statutory body? **Yes**

- Name of the statutory body

Name	Date of meeting(s)
Governing Council Meeting	12/03/2022

14. Whether institutional data submitted to AISHE

Part A

Data of the Institution

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• Name of the Head of the institution	Prof. Vidya shivannavar
• Designation	Principal
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• City/Town	Bangalore
• State/UT	Karnataka
• Pin Code	560020
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<p style="text-align: center;">Strengthening Community Engagement</p>	<p>Community Engagement activities were planned and executed ,</p> <ul style="list-style-type: none"> • Two days special village camp under • swacchata pakwada, • Cleanliness Drive,Swacchata Programme, • Constitution Day • Jathas and street plays for spreading awareness. • Blood Donation Camp, Martyr's Day, • Annual Camp at adopted village Kadatanamale, Bengaluru,North district, • Tree Plantation at Ghati subramanya, • Health Check-up Camp and Awareness programme on government scheme and health and hygiene, • Capacity Building workshop -Interfaith Dialogue for climate justice
<p>13.Whether the AQAR was placed before statutory body?</p>	<p>Yes</p>
<ul style="list-style-type: none"> • Name of the statutory body 	
<p style="text-align: center;">Name</p>	<p style="text-align: center;">Date of meeting(s)</p>
<p style="text-align: center;">Governing Council Meeting</p>	<p style="text-align: center;">12/03/2022</p>
<p>14.Whether institutional data submitted to AISHE</p>	
<p style="text-align: center;">Year</p>	<p style="text-align: center;">Date of Submission</p>
<p style="text-align: center;">2020-2021</p>	<p style="text-align: center;">17/02/2022</p>
<p>15.Multidisciplinary / interdisciplinary</p>	
<p>The National Education Policy was implemented in the year 2021by the government of Karnataka.The vision of NEP is to assimilate the 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.</p>	

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. An 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.

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 has initiated various measures. To make it multi-disciplinary, the open elective subject options from the streams of humanities, Science and Arts has been offered to the students.

16.Academic bank of credits (ABC):

The college follows choice based credit system for all its programs. Under NEP framework, Discipline Specific courses with 4 credits, Ability Enhancement Compulsory Courses and Open Electives with 3 credits and Skill Enhancement course with one credit. 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 & 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.

17.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 waiting for approval.

Course Heads were 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 it grievance redressal mechanism. Crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment, health and hygiene and Sustainability are integrated into the curriculum.

The college has made efforts to motivate students by designing certificate courses and value added courses that enhances job skills and their employability.

18.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 at the UG level in the first four semesters. Value Based Skill Enhancement Courses which includes NCC, NSS and Youth Red Cross; 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 (Gandhi, Vivekanada, Dr. Ambedkar and Basava) at the college strive to make our students understand the preaching's of great leaders of the nation about society and social wellbeing. Professional ethics, environmental issues, women empowerment and human values are also discussed under different titles within the syllabus of Commerce stream too.

19.Focus on Outcome based education (OBE):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 and outside the classrooms are designed in a manner so as to help students achieve these outcomes.

20.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 which are conducted in a hybrid/blended mode. The college has the Memorandum of Understanding with NICT, Milestone Academy and Intern shala 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.

The institution promotes Online courses available on various platforms such as NPTEL, MOOCs, NASSCOM, and SWAYAM.

Extended Profile

1.Programme

1.1	135
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	894
Number of students during the year	

File Description	Documents
Data Template	View File

2.2	50%
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	289
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Number of outgoing/ final year students during the year						
<table border="1"> <thead> <tr> <th>File Description</th> <th>Documents</th> </tr> </thead> <tbody> <tr> <td>Data Template</td> <td>View File</td> </tr> </tbody> </table>			File Description	Documents	Data Template	View File
File Description	Documents					
Data Template	View File					
3.Academic						
3.1 Number of full time teachers during the year		28				
<table border="1"> <thead> <tr> <th>File Description</th> <th>Documents</th> </tr> </thead> <tbody> <tr> <td>Data Template</td> <td>View File</td> </tr> </tbody> </table>			File Description	Documents	Data Template	View File
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Data Template	View File					
3.2 Number of Sanctioned posts during the year		28				
<table border="1"> <thead> <tr> <th>File Description</th> <th>Documents</th> </tr> </thead> <tbody> <tr> <td>Data Template</td> <td>View File</td> </tr> </tbody> </table>			File Description	Documents	Data Template	View File
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Data Template	View File					
4.Institution						
4.1 Total number of Classrooms and Seminar halls		15+2				
4.2 Total expenditure excluding salary during the year (INR in lakhs)		6859307				
4.3 Total number of computers on campus for academic purposes		70				

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

With the implementation of New Education Policy in Karnataka, to enhance the curriculum delivery with documentation, college came up with an innovative idea of Prashiksha: Curriculum integrity book and trained all the faculties to record the lesson plan, work

diary, course completion status, extra classes taken, pedagogy and teaching tool followed to deliver the specific syllabi, monitored weekly by Departmental Heads and Principal, contents include result analysis of the courses handled with the review of feedbacks given by the students duly communicated. The Internal Board of Studies was formed for the courses of Practical/Business Skill development/ Skill Enhancement Courses syllabus where partial autonomy is provided to the institution by the University, involving internal faculties, identified through their areas of specialization. Course review committee comprising of class representatives as members conducted meetings twice in the semester to map with the progress of the syllabus indicated in the Prashiksha. syllabus orientations/Curriculum enrichment programs and field visits are conducted by different departments internally and in association with Bengaluru City University, many of our faculties represented as chairpersons of the various courses during syllabus orientations, further faculties are nominated to attend orientations on rotation basis to get themselves acclimatized to University teaching and assessment.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Adjusting to the hybrid mode of NEP and non NEP batches, Institution had to adapt to multiple calendar of events of the University, institution arranged for two internal tests every semester uniformly to both the batches. For NEP batch, break up of remaining marks in each course was decided by Pareeksha: Examination Committee in consultation with different faculties handling same course, continuous activities were conducted in the classroom to meet the assessment criteria to award the marks. For Non NEP batch, nomenclature of the University was followed; attendance criteria, Presentations and assignments were considered based on BOS nomenclature of the Departments, Practical book submission additionally was considered for awarding marks in the specific course.

With field study and internship as a part of the curriculum, guideship was equally distributed to the internal faculty with

required guidelines for evaluation and assessment, institution conducted Viva voce examination by inviting the external Board of Examiners from the affiliating university. Extra-curricular and extension activities were conducted from different committees based on the involvement of the students marks was awarded. For the skill enhancement courses, Viva Voce was conducted by the internal faculties along with one internal test via Google Form as per the nomenclature.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

C. Any 2 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

2

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

12

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

894

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

894

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The ability enhancement compulsory courses through the Department of humanities and social sciences are designed to create

responsiveness to the cross cutting issues, institution offers Foundation courses as per the nomenclature of the university to develop the student holistically. To give the exposure towards the downtrodden in the society, community internship is made mandatory with the regular program. The implementation of National Education Policy paved a way for Value Based Skill Enhancement Courses which includes NCC, NSS and Youth Red Cross; these courses inculcate the societal consciousness. With the motto of eternal learning and producing socially responsible citizen, the college activities are delegated in to Women empowerment cell, Human Rights Protection cell, Eco Mitra, Discipline and Anti Ragging Cell, these committees through signed MOU and associations with the external organizations conduct external and internal activities to inculcate value systems and environmental consciousness. The college has established study centers like Vivekananda and Gandhi Adhyana Kendra, Ambedkar Study Centre and in addition inaugurated Basava Study Centre in the current academic year to preach their thoughts on social concern. In the regular commerce and management Courses professional ethics, environmental issues, women empowerment and human values are dealt under different modules of the syllabus

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	No File Uploaded

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

24

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

1.3.3 - Number of students undertaking project work/field work/ internships

894

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders
Students
Teachers
Employers
Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	No File Uploaded
Any additional information(Upload)	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://www.sicm.edu.in/downloads/FOR-WEB-LINK-1.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

360

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

228

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

College has a mechanism to assess the student's learning aptitude regularly on internal assessment, university results and performance in co-curricular activities.

First level of assessment is done with marks secured in previous qualifying examination. Pre- Assessment tests are conducted in core subjects. Based on their performance, students are identified as Advanced Learners and Slow Learners groups.

Advance Learners:

- Additional study material /counselling is provided.
- Sessions like 'Tips and Tricks to Score high' are organized from University Rank scorers.
- Encouraged to attend Webinars /Workshops to enhance their learning.
- Expert Talks from eminent resource persons are organized to orient students.
- Motivation to participate in various online courses, Industrial visits, etc.,
- Value added, certificate courses, field projects, Internships, community projects, virtual industrial visits are organized.

Slow Learners:

- Special Coaching/tutorial class /Assignments are designed for a thorough revision.
- Bilingual explanation after class hours for better understanding.
- Remedial classes to improve their learning.
- Encourage peer learning sessions.
- Counselling /special hints / techniques given and previous question papers provided.

- Preparatory exams are conducted.
- Counselling / Mentoring sessions are organised.
- Bridge Courses are conducted for practical subjects to science students.
- Regular internal tests, interactions during classroom activities help to understand their issues.
- Mentoring system streamlines students' energy.

File Description	Documents
Link for additional Information	Nil
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
887	28

File Description	Documents
Any additional information	View File

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

Student Centric methodology makes students active participants. Interactive classes makes easier to comprehend subject. Teacher facilitates learning process.

Semester classes start with objectives, outcomes of courses and programs. This provides a comprehensive understanding from beginning, at end, students evaluate learning, faculty's teaching, Course and Program too. This feedback is regularly collected, analyzed, communicated by Principal.

Participative learning is achieved through ICT enabled Classes, PPT presentations, Industrial Visits, internships, Field projects, Debates, Brain Storming sessions, Case Study analysis, YouTube and quizzes. Special seminars arranged to give a practical experience like opening of de mat account, understanding consumer behaviour through realistic selling process, and live security analysis in stock market. Internal Audits are assigned to give a practical

exposure. Continuous training from first to sixth semester through Value Added Courses which includes preplacement training, speaking skills, self-grooming, personality development.

Internals/ assignments are designed to make students research topic, imbibe confidence and improve communication skills. Discussions/ debates on current affairs are encouraged.

Ability Enhancement, Generic and Skill Enhancement courses are also offered. Community Engagement forums aid students to participate, integrate and learn.

Student representation in administration is an important initiative. The formation of Student Council is a best illustration.

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The present Corporate, Industry requires the students to be masters of the present technologies and be employable. As a consequence, teachers are combining technology with traditional mode of instruction to engage students in long term learning. Our College uses ICT in education to support, optimize the teaching process.

All Classrooms are ICT enabled with Projectors.

The Computer lab with Desktops is available for the teaching /learning process.

2 Audio Visual Auditorium /Halls are equipped with all digital facilities.

The classrooms are equipped with infrastructure required for Online teaching through Zoom, Google Meet, and Google Classrooms for (assignment collection)

The library services include Digital resources too.

Faculties are encouraged to use power-point presentations in their teaching by using LCD's and projectors. They are also equipped by digital library, online search engines and websites to prepare effective presentations.

Seminars and Conferences through online mode like guest lectures, expert talks and various competitions are regularly organized for students.

Faculties, Librarians prepare online quiz for students with the help of Google Forms.

Orientations, Meetings with Students& parents are conducted with the help of Zoom Google Meet applications.

The college programs are recorded and made available to students on YouTube platform for long term reference.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	Nil

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

28

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

28

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

1

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

28

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and

mode. Write description within 200 words.

The college effectively implements a transparent internal assessment through the following process.

- Examination Committee.
- Question Paper Setting.

- Internal Board of Studies
- Conduct of Examination
- Results display

- Students are assessed continuously through Group Discussions, Tests, Assignments, Field Visits and Seminars Presentation.
- Internal marks are allotted as per the set standards of Bengaluru City University on basis of attendance, assignments and tests.
- 50 marks allotted for extracurricular activities.
- Ability enhancement programs marks are allotted by respective departments following the norms of Bengaluru city universities, whereas SEC subjects are allotted 25 marks though viva.

The Mode:

- Firstly, examination committee gives instruction to the concerned subject teachers to set question papers through circulars
- Test schedule is informed 20 days prior through circulars, public address system and notice board.
- Question papers set according to university standards by subject teachers.
- Internal Board of Examiners is nominated to monitor the standard of question papers.
- After evaluation, papers are distributed to students and marks are displayed in the notice board for students for verification.
- Reasonable time is given for queries.
- Marks are verified to check incorporation and the marks is uploaded to the portal.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

The institution has constituted examination committee for the smooth conduct of internal assessment tests and exams without any hurdles. The committee also works for redressal of grievances related to evaluation both at the college and university level by giving instructions and guidelines based on Bengaluru City University norms to make it time bound and transparent.

The following mechanism is followed:

- Evaluated answer scripts are distributed to the students after internal assessment tests within stipulated time given by examination committee.
- Written answers are discussed with the students and guidance is provided. Students are also counselled by the subject teachers.
- The internal assessment marks are allotted as per norms and displayed on the notice board.
- A reasonable time period is provided to students to address the grievance or corrections related to internal marks

All grievances are addressed by the examination committee in consultation with subject teachers, class teachers and Principal before finalization and submission of the final list to the university.

A Grievance redressal policy is drafted and has been approved by the Principal to be brought into implementation the coming academic year.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The institution in accordance with its Vision, Mission, Goals and University specified programme and course objectives has clearly stated the outcomes for all courses and programmes it offers and communicated to teachers and students in the following ways.

To students:

- At the time of admission through interaction.
- In the orientation programme.
- By the respective subject teachers in the classroom.
- Through university syllabus.
- Through website.
- Through public address system
- Through whats appgroups

To Teachers:

- Orientation by principal and Heads of the departments at the beginning of each semester.
- Through university syllabus.
- Through website.
- Through whats up groups
- Through announcement in staff room
- Teachers are deputed to attend syllabus orientation workshops organised by university to understand about the course outcomes.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all courses (exemplars from Glossary)	No File Uploaded

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The institution believes in the significance of measuring the

outcomes attained by students as a yardstick to measure the effectiveness of its teaching -learning and evaluation process at various levels.

The attainment of POs, PSOs and Cos are measured through the following methods:

- The students' participation in the curricular and Co-curricular activities conducted by various forums is observed through out the duration of the program.
- Through assignment and activities given by the subject teachers.
- Students' performance in two internal assessment tests, Class tests are observed and recorded.
- Through placement records and Alumni interaction and records.

Programme wise results are analysed after the end semester university examination results are announced.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sicm.edu.in/bcom/ https://www.sicm.edu.in/bba

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

268

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://www.sicm.edu.in/student-satisfactory-survey>

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 year (INR in Lakhs)

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

5000

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the

year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

23

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year

20

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.2.2 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

18

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Institution provide holistic development and Improves neighborhood community and educate students about social issues and welfare by engaging them in various forums such as NCC ,NSS, YRC ,Eco-Mitra .

Discipline and Anti ragging cell , Women empowerment cell , Ambedkar study center , Gandhi and Vivekananda Adhayana Kendra Cultural and Performing arts , Commerce and Management Forum ,Movie club aims at developing a social responsibility sense among students and an

attachment to the community, utilizing their knowledge in finding solutions to community problems, acquire leadership qualities and developing capabilities and skills to meet emergency and natural Disasters. During the last academic year, various community related extension activities were organized such as Blood Donation camp, Environmental Awareness Programs , Swachhata Abhiyan ,Tree plantation drive , gender equality and also conducting the survey

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/latest-events
Upload any additional information	View File

3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

19

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year(Data Template)	View File
e-copy of the award letters	No File Uploaded

3.3.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS

awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.3.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

33

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template)	View File

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

500

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

6

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	No File Uploaded

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year

7

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institution has sufficient infrastructure for conducting the classes (both online and offline) and also has a business lab, where practical concepts can be taught and make the students to learn the concept.

Computer lab provides a platform to enhance their technical skills which is required in present day scenario. The campus is spread out in the IV floor, V floor and basement which houses with sports department, NCC wing along with a 10 mtr rifle and pistol shooting range. There are 15 class rooms which are completely ICT enabled. Pantry, ladies and gents rest rooms for staff and students, IQAC

chamber, Audio Visual room, ladies lounge, in 5th floor. Library and information centre, administration department, staff room, principal chamber, UPS cubicles, provision for keeping the house keeping stuff.

In all the three floors fire dousing equipment's are kept at convenient places. Notice boards for disseminating the information relating to different aspects are been put-up, in the basement and IV floor.

Each classroom is under the surveillance of high definition CCTV camera as a safety precaution of safety.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sicm.edu.in/halls-of-utility

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

In the limited space available in the campus which has a plot size of 100 ft x 140 ft, there is a provision for conducting the indoor games. Sports room (600 Sq. Established in 2005) has a 10 meters shooting range (2010), weightlifting and gym equipment, imported rifles and pistols, cycling equipments, Archery beds, table tennis boards, as a major indoor sports equipments. We are associated with Karnataka State Rifle Association, Bangalore District Amateur Cycling Association which provides platform to students to reach at national and international levels. College is affiliated to 39 KAR NCC battalion. The NCC students do practice in shooting range which has helped our students to reach to the level of G V Mavalankar.

The institution hosts several cultural activities and motivates the students to be a part of it. The quadrangle which has an area of 400 square yards and the auditorium in basement, AV Room in V floor is made available to conduct such events. We also encourage the students to participate in interclass, intercollegiate, university level, state and national level.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.sicm.edu.in/sports-facilities

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

17

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

17

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sicm.edu.in/downloads/FOR-WEB-LINK-2.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

727409

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Library being the heart of an academic and learning system is located in the 4th floor and is easily accessible by one and all. It was established in 2005, the library has gathered various collection of books, journals and non-book materials, reference books, back volumes, project reports and compact discs. Library has 07 computers with Wi-Fi facility, also providing best services to its users like Circulation of Documents, Literature Search (Online and CD-ROM Databases), Printing and Reprographic Services, Reference and Referral services, Inter Library Loan Facilities, Internet and e-resource access

The library operations are partially automated by using PLV - Mycampuz software (Integrated Library Management System ILMS), version 3 from August 2020. It has many modules like book accessioning, Circulation, member entry, book reservation, visitors' record maintenance, referred books, periodicals entry, e-resources entry and Online Public Access Catalogue (OPAC).

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	Nil

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

400160

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

5.03

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The institution updates its information technology on a continuous basis. The institution is completely Wi-Fi enabled and it is sourced from three different corners like computer lab, administration wing, Library information Centre and staff room. The internet service provider is Atria Convergence Technologies limited (ACT) and BSNL, all the students are provided with the option of using the computers either at the library or at the information Centre to browse and avail the necessary information as per the requirements. In each and every classroom computer along with projectors and internet connections are installed which are be used by the students and teachers according to the subject as per their academic requirements.

The service provider updates the bandwidth automatically. Currently the institution is provided with up to 100 MBPS at present which is sufficient enough to browse and download the necessary data files and relevant case study videos.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

104

File Description	Documents
Upload any additional information	No File Uploaded
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

2691855

File Description	Documents
Upload any additional information	View File
Audited statements of accounts.	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Students can use Business laboratory, Computer laboratory, Library and Sports equipment's after the class hours.

Procedure for library usage:

- By default all students are allowed to use the library.
- Sign the register kept at the entry point, while entering the library.
- Volumes are normally issued for a period of 15 days for students and 6 months for faculties except the reference volumes and bulletins.
- Library membership ID cards are non-transferable
- Volumes returned after due date attract overdue charges of rupees 2/- per day per volume except faculties
- Librarian can recall any issued volume even before the due date
- For using the systems in library students are supposed to sign the register maintained in the library.
- Every year Best library user award is given to students and faculties.

Procedure for Laboratory usage:

- Students can use the labs after the class hours.
- Sign the register kept at the checkpoint, while entering the Laboratory/Business lab.

Procedure for Sports Department:

- All the students are allowed to the sports room.
- Sign the register kept at the checkpoint, while entering the sports room.
- On an average 20 students visit the sports department regularly.
- Students can use sports equipment's like Archery, Rifle Shooting, weightlifting, gymnasium, table tennis and badminton etc.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<ul style="list-style-type: none"> https://www.sicm.edu.in/sports-facilities https://www.sicm.edu.in/department-library https://www.sicm.edu.in/department-of-sports-ncc

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

152

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

146

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to institutional website	https://www.sicm.edu.in/latest-events
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

894

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

894

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student

A. All of the above

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

56

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

68

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

4

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

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 year

5.3.1.1 - 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 year.

31

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Student council works in a methodical procedure with a well-planned hierarchy which consists of Student representatives designated as President, Vice-President, Secretary and four members Representing Cultural/Management, Sports/NCC, NSS/YRC forums and Centre for Career development. Student Council members are nominated through elections at college campus every Academic year.

Student council aims at holistic development of students and to represent the views

Of the student body at institutional level.

Academic Involvement: Student class representatives are nominated by the class teachers and they act as liaison officer between students and teachers. They play a major role in Course Review Meetings to discuss the academic related issues.

Co-Curricular: Student Council members meet on regular basis and conduct meetings in order to Design and implement events to be conducted by various forums. They also select and nominate Students with extra ordinary skillsets to take part in Inter-Collegiate Fests and other competitions. They also provide a platform for students to exhibit their talents and share knowledge based Information as resource persons at interclass workshops and seminars.

Administrative Bodies: The Student body proactively induces themselves in smooth conduct of Extra-curricular activities related to Cultural, Sports, NCC, NSS, YRC, Eco-mitra, Gandhi-Vivekananda, Basava and Ambedkar Study Centre etc.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/student-council
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

894

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

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

We have registered an Alumni Association with the title NEXUS. The college collects one-time Alumni Association Fee as membership subscription from the students along with the first year admission fees, which is utilized for conducting various programs, activities and events. The college has 2,550 students from B.Com and 1,098 students from BBA/BBM disciplines registered members in Alumni association.

Alumni meetings are conducted to provide opportunities and to strengthen our relationship with distinguished alumni. They provide financial support for need based students. NCC Alumni meet is conducted on 15th August every year to create a network of NCC Cadets.

We felicitate alumni achievers to identify and recognize their Professional services like Chartered Accountants, Company Secretaries, Cost and Management Accountant and Chartered Financial Analysts. They participated in tree plantation drives. Entrepreneur Alumni provided employment opportunities to our students. They monitored the student council election process. Alumni students attended IQAC meetings and gave their valuable suggestions for quality enhancement. The Alumni students helped us to bridge the connect between industry and academics, they judged management and cultural events in inter college fests, addressed

present students on various issues like preparing for placement drives by Sharing their valuable experiences.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/nexus
Upload any additional information	View File

5.4.2 - Alumni contribution during the year D. 1 Lakhs - 3Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Guided by the philanthropist and award winner from the President, highest award for humanitarian services Dr Wooday P Krishna as secretary of the Trust. Holistic Education is understood as Curriculum, Environment, Humanity, Human rights, knowledge of great personalities etc. Institution maps its activities based on its Mission and the Vision statement of the college designed in line with the vision of the trust of creating socially responsible citizens, Institution has Memorandum of understanding to cater to all the above in order to ensure that the objectives is imparted to the students. The average age of faculties is below 40 years, with young team the involvement of faculties through managing the assigned responsibilities as facilitators in 29 Committees through the prescribed nomenclature refered in the handbook justifies decentralisation in decision making, some of our faculties are members of Indian Red Cross Society who involve students in programs, driving social concerns, the college boasts a very strong NSS, NCC, YRC, Eco Club units backed with the Study Centers of Gandhi, Vivekananda, Ambedkar and Basava is added to bring in ideas to drive holisticsity, activities are undertaken from these committees externally inviting students to participate in extension activities.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/study-centers
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

Case Study on Decentralized and Participative Management for the underlying year is the formation of student Council. The members of criteria 5 suggested the formation of Student Council. The student council elections was conducted as per the prescribed mechanism and office bearers were elected by providing equal opportunity all the bonafide student to showcase their leadership through participation in meetings and suggesting the activities of the various committees headed by the Staff who is appointed by the below mentioned mechanism.

- The IQAC under the chairmanship of the principal appoints the forum convenors for the conduct of events.
- The semester begins with staff meeting wherein; Head of the departments, with Principal discuss and frame the calendar of events.
- The forum convenors in consultation with student council conducts brain storming session to plan the procedures for the events decided in the calendar of events.
- Alumni students are also involved in the events as judges for several events.
- Decentralisation of the work involving above stakeholders to encourage participation in organizing the event.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/student-council
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Owing to the autonomy status provided by the Bengaluru City

University in formulation of Practical for skill development courses syllabus for fifth semester B.Com based on the dual specialisation offered by the institution. The institution took the initiative to frame the syllabus internally with deliberate discussions by Head of the Department and Principal in this regard. In continuation of the committee for Practical for Skill Development Courses, Head of the Department of Commerce instructed the convener to proceed with the formulation of syllabus by creating a perfect nomenclature, the Convenor of PSDC. Convenor of Practical on Skill Development Courses and the head of the department discussed about the methodology in which the syllabus has to be formulated. Principal and the Head of the Department created the board of studies by appointing the members from the Department of Commerce on the basis of the allotment of the subjects based on the specializations offered at the institution. The institution finalized syllabus with the receipt of the syllabus and discussion in the presence of all the BOS members.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

College is administrated by the Seshadripuram educational trust. The functionalities of the college are carried out as per the by-law circulated through Compendium. Governing Council meets quarterly to analyse the feedbacks and bring effective and efficient implementation of the developmental strategies to the institution. Effectiveness of policies begins with requirement of staff given by the departmental heads circulated to staff selection commission through the institutional representative i.e. Principal. The selected candidates are on the contractual basis and completion of a year of service the candidates go through an interview to continue their service in the institution on recommendation of HOI. The service rules of the college have been provided in the Faculty Manual which is published in the website. The administrative set up at the Trust level implementation happen through circular from Management and internal implementation is governed by Principal democratically by involving staff opinion

received through staff meeting and committee meeting.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/downloads/manuals/faculty-hand-book-final.pdf
Link to Organogram of the Institution webpage	https://www.sicm.edu.in/about-college
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

FOR TEACHING & NON-TEACHING STAFF:

- Casual Leave or Paid leave of 15 days.
- Earned Leave-10 days for non-teaching and 5 days for teaching staff.
- Maternity Leave of 180 days.
- Restricted Holidays - 2 days are sanctioned to all the staff.
- Leave without pay (LWP)-Depending on the grounds of the leave.
- Encashment of Earned Leave- Employees can surrender 5 days of EL
- Special leave facility and early leaving facility to staff

who have registered and perusing PhD

- Gratuity- Employees on Trust pay scales covered under Group Gratuity Scheme as per the provisions of Gratuity Act.
- Provident-Fund- Employee basic pay exceeding Rs.6500 pm with the ceiling limit of basic pay of Rs.15000, contributed equally by the management.
- "Sneha-Sammilana" - Annual get-together of SET staff and felicitation of Retired and PhD holders.
- Annual preventive health check-up for insured persons of age 40 years and above.
- Registration and conveyance charges and Grant of OOD for attending seminars, workshops and FDP's

FOR TEACHING STAFF

- Group Medi claim insurance covered for staff, who are not eligible for ESI.
- Higher education allowance of Rs. 3600/- for faculties who have qualified NET/PhD, and Rs.2400/- who have qualified KSET/M.Phil
- Fees concession of Rs.10000 for one child of staff working under the trust
- Financial assistance for Research and minor research projects.

FOR NON-TEACHING STAFF

- Group insurance
- ESI benefits to all staff drawing gross salary upto Rs. 15000 pm contribution from employer.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

17

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

28

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

- The performance of the staff is reviewed once every year, a confidential report will be sent by Head of the institution about the faculties overall performance to the trust.
- At the institution level feedback of performance of each faculty is collected by the students and assessed by the IQAC team, Principal and the head of the Departments convey the feedback to the concerned faculty and suggest the changes or improvements needed.
- The feedback on administrative staff is collected from final year students on all administrative activities analyzed and the same is communicated to office superintendent for betterment.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

College conducts both internal and external audits at regular intervals. The institution, run by Seshadripuram Educational Trust, has an internal and external audit team appointed by the

management .

INTERNAL AUDIT

Internal audit is conducted twice in a financial year to monitor various activities involving financial transactions and resource mobilization. The team verifies the following aspects- Vouching receipts, payments, investments and TDS deductions in Tally ERP and verification of adherence to statutory government norms and University Rules. Any queries and discrepancies handed over to accountant as per audit observations. A time period of 15 days' is given to provide explanation. Advices and suggestions on implementation of new rules and laws. Board meeting is conducted to ratify the same.

EXTERNAL AUDIT

External Audit is carried out by a registered audit firm once in a financial year keeping internal audit reports as basis. External auditors for financial year 2021-22 are M/S Cherrian Mathews and Associates. The verification of financial transactions by internal audit team is again cross verified by external audit team before preparation of audit report.

Queries and discrepancies handed over to management as per audit observations. Preparation and submission of audit reports to the management. Discussion on fairness and reliability of Audit Report is taken up in Annual General Meeting.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

42,141

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The primary source of income of the college is the course fees collected during the academic year, donations received, sundry income and interest earned on deposits.

The college prepares a budget for allocation of funds gathered in consultation of IQAC, allied departments and Head of the institution to ensure efficient utilization of funds. In addition, operational budget is prepared by the faculties who head the forum to meet the expenses relating to the event and programs organized by their respective committees and submitted to the accounts wing prior to 15 days the same is forwarded to the management for the approval. Sundry expenses are met out of the petty cash reserve maintained.

Donations from alumni and individuals are used to fund poor and needy students. Financial transactions and books of accounts are verified by internal and external audit team.

The infrastructure and Human Resource of the college are optimally utilized by preparation and implementation of timetable and time schedules.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

- To practice NEP in its true spirit, a Task Force was formed with senior faculty members to implement new curriculum at par with its vision.
- Orientations regarding new curriculum and evaluation pattern were organized for faculties, students and parents about new structure of subjects, information about Discipline core subjects, Open electives, Skill enhancement Course subjects. The college restructured its programs to make it multidisciplinary, open elective subject options from streams of humanities, Science and Arts are offered.
- To enhance E Governance, a workshop on Marks Updation in Unified University and College Management System Portal for Faculties and Admin Department was conducted.
- To strengthen mentoring process, a record document titled "Mirror" was framed which records complete details of student's profile, aims and goals, academic scores, counselling sessions with students / parents.
- "Prashiksha", revised work dairy was framed which aimed at all-inclusive info of lesson plan, result analysis and work done statement.
- Internal Board of Studies was formulated to frame syllabus for PSDC.
- Student Council elections were conducted and concluded with the investiture ceremony.
- A CIE policy with proper guidelines on internal assessment (formative and summative assessment pattern) was drafted.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

IQAC monitors and reviews the teaching-learning process regularly. Based on feedback various innovative activities and reforms were introduced.

1. 'Mirror' a mentoring record book has been successfully launched and under functionality.
2. 'Prashiksha' (Work dairy) a complete curriculum planner, recorder and work diary for the faculties is implemented
3. Internal Board of Studies members were formed to frame the syllabus for Practical Skill Development Courses.
4. Course Heads are created for every subject to discuss the teaching pedagogy, assignments and evaluation pattern.
5. Course Review Meetings, a previous academic year initiative was revised and continued for the best of teaching learning process improvement. The student coordinators from all classes form the members of this meeting. The student members update about the syllabus completion, clarify their doubts, put their requisitions for improvements.
6. Student Council was successfully framed through election process.
7. Continuous Internal Evaluation policy is under the process of drafting.
8. Expert talk sessions were organised for better comprehension of the subjects at the end of the semesters to improve the student scores.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.sicm.edu.in/nirf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Our college has taken initiatives in organizing many events to promote gender equity among students and staff during the year which are as follows:

- Women Empowerment Forum of SICM in association with Unicharm India, Bengaluru organized a webinar on 'Menstrual Health and Hygiene' for all the girl students and also for the female faculties on 13th January 2022. Organized the Webinar on "Achieving a Safe and Gender Equal World" on 31st January 2022 to learn and understand more about a safe and gender equal atmosphere.
- A Special Lecture programme on "Streetva: Ondu Jeevana Kale" on occasion of International Women's Day Celebration on 9th March 2022, with chief guest Mata B. Manjamma Jogati, Padmashree Awardee & President of Karnataka Janapada Academy, who expressed struggle throughout life under different circumstances and approached the gathering to accept the third gender as any other in the world.
- Organized the Webinar on PoSH- 'Prevention of Sexual Harassment' on 14th June 2022 to learn and understand more about the concept.
- Organized the Workshop on "Pragna Jagriti- Deha, Manassu mattu Samaja" on 3rd July 2022 to learn and understand more about personal safety and hygiene and Prevention of Sexual Harassment and social equality too.

File Description	Documents
Annual gender sensitization action plan	https://www.sicm.edu.in/latest-events
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.sicm.edu.in/latest-events

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

- Solid waste management**

Waste disposal is a necessary part of an integrated system for managing solid waste. As per the rules we are segregating the waste things and items as per the needful and tress less. A separate set of dustbins in all the classrooms, staff room, library, toilet and also in the corridors maintained, collected on the daily basis by a person in-charge only to dump them into a main dumping drums of the college collected eventually by the BBMP laborers. Segregation and maintenance of solid waste disposal system is followed as per the city corporation norms.

- Waste recycling system**

As per the MOU signed by our college trust with ITC company, paper wastes are sent to the ITC company under 'Well Being Out of Waste' program, initiated paper recycling, where particular amount of

waste papers are received from the institutions and in return the fresh rims of A4 sheets are provided for the office use. So the same procedure is followed in our college under the signed MOU. Every year our college has been sending the old newspapers and white used waste papers for the recycling procedures

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	Nil
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

E. None of the above

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. landscaping with trees and plants

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following
1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment
5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

- NSS unit organized on 29th October 2021 to create awareness on cleanliness in Shiroor Park, Malleshwaram under Swachhata program.
- Special Annual Camp in adopted village- Kadatanamale, Bengaluru North District from 19th to 25th February 2022 to volunteer service and clean the village.
- 'Mega Voluntary Blood Donation Festival' on 26th February 2022 in association with YRC to create awareness of Blood Donation to meet the need of blood during pandemic to the students and as well as the public.
- On 14th May 2022 to educate the students to know more about Swami Vivekananda's influence on revolutionaries on vision for India.
- A tree plantation drive was organized on 20th June 2022 on the occasion of World Environment Day
- An Awareness on Check- Government Schemes, Health Check-Up Camp'on 9th and 10th July 2022 to give awareness on Government Schemes, Health Check-Up to village people.
- Tree Plantation at Ghati Subrahmanya 'B' Block on 20th June 2022 on the occasion of Environment Day,
- Nature and Health on 18th July 2022 to create awareness on Women's health and importance of Yoga and healthy life style.
- Orientation Program on YRC Wing on 21st January 2022 to inculcate the human values to the youth.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Program during the year inculcating the values, rights and responsibilities of citizens are as follows:

- Webinar on "Self-Discipline is the Key to Success organized by Gandhi & Vivekananda Study Centre and The Discipline

Committee on 12th Jan 2022.

- Essay Competition on "Scientific Temper and Gandhian Values organized on 10th December 2021 for the students.
- Inter-Collegiate Paper Presentation Competition on "Life and Works of Mahatma Gandhi, Swami Vivekananda and Dr. B R Ambedkar in association with 'Gandhi Peace Foundation, Bengaluru' Organized on 6th November 2021 for the Degree students to promote and enable to study about the great Indian personalities towards whole society and mankind.
- Inter-Class Speech Competition on "Swami Vivekananda" organized on 4th January 2022 for the students.
- Inter Collegiate Competition on "Our Gandhi" organized an Inter Collegiate Speech Competition on "Our Gandhi" and special lecture on "Kasturba Gandhi" on 29th June 2022 for the UG and PG Students.
- Paid homage to CDS Bipin Rawat of Indian Armed Forces, on 9th December 2021 by NCC
- Session on 'Dr. B R Ambedkar and Ecological Democracy' on 14th June 2022.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff

4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

During the Year National and International commemorative days, events and festivals celebrated in the college are as follows:

- Republic Day:

Celebrated Republic Day on 26th January 2022

- Sarvodaya/ Martyrs Day:

Celebrated on 30th January 2022 and pay tribute to those who recognized as Martyrs for the nation.

- Kargil Vijay Divas':

Celebrated on 26th July 2022 at college campus by NCC unit by giving tributes to Kargil War Martyrs.

- Independence Day:

Celebrated 76th Independence Day (75 years Azadi ka Amrita Mahotsava) on 15th August 2022.

- Constitution Day:

NSS unit had organized 'Constitution Day Celebration' on 26th November 2022 on occasion of "Constitution Day" for the students to create awareness on fundamental rights and Indian Constitution.

- National Voters Day:

on 25th January 2022 to spread the awareness among the youth to participate in the development of the country and the political process.

- No TOBACCO Day:

on 2nd June 2022 to create awareness on impact of tobacco consumption on our health and society. 100 students participated in Rally.

- 'World Blood Donor Day'

on 13th June 2022 to create an awareness about blood donation and general health. 100 students participated in Rally.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

-

Formation of Internal Board of Studies

Objectives of the Practice

- To provide a proper guidance to the students

The Context

- Formulation, deployment and development of curriculum

The Practice

- Liberty to frame the syllabus based on functionality of both Commerce and Management streams

Evidence of Success

- The formulation of internal BOS has provided scope for faculty involvement in dissemination of curriculum to match with the industry requirements.

Problems Encountered and Resources Required

- Nomenclature to a specially-abled student was not defined by the university which created hazards at the institution level.

ProgramFeedback analysis

Objectives of the Practice

- For the betterment of programs in the college
- Understanding and analyzing the scope for improvement

The Context

- Feedback forms circulated to collect data after the completion of each program to reflect on organisation

The Practice

- Collection of feedback through Google forms or Hard copy questionnaires
- Collected data analyzed and reported to concerned organizing committee for the betterment.

Evidence of Success

- Constant improvement in the quality of each programme organized at the various levels.

Problems Encountered and Resources Required

- Incomplete and hap hazardous filling of the form in few cases
- Basic computing skills and data analytical skills

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	No File Uploaded

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Shooting Academy in the College Campus

Shooting games have been highly skillful and expensive games among all the sports which require a great amount of skill set and focus. This sport however, has certain requirements like atleast a 10 meter shooting range. With a limited infrastructural constrains, our college has managed to erupt a state-of-the-art 10mtr air rifle and pistol shooting range which is first amongst Bengaluru City Colleges. The shooting is now a full fledge registered Shooting Academy. Since, its inception academy has a trained coach in our physical education director and has evolved many talented shooters with their everyday dedication and concentration has brought many laurels to the college at the State, National level and International level. Shooting Academy has signed MOU's and also associated with Karnataka State Rifle Shooting Association, which always co-operates in hosting many shooting competitions in the academy. Shooting range is well maintained with all the necessary equipment and looked after by the dedicated mentors. Currently, academy has 7 shooting range with target pullers installed and also two electronic shooting targets connected to the digital screens to check and calculate the scores accurately. Hence, this shooting academy has been a unique identification of our college

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

With the implementation of New Education Policy in Karnataka, to enhance the curriculum delivery with documentation, college came up with an innovative idea of Prashiksha: Curriculum integrity book and trained all the faculties to record the lesson plan, work diary, course completion status, extra classes taken, pedagogy and teaching tool followed to deliver the specific syllabi, monitored weekly by Departmental Heads and Principal, contents include result analysis of the courses handled with the review of feedbacks given by the students duly communicated. The Internal Board of Studies was formed for the courses of Practical/Business Skill development/ Skill Enhancement Courses syllabus where partial autonomy is provided to the institution by the University, involving internal faculties, identified through their areas of specialization. Course review committee comprising of class representatives as members conducted meetings twice in the semester to map with the progress of the syllabus indicated in the Prashiksha. syllabus orientations/Curriculum enrichment programs and field visits are conducted by different departments internally and in association with Bengaluru City University, many of our faculties represented as chairpersons of the various courses during syllabus orientations, further faculties are nominated to attend orientations on rotation basis to get themselves acclimatized to University teaching and assessment.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Adjusting to the hybrid mode of NEP and non NEP batches, Institution had to adapt to multiple calendar of events of the University, institution arranged for two internal tests every

semester uniformly to both the batches. For NEP batch, break up of remaining marks in each course was decided by Pareeksha: Examination Committee in consultation with different faculties handling same course, continuous activities were conducted in the classroom to meet the assessment criteria to award the marks. For Non NEP batch, nomenclature of the University was followed; attendance criteria, Presentations and assignments were considered based on BOS nomenclature of the Departments, Practical book submission additionally was considered for awarding marks in the specific course.

With field study and internship as a part of the curriculum, guideship was equally distributed to the internal faculty with required guidelines for evaluation and assessment, institution conducted Viva voce examination by inviting the external Board of Examiners from the affiliating university. Extra-curricular and extension activities were conducted from different committees based on the involvement of the students marks was awarded. For the skill enhancement courses, Viva Voce was conducted by the internal faculties along with one internal test via Google Form as per the nomenclature.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

C. Any 2 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

2

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

12

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

894

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

894

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The ability enhancement compulsory courses through the Department of humanities and social sciences are designed to create responsiveness to the cross cutting issues, institution offers Foundation courses as per the nomenclature of the university to develop the student holistically. To give the exposure towards the downtrodden in the society, community internship is made mandatory with the regular program. The implementation of National Education Policy paved a way for Value Based Skill Enhancement Courses which includes NCC, NSS and Youth Red Cross; these courses inculcate the societal consciousness. With the motto of eternal learning and producing socially responsible citizen, the college activities are delegated in to Women empowerment cell, Human Rights Protection cell, Eco Mitra, Discipline and Anti Ragging Cell, these committees through signed MOU and associations with the external organizations conduct external and internal activities to inculcate value systems and environmental consciousness. The college has established study centers like Vivekananda and Gandhi Adhyana Kendra, Ambedkar Study Centre and in addition inaugurated Basava Study Centre in the current academic year to preach their thoughts on social concern. In the regular commerce and management Courses professional ethics, environmental issues, women empowerment and human values are dealt under different modules of the syllabus

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	No File Uploaded

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

24

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

1.3.3 - Number of students undertaking project work/field work/ internships

894

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System	
1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	No File Uploaded
Any additional information(Upload)	No File Uploaded
1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://www.sicm.edu.in/downloads/FOR-WEB-LINK-1.pdf
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment Number Number of students admitted during the year	
2.1.1.1 - Number of sanctioned seats during the year	
360	
File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

228

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

College has a mechanism to assess the student's learning aptitude regularly on internal assessment, university results and performance in co-curricular activities.

First level of assessment is done with marks secured in previous qualifying examination. Pre- Assessment tests are conducted in core subjects. Based on their performance, students are identified as Advanced Learners and Slow Learners groups.

Advance Learners:

- Additional study material /counselling is provided.
- Sessions like 'Tips and Tricks to Score high' are organized from University Rank scorers.
- Encouraged to attend Webinars /Workshops to enhance their learning.
- Expert Talks from eminent resource persons are organized to orient students.
- Motivation to participate in various online courses, Industrial visits, etc.,
- Value added, certificate courses, field projects, Internships, community projects, virtual industrial visits are organized.

Slow Learners:

- Special Coaching/tutorial class /Assignments are designed for a thorough revision.
- Bilingual explanation after class hours for better understanding.
- Remedial classes to improve their learning.
- Encourage peer learning sessions.
- Counselling /special hints / techniques given and previous question papers provided.
- Preparatory exams are conducted.
- Counselling / Mentoring sessions are organised.
- Bridge Courses are conducted for practical subjects to science students.
- Regular internal tests, interactions during classroom activities help to understand their issues.
- Mentoring system streamlines students' energy.

File Description	Documents
Link for additional Information	Nil
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
887	28

File Description	Documents
Any additional information	View File

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

Student Centric methodology makes students active participants. Interactive classes makes easier to comprehend subject. Teacher facilitates learning process.

Semester classes start with objectives, outcomes of courses and programs. This provides a comprehensive understanding from beginning, at end, students evaluate learning, faculty's teaching, Course and Program too. This feedback is regularly collected, analyzed, communicated by Principal.

Participative learning is achieved through ICT enabled Classes, PPT presentations, Industrial Visits, internships, Field projects, Debates, Brain Storming sessions, Case Study analysis, YouTube and quizzes. Special seminars arranged to give a practical experience like opening of de mat account, understanding consumer behaviour through realistic selling process, and live security analysis in stock market. Internal Audits are assigned to give a practical exposure. Continuous training from first to sixth semester through Value Added Courses which includes preplacement training, speaking skills, self-grooming, personality development.

Internals/ assignments are designed to make students research topic, imbibe confidence and improve communication skills. Discussions/ debates on current affairs are encouraged.

Ability Enhancement, Generic and Skill Enhancement courses are also offered. Community Engagement forums aid students to participate, integrate and learn.

Student representation in administration is an important initiative. The formation of Student Council is a best illustration.

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The present Corporate, Industry requires the students to be masters of the present technologies and be employable. As a consequence, teachers are combining technology with traditional mode of instruction to engage students in long term learning. Our College uses ICT in education to support, optimize the teaching process.

All Classrooms are ICT enabled with Projectors.

The Computer lab with Desktops is available for the teaching /learning process.

2 Audio Visual Auditorium /Halls are equipped with all digital facilities.

The classrooms are equipped with infrastructure required for Online teaching through Zoom, Google Meet, and Google Classrooms for (assignment collection)

The library services include Digital resources too.

Faculties are encouraged to use power-point presentations in their teaching by using LCD's and projectors. They are also equipped by digital library, online search engines and websites to prepare effective presentations.

Seminars and Conferences through online mode like guest lectures, expert talks and various competitions are regularly organized for students.

Faculties, Librarians prepare online quiz for students with the help of Google Forms.

Orientations, Meetings with Students & parents are conducted with the help of Zoom Google Meet applications.

The college programs are recorded and made available to students on YouTube platform for long term reference.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	Nil

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

28

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

28

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

1

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

28

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The college effectively implements a transparent internal assessment through the following process.

- Examination Committee.
- Question Paper Setting.

- Internal Board of Studies
- Conduct of Examination
- Results display

- Students are assessed continuously through Group Discussions, Tests, Assignments, Field Visits and Seminars Presentation.
- Internal marks are allotted as per the set standards of Bengaluru City University on basis of attendance, assignments and tests.
- 50 marks allotted for extracurricular activities.
- Ability enhancement programs marks are allotted by respective departments following the norms of Bengaluru city universities, whereas SEC subjects are allotted 25 marks though viva.

The Mode:

- Firstly, examination committee gives instruction to the concerned subject teachers to set question papers through circulars
- Test schedule is informed 20 days prior through circulars, public address system and notice board.
- Question papers set according to university standards by

subject teachers.

- Internal Board of Examiners is nominated to monitor the standard of question papers.
- After evaluation, papers are distributed to students and marks are displayed in the notice board for students for verification.
- Reasonable time is given for queries.
- Marks are verified to check incorporation and the marks is uploaded to the portal.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

The institution has constituted examination committee for the smooth conduct of internal assessment tests and exams without any hurdles. The committee also works for redressal of grievances related to evaluation both at the college and university level by giving instructions and guidelines based on Bengaluru City University norms to make it time bound and transparent.

The following mechanism is followed:

- Evaluated answer scripts are distributed to the students after internal assessment tests within stipulated time given by examination committee.
- Written answers are discussed with the students and guidance is provided. Students are also counselled by the subject teachers.
- The internal assessment marks are allotted as per norms and displayed on the notice board.
- A reasonable time period is provided to students to address the grievance or corrections related to internal marks

All grievances are addressed by the examination committee in consultation with subject teachers, class teachers and Principal before finalization and submission of the final list

to the university.

A Grievance redressal policy is drafted and has been approved by the Principal to be brought into implementation the coming academic year.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The institution in accordance with its Vision, Mission, Goals and University specified programme and course objectives has clearly stated the outcomes for all courses and programmes it offers and communicated to teachers and students in the following ways.

To students:

- At the time of admission through interaction.
- In the orientation programme.
- By the respective subject teachers in the classroom.
- Through university syllabus.
- Through website.
- Through public address system
- Through whats appgroups

To Teachers:

- Orientation by principal and Heads of the departments at the beginning of each semester.
- Through university syllabus.
- Through website.
- Through whats up groups
- Through announcement in staff room
- Teachers are deputed to attend syllabus orientation workshops organised by university to understand about the course outcomes.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all courses (exemplars from Glossary)	No File Uploaded

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The institution believes in the significance of measuring the outcomes attained by students as a yardstick to measure the effectiveness of its teaching -learning and evaluation process at various levels.

The attainment of POs, PSOs and Cos are measured through the following methods:

- The students' participation in the curricular and Co-curricular activities conducted by various forums is observed through out the duration of the program.
- Through assignment and activities given by the subject teachers.
- Students' performance in two internal assessment tests, Class tests are observed and recorded.
- Through placement records and Alumni interaction and records.

Programme wise results are analysed after the end semester university examination results are announced.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sicm.edu.in/bcom/ https://www.sicm.edu.in/bba

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination

during the year	
268	
File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil
2.7 - Student Satisfaction Survey	
2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)	
https://www.sicm.edu.in/student-satisfactory-survey	
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 year (INR in Lakhs)	
3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)	
5000	
File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File
3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year	
3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year	

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

23

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year

20

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.2.2 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

18

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Institution provide holistic development and Improves neighborhood community and educate students about social issues and welfare by engaging them in various forums such as NCC ,NSS, YRC ,Eco-Mitra .

Discipline and Anti ragging cell , Women empowerment cell , Ambedkar study center , Gandhi and Vivekananda Adhayana Kendra Cultural and Performing arts , Commerce and Management Forum ,Movie club aims at developing a social responsibility sense among students and an

attachment to the community, utilizing their knowledge in finding solutions to community problems, acquire leadership qualities and developing capabilities and skills to meet emergency and natural Disasters. During the last academic year, various community related extension activities were organized such as Blood Donation camp, Environmental Awareness Programs , Swachhata Abhiyan ,Tree plantation drive , gender equality and also conducting the survey

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/latest-events
Upload any additional information	View File

3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

19

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year(Data Template)	View File
e-copy of the award letters	No File Uploaded

3.3.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.3.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

33

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template)	View File

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

500

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

6

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	No File Uploaded

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year

7

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institution has sufficient infrastructure for conducting the classes (both online and offline) and also has a business lab, where practical concepts can be taught and make the students to learn the concept.

Computer lab provides a platform to enhance their technical skills which is required in present day scenario. The campus is spread out in the IV floor, V floor and basement which houses with sports department, NCC wing along with a 10 mtr rifle and pistol shooting range. There are 15 class rooms which are completely ICT enabled. Pantry, ladies and gents rest rooms for staff and students, IQAC chamber, Audio Visual room, ladies lounge, in 5th floor. Library and information centre, administration department, staff room, principal chamber, UPS cubicles, provision for keeping the house keeping stuff.

In all the three floors fire dousing equipment's are kept at convenient places. Notice boards for disseminating the information relating to different aspects are been put-up, in the basement and IV floor.

Each classroom is under the surveillance of high definition CCTV camera as a safety precaution of safety.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sicm.edu.in/halls-of-utility

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

In the limited space available in the campus which has a plot size of 100 ft x 140 ft, there is a provision for conducting the indoor games. Sports room (600 Sq. Established in 2005) has a 10 meters shooting range (2010), weightlifting and gym equipment, imported rifles and pistols, cycling equipments, Archery beds, table tennis boards, as a major indoor sports equipments. We are associated with Karnataka State Rifle

Association, Bangalore District Amateur Cycling Association which provides platform to students to reach at national and international levels. College is affiliated to 39 KAR NCC battalion. The NCC students do practice in shooting range which has helped our students to reach to the level of G V Mavalankar.

The institution hosts several cultural activities and motivates the students to be a part of it. The quadrangle which has an area of 400 square yards and the auditorium in basement, AV Room in V floor is made available to conduct such events. We also encourage the students to participate in interclass, intercollegiate, university level, state and national level.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.sicm.edu.in/sports-facilities

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

17

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

17

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sicm.edu.in/downloads/FOR-WEB-LINK-2.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

727409	
File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File
4.2 - Library as a Learning Resource	
4.2.1 - Library is automated using Integrated Library Management System (ILMS)	
<p>Library being the heart of an academic and learning system is located in the 4th floor and is easily accessible by one and all. It was established in 2005, the library has gathered various collection of books, journals and non-book materials, reference books, back volumes, project reports and compact discs. Library has 07 computers with Wi-Fi facility, also providing best services to its users like Circulation of Documents, Literature Search (Online and CD-ROM Databases), Printing and Reprographic Services, Reference and Referral services, Inter Library Loan Facilities, Internet and e-resource access</p> <p>The library operations are partially automated by using PLV - Mycampuz software (Integrated Library Management System ILMS), version 3 from August 2020. It has many modules like book accessioning, Circulation, member entry, book reservation, visitors' record maintenance, referred books, periodicals entry, e-resources entry and Online Public Access Catalogue (OPAC).</p>	
File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	Nil
4.2.2 - The institution has subscription for the following e-resources e-journals e-	A. Any 4 or more of the above

ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)
4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

400160

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)
4.2.4.1 - Number of teachers and students using library per day over last one year

5.03

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The institution updates its information technology on a

continuous basis. The institution is completely Wi-Fi enabled and it is sourced from three different corners like computer lab, administration wing, Library information Centre and staff room. The internet service provider is Atria Convergence Technologies limited (ACT) and BSNL, all the students are provided with the option of using the computers either at the library or at the information Centre to browse and avail the necessary information as per the requirements. In each and every classroom computer along with projectors and internet connections are installed which are be used by the students and teachers according to the subject as per their academic requirements.

The service provider updates the bandwidth automatically. Currently the institution is provided with up to 100 MBPS at present which is sufficient enough to browse and download the necessary data files and relevant case study videos.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

104

File Description	Documents
Upload any additional information	No File Uploaded
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)****2691855**

File Description	Documents
Upload any additional information	View File
Audited statements of accounts.	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Students can use Business laboratory, Computer laboratory, Library and Sports equipment's after the class hours.

Procedure for library usage:

- By default all students are allowed to use the library.
- Sign the register kept at the entry point, while entering the library.
- Volumes are normally issued for a period of 15 days for students and 6 months for faculties except the reference volumes and bulletins.
- Library membership ID cards are non-transferable
- Volumes returned after due date attract overdue charges of rupees 2/- per day per volume except faculties
- Librarian can recall any issued volume even before the due date
- For using the systems in library students are supposed to sign the register maintained in the library.
- Every year Best library user award is given to students and faculties.

Procedure for Laboratory usage:

- Students can use the labs after the class hours.
- Sign the register kept at the checkpoint, while entering the Laboratory/Business lab.

Procedure for Sports Department:

- All the students are allowed to the sports room.
- Sign the register kept at the checkpoint, while entering the sports room.
- On an average 20 students visit the sports department regularly.
- Students can use sports equipment's like Archery, Rifle Shooting, weightlifting, gymnasium, table tennis and badminton etc.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<ul style="list-style-type: none"> • https://www.sicm.edu.in/sports-facilities https://www.sicm.edu.in/department-library • https://www.sicm.edu.in/department-of-sports-ncc

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

152

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

146

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to institutional website	https://www.sicm.edu.in/latest-events
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

894

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

894

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression**5.2.1 - Number of placement of outgoing students during the year****5.2.1.1 - Number of outgoing students placed during the year**

56

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of students progressing to higher education during the year**5.2.2.1 - Number of outgoing student progression to higher education**

68

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)**5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year**

4

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

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 year****5.3.1.1 - 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 year.**

31

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Student council works in a methodical procedure with a well-planned hierarchy which consists of Student representatives designated as President, Vice-President, Secretary and four members Representing Cultural/Management, Sports/NCC, NSS/YRC forums and Centre for Career development. Student Council members are nominated through elections at college campus every Academic year.

Student council aims at holistic development of students and to represent the views

Of the student body at institutional level.

Academic Involvement: Student class representatives are nominated by the class teachers and they act as liaison officer between students and teachers. They play a major role in Course Review Meetings to discuss the academic related issues.

Co-Curricular: Student Council members meet on regular basis and conduct meetings in order to Design and implement events to be conducted by various forums. They also select and nominate Students with extra ordinary skillsets to take part in Inter-Collegiate Fests and other competitions. They also provide a platform for students to exhibit their talents and share knowledge based Information as resource persons at interclass workshops and seminars.

Administrative Bodies: The Student body proactively induces

themselves in smooth conduct of Extra-curricular activities related to Cultural, Sports, NCC, NSS, YRC, Eco-mitra, Gandhi-Vivekananda, Basava and Ambedkar Study Centre etc.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/student-council
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

894

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	View File

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

We have registered an Alumni Association with the title NEXUS. The college collects one-time Alumni Association Fee as membership subscription from the students along with the first year admission fees, which is utilized for conducting various programs, activities and events. The college has 2,550 students from B.Com and 1,098 students from BBA/BBM disciplines registered members in Alumni association.

Alumni meetings are conducted to provide opportunities and to strengthen our relationship with distinguished alumni. They provide financial support for need based students. NCC Alumni

meet is conducted on 15th August every year to create a network of NCC Cadets.

We felicitate alumni achievers to identify and recognize their Professional services like Chartered Accountants, Company Secretaries, Cost and Management Accountant and Chartered Financial Analysts. They participated in tree plantation drives. Entrepreneur Alumni provided employment opportunities to our students. They monitored the student council election process. Alumni students attended IQAC meetings and gave their valuable suggestions for quality enhancement. The Alumni students helped us to bridge the connect between industry and academics, they judged management and cultural events in inter college fests, addressed present students on various issues like preparing for placement drives by Sharing their valuable experiences.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/nexus
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) D. 1 Lakhs - 3Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Guided by the philanthropist and award winner from the President, highest award for humanitarian services Dr Wooday P Krishna as secretary of the Trust. Holistic Education is understood as Curriculum, Environment, Humanity, Human rights, knowledge of great personalities etc. Institution maps its activities based on its Mission and the Vision statement of the college designed in line with the vision of the trust of creating socially responsible citizens, Institution has Memorandum of understanding to cater to all the above in order

to ensure that the objectives is imparted to the students. The average age of faculties is below 40 years, with young team the involvement of faculties through managing the assigned responsibilities as facilitators in 29 Committees through the prescribed nomenclature refered in the handbook justifies decentralisation in decision making, some of our faculties are members of Indian Red Cross Society who involve students in programs, driving social concerns, the college boasts a very strong NSS, NCC, YRC, Eco Club units backed with the Study Centers of Gandhi, Vivekananda, Ambedkar and Basava is added to bring in ideas to drive holisticity, activities are undertaken from these committees externally inviting students to participate in extension activities.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/study-centers
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

Case Study on Decentralized and Participative Management for the underlying year is the formation of student Council. The members of criteria 5 suggested the formation of Student Council. The student council elections was conducted as per the prescribed mechanism and office bearers were elected by providing equal opportunity all the bonafide student to showcase their leadership through participation in meetings and suggesting the activities of the various committees headed by the Staff who is appointed by the below mentioned mechanism.

- The IQAC under the chairmanship of the principal appoints the forum convenors for the conduct of events.
- The semester begins with staff meeting wherein; Head of the departments, with Principal discuss and frame the calendar of events.
- The forum convenors in consultation with student council conducts brain storming session to plan the procedures for the events decided in the calendar of events.
- Alumni students are also involved in the events as judges for several events.
- Decentralisation of the work involving above stakeholders to encourage participation in organizing the event.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/student-council
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Owing to the autonomy status provided by the Bengaluru City University in formulation of Practical for skill development courses syllabus for fifth semester B.Com based on the dual specialisation offered by the institution. The institution took the initiative to frame the syllabus internally with deliberate discussions by Head of the Department and Principal in this regard. In continuation of the committee for Practical for Skill Development Courses, Head of the Department of Commerce instructed the convener to proceed with the formulation of syllabus by creating a perfect nomenclature, the Convenor of PSDC. Convener of Practical on Skill Development Courses and the head of the department discussed about the methodology in which the syllabus has to be formulated. Principal and the Head of the Department created the board of studies by appointing the members from the Department of Commerce on the basis of the allotment of the subjects based on the specializations offered at the institution. The institution finalized syllabus with the receipt of the syllabus and discussion in the presence of all the BOS members.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

College is administrated by the Seshadripuram educational trust. The functionalities of the college are carried out as

per the by-law circulated through Compendium. Governing Council meets quarterly to analyse the feedbacks and bring effective and efficient implementation of the developmental strategies to the institution. Effectiveness of policies begins with requirement of staff given by the departmental heads circulated to staff selection commission through the institutional representative i.e. Principal. The selected candidates are on the contractual basis and completion of a year of service the candidates go through an interview to continue their service in the institution on recommendation of HOI. The service rules of the college have been provided in the Faculty Manual which is published in the website. The administrative set up at the Trust level implementation happen through circular from Management and internal implementation is governed by Principal democratically by involving staff opinion received through staff meeting and committee meeting.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/downloads/manuals/faculty-hand-book-final.pdf
Link to Organogram of the Institution webpage	https://www.sicm.edu.in/about-college
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

FOR TEACHING & NON-TEACHING STAFF:

- Casual Leave or Paid leave of 15 days.
- Earned Leave-10 days for non-teaching and 5 days for teaching staff.
- Maternity Leave of 180 days.
- Restricted Holidays - 2 days are sanctioned to all the staff.
- Leave without pay (LWP)-Depending on the grounds of the leave.
- Encashment of Earned Leave- Employees can surrender 5 days of EL
- Special leave facility and early leaving facility to staff who have registered and perusing PhD
- Gratuity- Employees on Trust pay scales covered under Group Gratuity Scheme as per the provisions of Gratuity Act.
- Provident-Fund- Employee basic pay exceeding Rs.6500 pm with the ceiling limit of basic pay of Rs.15000, contributed equally by the management.
- "Sneha-Sammilana" - Annual get-together of SET staff and felicitation of Retired and PhD holders.
- Annual preventive health check-up for insured persons of age 40 years and above.
- Registration and conveyance charges and Grant of OOD for attending seminars, workshops and FDP's

FOR TEACHING STAFF

- Group Medi claim insurance covered for staff, who are not eligible for ESI.
- Higher education allowance of Rs. 3600/- for faculties who have qualified NET/PhD, and Rs.2400/- who have qualified KSET/M.Phil
- Fees concession of Rs.10000 for one child of staff working under the trust
- Financial assistance for Research and minor research projects.

FOR NON-TEACHING STAFF

- Group insurance
- ESI benefits to all staff drawing gross salary upto Rs. 15000 pm contribution from employer.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

17

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

17

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

28

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

• The performance of the staff is reviewed once every year, a confidential report will be sent by Head of the institution about the faculties overall performance to the trust.

- At the institution level feedback of performance of each faculty is collected by the students and assessed by the IQAC team, Principal and the head of the Departments convey the feedback to the concerned faculty and suggest the changes or improvements needed.
- The feedback on administrative staff is collected from final year students on all administrative activities analyzed and the same is communicated to office superintendent for betterment.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

College conducts both internal and external audits at regular intervals. The institution, run by Seshadripuram Educational Trust, has an internal and external audit team appointed by the management.

INTERNAL AUDIT

Internal audit is conducted twice in a financial year to monitor various activities involving financial transactions and resource mobilization. The team verifies the following aspects- Vouching receipts, payments, investments and TDS deductions in Tally ERP and verification of adherence to statutory government norms and University Rules. Any queries and discrepancies handed over to accountant as per audit observations. A time period of 15 days' is given to provide explanation. Advices and suggestions on implementation of new rules and laws. Board meeting is conducted to ratify the same.

EXTERNAL AUDIT

External Audit is carried out by a registered audit firm once in a financial year keeping internal audit reports as basis. External auditors for financial year 2021-22 are M/S Cherrian Mathews and Associates. The verification of financial

transactions by internal audit team is again cross verified by external audit team before preparation of audit report.

Queries and discrepancies handed over to management as per audit observations. Preparation and submission of audit reports to the management. Discussion on fairness and reliability of Audit Report is taken up in Annual General Meeting.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

42,141

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The primary source of income of the college is the course fees collected during the academic year, donations received, sundry income and interest earned on deposits.

The college prepares a budget for allocation of funds gathered in consultation of IQAC, allied departments and Head of the institution to ensure efficient utilization of funds. In addition, operational budget is prepared by the faculties who head the forum to meet the expenses relating to the event and programs organized by their respective committees and submitted

to the accounts wing prior to 15 days the same is forwarded to the management for the approval. Sundry expenses are met out of the petty cash reserve maintained.

Donations from alumni and individuals are used to fund poor and needy students. Financial transactions and books of accounts are verified by internal and external audit team.

The infrastructure and Human Resource of the college are optimally utilized by preparation and implementation of timetable and time schedules.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

- To practice NEP in its true spirit, a Task Force was formed with senior faculty members to implement new curriculum at par with its vision.
- Orientations regarding new curriculum and evaluation pattern were organized for faculties, students and parents about new structure of subjects, information about Discipline core subjects, Open electives, Skill enhancement Course subjects. The college restructured its programs to make it multidisciplinary, open elective subject options from streams of humanities, Science and Arts are offered.
- To enhance E Governance, a workshop on Marks Updation in Unified University and College Management System Portal for Faculties and Admin Department was conducted.
- To strengthen mentoring process, a record document titled "Mirror" was framed which records complete details of student's profile, aims and goals, academic scores, counselling sessions with students / parents.
- "Prashiksha", revised work dairy was framed which aimed at all-inclusive info of lesson plan, result analysis and

work done statement.

- Internal Board of Studies was formulated to frame syllabus for PSDC.
- Student Council elections were conducted and concluded with the investiture ceremony.
- A CIE policy with proper guidelines on internal assessment (formative and summative assessment pattern) was drafted.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

IQAC monitors and reviews the teaching-learning process regularly. Based on feedback various innovative activities and reforms were introduced.

1. 'Mirror' a mentoring record book has been successfully launched and under functionality.
2. 'Prashiksha' (Work dairy) a complete curriculum planner, recorder and work diary for the faculties is implemented
3. Internal Board of Studies members were formed to frame the syllabus for Practical Skill Development Courses.
4. Course Heads are created for every subject to discuss the teaching pedagogy, assignments and evaluation pattern.
5. Course Review Meetings, a previous academic year initiative was revised and continued for the best of teaching learning process improvement. The student coordinators from all classes form the members of this meeting. The student members update about the syllabus completion, clarify their doubts, put their requisitions for improvements.
6. Student Council was successfully framed through election process.
7. Continuous Internal Evaluation policy is under the process of drafting.
8. Expert talk sessions were organised for better

comprehension of the subjects at the end of the semesters to improve the student scores.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.sicm.edu.in/nirf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Our college has taken initiatives in organizing many events to promote gender equity among students and staff during the year which are as follows:

- Women Empowerment Forum of SICM in association with Unicharm India, Bengaluru organized a webinar on

'Menstrual Health and Hygiene' for all the girl students and also for the female faculties on 13th January 2022. Organized the Webinar on "Achieving a Safe and Gender Equal World" on 31st January 2022 to learn and understand more about a safe and gender equal atmosphere.

- A Special Lecture programme on "Streetva: Ondu Jeevana Kale" on occasion of International Women's Day Celebration on 9th March 2022, with chief guest Mata B. Manjamma Jogati, Padmashree Awardee & President of Karnataka Janapada Academy, who expressed struggle throughout life under different circumstances and approached the gathering to accept the third gender as any other in the world.
- Organized the Webinar on PoSH- 'Prevention of Sexual Harassment' on 14th June 2022 to learn and understand more about the concept.
- Organized the Workshop on "Pragna Jagriti- Deha, Manassu mattu Samaja" on 3rd July 2022 to learn and understand more about personal safety and hygiene and Prevention of Sexual Harassment and social equality too.

File Description	Documents
Annual gender sensitization action plan	https://www.sicm.edu.in/latest-events
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.sicm.edu.in/latest-events

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of

degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

- **Solid waste management**

Waste disposal is a necessary part of an integrated system for managing solid waste. As per the rules we are segregating the waste things and items as per the needful and stress less. A separate set of dustbins in all the classrooms, staff room, library, toilet and also in the corridors maintained, collected on the daily basis by a person in-charge only to dump them into a main dumping drums of the college collected eventually by the BBMP laborers. Segregation and maintenance of solid waste disposal system is followed as per the city corporation norms.

- **Waste recycling system**

As per the MOU signed by our college trust with ITC company, paper wastes are sent to the ITC company under 'Well Being Out of Waste' program, initiated paper recycling, where particular amount of waste papers are received from the institutions and in return the fresh rims of A4 sheets are provided for the office use. So the same procedure is followed in our college under the signed MOU. Every year our college has been sending the old newspapers and white used waste papers for the recycling procedures

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	Nil
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. landscaping with trees and plants

E. None of the above

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

<p>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</p>	<p>B. Any 3 of the above</p>
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

- NSS unit organized on 29th October 2021 to create awareness on cleanliness in Shiroor Park, Malleshwaram under Swacchata program.
- Special Annual Camp in adopted village- Kadatanamale, Bengaluru North District from 19th to 25th February 2022 to volunteer service and clean the village.
- 'Mega Voluntary Blood Donation Festival' on 26th February 2022 in association with YRC to create awareness of Blood Donation to meet the need of blood during pandemic to the students and as well as the public.
- On 14th May 2022 to educate the students to know more about Swami Vivekananda's influence on revolutionaries on vision for India.
- A tree plantation drive was organized on 20th June 2022 on the occasion of World Environment Day

- An Awareness on Check- Government Schemes, Health Check-Up Camp'on 9th and 10th July 2022 to give awareness on Government Schemes, Health Check-Up to village people.
- Tree Plantation at Ghati Subrahmanya 'B' Block on 20th June 2022 on the occasion of Environment Day,
- Nature and Health on 18th July 2022 to create awareness on Women's health and importance of Yoga and healthy life style.
- Orientation Program on YRC Wing on 21st January 2022 to inculcate the human values to the youth.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Program during the year inculcating the values, rights and responsibilities of citizens are as follows:

- Webinar on "Self-Discipline is the Key to Success organized by Gandhi & Vivekananda Study Centre and The Discipline Committee on 12th Jan 2022.
- Essay Competition on "Scientific Temper and Gandhian Values organized on 10th December 2021 for the students.
- Inter-Collegiate Paper Presentation Competition on "Life and Works of Mahatma Gandhi, Swami Vivekananda and Dr. B R Ambedkar in association with 'Gandhi Peace Foundation, Bengaluru' Organized on 6th November 2021 for the Degree students to promote and enable to study about the great Indian personalities towards whole society and mankind.
- Inter-Class Speech Competition on "Swami Vivekananda" organized on 4th January 2022 for the students.
- Inter Collegiate Competition on "Our Gandhi" organized an Inter Collegiate Speech Competition on "Our Gandhi" and special lecture on "Kasturba Gandhi" on 29th June 2022 for the UG and PG Students.

- Paid homage to CDS Bipin Rawat of Indian Armed Forces, on 9th December 2021 by NCC
- Session on 'Dr. B R Ambedkar and Ecological Democracy' on 14th June 2022.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff

4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

During the Year National and International commemorative days, events and festivals celebrated in the college are as follows:

- **Republic Day:**

Celebrated Republic Day on 26th January 2022

- **Sarvodaya/ Martyrs Day:**

Celebrated on 30th January 2022 and pay tribute to those who recognized as Martyrs for the nation.

- **Kargil Vijay Divas':**

Celebrated on 26th July 2022 at college campus by NCC unit by giving tributes to Kargil War Martyrs.

- **Independence Day:**

Celebrated 76th Independence Day (75 years Azadi ka Amrita Mahotsava) on 15th August 2022.

- **Constitution Day:**

NSS unit had organized 'Constitution Day Celebration' on 26th November 2022 on occasion of "Constitution Day" for the students to create awareness on fundamental rights and Indian Constitution.

- **National Voters Day:**

on 25th January 2022 to spread the awareness among the youth to participate in the development of the country and the political process.

- **No TOBACCO Day:**

on 2nd June 2022 to create awareness on impact of tobacco consumption on our health and society. 100 students participated in Rally.

- **'World Blood Donor Day'**

on 13th June 2022 to create an awareness about blood donation and general health. 100 students participated in Rally.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

-

Formation of Internal Board of Studies

Objectives of the Practice

- To provide a proper guidance to the students

The Context

- Formulation, deployment and development of curriculum

The Practice

- Liberty to frame the syllabus based on functionality of both Commerce and Management streams

Evidence of Success

- The formulation of internal BOS has provided scope for faculty involvement in dissemination of curriculum to match with the industry requirements.

Problems Encountered and Resources Required

- Nomenclature to a specially-abled student was not defined by the university which created hazards at the institution level.

ProgramFeedback analysis

Objectives of the Practice

- For the betterment of programs in the college
- Understanding and analyzing the scope for improvement

The Context

- Feedback forms circulated to collect data after the completion of each program to reflect on organisation

The Practice

- Collection of feedback through Google forms or Hard copy questionnaires
- Collected data analyzed and reported to concerned organizing committee for the betterment.

Evidence of Success

- Constant improvement in the quality of each programme organized at the various levels.

Problems Encountered and Resources Required

- Incomplete and hap hazardous filling of the form in few cases
- Basic computing skills and data analytical skills

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	No File Uploaded

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Shooting Academy in the College Campus

Shooting games have been highly skillful and expensive games

among all the sports which require a great amount of skill set and focus. This sport however, has certain requirements like atleast a 10 meter shooting range. With a limited infrastructural constrains, our college has managed to erupt a state-of-the-art 10mtr air rifle and pistol shooting range which is first amongst Bengaluru City Colleges. The shooting is now a full fledge registered Shooting Academy. Since, its inception academy has a trained coach in our physical education director and has evolved many talented shooters with their everyday dedication and concentration has brought many laurels to the college at the State, National level and International level. Shooting Academy has signed MOU's and also associated with Karnataka State Rifle Shooting Association, which always co-operates in hosting many shooting competitions in the academy. Shooting range is well maintained with all the necessary equipment and looked after by the dedicated mentors. Currently, academy has 7 shooting range with target pullers installed and also two electronic shooting targets connected to the digital screens to check and calculate the scores accurately. Hence, this shooting academy has been a unique identification of our college

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

- To conduct FDPs empowering teachers to strengthen teaching learning process.
- To organise Research methodology lecture series
- To organise Multi-Disciplinary national conference.
- To organise Expert talk sessions for NEP batch students
- To form Electrol literacy club to educate students' about their voting rights.
- To start B.com course, integrated with IAS and other competitive exams.
- To conduct Student's conclave on the career opportunities
- To have more Mou's with various service providers to enrichen the students' learning with curriculum.
- Start Rotaract Club to imbibe students with a sense of social responsibility
- Offer Open electives from multi-disciplinary streams
- Host inter institutionfounders cup, a sports event for

all the Seshadripuram Group of Institutions.

- To arrange educational tours from the Department of sports
- To designate Course heads for the commerce subjects to adopt uniform pedagogy, activities, assignments planning and evaluation pattern.
- To create a mobile Canteen space in the 5th floor for the benefit of the students to save the time usually wasted in movement to the ground floor Canteen.
- To organise more women empowerment/ human rights/gender equity and sensitization programs to students.
- To strengthen the alumni connection by involving/organising programs.