



YEARLY STATUS REPORT - 2023-2024

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 **Bengaluru**
- State/UT **Karnataka**
- Pin Code **560020**

2.Institutional status

- Affiliated / Constitution Colleges **Affiliated**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **Self-financing**
- Name of the Affiliating University **Bengaluru City University**
- Name of the IQAC Coordinator **Assoc. Prof. Bhuvaneshwari R S**
- Phone No. **09945678904**
- Alternate phone No. **08022955382**
- Mobile **09945678904**
- IQAC e-mail address **sicmiqac@gmail.com**
- Alternate e-mail address **brshalikhed@gmail.com**

3. Website address (Web link of the AQAR (Previous Academic Year))

<https://www.sicm.edu.in/downloads/AQAR-2021-22.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/calendar-of-events>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	A	3.20	2024	18/04/2024	17/04/2029

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 13

- 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)

1. Monitored the successful completion of the 2nd cycle of NAAC Accreditation in April 2024, resulting in a substantial improvement in CGPA from 2.18 (B Grade) to 3.2 (A Grade).

2. Expansion of the academic offerings with new BCA and B. Com (Business Data Analytics) programs with enhanced campus infrastructure by adding a new building adjacent to the original campus.

3. Established MOUs to strengthen collaborations in areas such as certificate courses, competitive exams, faculty development, societal needs, industry internships, research assistance, and introduction of specialized certificate courses in Finance Moulding like BARP and FRRP.

4. Provided special support and guidance to extension forums, leading to their achievement of state-level awards.

5. Initiated key quality enhancement initiatives, including participation in NIRF, pursuing ISO certification, obtaining AICTE approval, conducting Administrative and Academic Audits, and engaging in India Today surveys, as well as Gender and Green Audits.

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 National Conference-</p>	<p>IAQC initiated several quality improvement programs to enrichen the teaching learning process in the academic year. • Erudite -2024 -Two day's virtual Multidisciplinary National Conference was planned and well organised. • Commerce and Management Collaborative Business opportunities & operations with emergence of digitalisation • English Department Language and Literature Catalyts of Societal Values and Cultural Transformation, • Kannada Department Kannada Jnanapeeta Prashasti Vijetha Krutigala Avalokana • Hindi- sahitya ki vibhin vidhoan me ratriyata ka udbhav ayum vikas. • Sanskrit - 'Ancient Echoes; Modern Lessons Sanskrit Literature and Environment' • Physical Education and Sports- Paradigm Shift in Sports and Physical Education • Library and Information science- Crossroads of Sciences of Knowledge: Challenges in LIS Education, Practices and Research</p>
<p>Promoting Women Empowerment/Gender Equity</p>	<p>Several programs were planned and executed promoting women empowerment. • Awareness on menstrual health and hygiene in association with Global Hunt foundation Bengaluru • A session on Gender Sensitization • Seminar on Personality Development- Grooming-Menstrual Hygiene and Body Language for Women • Achieving a safe and gender equal world in</p>

	<p>association with Muktha foundation • Awareness talks on POSH- prevention of sexual harassment in association with muktha foundation • Special Talk on "Fostering a Culture of Safety and Empowerment" • A Healthy Talk on PCOD and PCOS for Girl students</p>
<p>MOOC Courses</p>	<p>With the association of IIT Spoken Tutorial, Mumbai, the following courses were taken up 1. GIT - Green Interface Technology 2. Latex 3. Front Accounting</p>
<p>Value Added Programs Certificate Courses</p>	<p>Mou's with several service providers were planned and established to improve the curriculum enrichment programs. New Mou was established with SKG Solutions, Milestone Academy and Finmark to offer valuable courses., 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 • FRRP • BARP • Tally Essentials Level 1 • Banking Competitive Examination Training • Finmark Equity Analyst • IBM Cloud Essentials • Block chain essentials</p>
<p>Career Development Sessions</p>	<p>To boost the career opportunities and its awareness the below sessions were organised and conducted- •</p>

	<p>Career Counselling to Placement Registered Students • Career Opportunities in Taxation • Unlocking Your Global Success in USA • Career Opportunities in Public Sector Banks • Mastermind Workshop- unlocking the potential of an educative powerhouse</p>
<p>Curriculum deployment</p>	<p>IQAC initiated several curriculum planning and deployment changes as follows -</p> <ul style="list-style-type: none"> • Strengthened the teaching and learning process by prioritizing student-centric pedagogy • 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>Curriculum Enrichment Sessions</p>	<p>To add to the comprehension of the syllabus prescribed, the following sessions of expert talks were organised • Expert Talk on Advanced Corporate Accounting • Expert Talk on Cost Accounting • Expert Talk on Corporate Accounting • Know the trading Be a potential trader • Expert Talk on Fundamentals of Accounting • Expert Talk on Principles of Marketing and</p>

	<p>Marketing Management • Expert Talk on Financial Accounting • Pens and Screens-Career opportunities in writing and film criticism • Expert Talk on Patyapuraka Pariksha Upanyasa • An Expert Talk on The Financial Expert by R K Nararyan</p>
<p>Research Oriented for faculty and Students</p>	<p>To inculcate Research culture among faculties and students the following sessions were organised • A Session on Filing IT returns for Students • A Session on Open Educational Resources (OER) for Higher Education for students • 5-Day Workshop on Data Analysis Using -SPSS • Art of Writing Research Article for UG Students • Meet the Author to be an Author-An Insight on Publication of Books</p>
<p>Strengthening Community Engagement</p>	<p>Community Engagement activities were planned and executed as follows • Cleanliness Drive,Swacchata Programme, Meri mati mera Desh abhiyaan • Constitution Day/Electoral awareness sessions/ Human Rights awareness workshop • Jathas and street plays for spreading awareness. • Orientation on Waste Segregation• Blood Donation Camp, Hair Donation and Martyr's Day. • Health Talk on Women's Cancer Awareness • Polio Awareness Walkathon • Awareness Jatha and Interactive Session on AIDS • Annual Camp at adopted village Kadatanamale, Bengaluru,North district, • Tree Plantations • Health Check-up Camp and Awareness programme on government scheme and health and hygiene. • Personality</p>

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Study Centres/ Indian Knowledge Systems	To orient students on the relevance of Indian Knowledge Systems the below programs were organised- • World Sanskrit Day Celebration • Gandhi Jayanti Celebration and Sarvadharm Sambhava-Gandhiji's Ashram BhajanaVali • Exposure Visit to Lalbagh flower show themed on Basavanna and his vachanas from Basava Study Centre • Ancient Insights to the Today's Youth Life Lessons from Swami Vivekananda and Lord Basavanna • Ambedkar's Life and Achievements on occasion of 133rd Birth Anniversary of Dr. B R Ambedkar • International Democracy Day
National Festivals Observation/Celebration	Mandatory celebration of Indian Festivals for Communal Harmony and to inculcate Unity in Diversity - • Dasara, • Karnataka Rajyotsava, • Martyrs' day, • Sanskrit Divas, • Kargil Vijay Divas • National Sports Day.
Exposure/Experience Visits	Student Exposure and Experience Tours were successfully organised. • Mega Seed Balling and Tree Plantation Drive • One-day exposure visit live demonstration about bio-char and organic agriculture, • Library Visit-Indian Institute of Management Bangalore • Industrial Visit to Mysuru Mulmul Factory • Skandagiri Trek and Seed Ball Plantation A Green Initiative • North India Educational Tour
Extra-Curricular Initiatives	To promote students' holistic

development in both sports and cultural arenas, the following events were conducted. • A Certificate course on Basic Air Rifle Pistol shooting was conducted. • Students were delegated to 7 days of Cultural training camp where they were trained on the regional art forms.

13. Whether the AQAR was placed before statutory body? **Yes**

- Name of the statutory body

Name	Date of meeting(s)
GOVERNING COUNCIL	23/09/2024

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
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2022-23	18/03/2024				
15.Multidisciplinary / interdisciplinary					
<p>The National Education Policy was implemented in the year 2021 by the government of Karnataka.The vision of NEP is to assimilate a deep sense of pride about ancient knowledge, intellect in its true spirit transform our student's skills, values. The policy is implemented in its complete spirit, increasing the UG course duration to four years along with exit options at all four years, with its respective certifications. Seshadripuram Educational Trust sensing the need of the hour initiated and organized a 2 days' workshop 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</p>					

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. Crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment, health and hygiene and Sustainability are integrated into the programme outcomes and the courses to attain these outcomes are decided and offered to the students considering the dual advantage of sensitisation and in line with the vision of the institution. Ethical education for eternal learning was given special impetus with the inclusion of the Basava Study Centres in the college which focuses on the giving impetus to Indian knowledge and heritage. To practice NEP in its true spirit, the college offering the interdisciplinary programs in the areas of Commerce and Management has now initiated new program to transform to multi-disciplinary BCA from the academic year 2024-25, the open elective course options from the streams of humanities, Science and Political Science is been offered considering the burning issues in the global scenario.

16.Academic bank of credits (ABC):

The college is affiliated to State run University, henceforth the ABC decision making powers are in line with the University decisions and Nomenclature, college follows choice-based credit system for all its programs. The NEP framework has opened up multiple exit options with specific credit gain. The Higher Education department of Karnataka has come up with Unified University and college management system (UUCMS) for both Students and Faculties. From admission to results are recorded at UUCMS. When a student opts out for exit option and later when he/she re-enters into any higher educational institution automatically credits are to be transferred through UUCMS. The transparency in the admission to the exit of the students is visible through the responsive UUCMS, the student queries are answered by the university through the tickets raised for each of the query raised by the student. The marks and allied information

to measure the performance of the student is transparent and is visible to the student the moment it is uploaded by the faculty. The institution was a part of the one - day Workshop on "Implementation of Unified University & College Management System (UUCMS), National Academic Depository (NAD) and Academic Bank of Credit (ABC) for Principals of First Grade Colleges" was organized witnessing the presence of eminent resource persons from the Department of Higher Education, Government of Karnataka and other officials from Bengaluru City University.

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 at the institution level. Course Heads are appointed to discuss and finalize the teaching pedagogy, assessment pattern and the evaluation criterion. Documentation for the same has been systematically followed along with a structured Internal Assessment pattern and grievance redressal mechanism. The institution is also making continuous effort to bring new skills in students that will enhance the decision-making ability and will make our students competitive and employable on a global level. Technical and soft skills have been integrated free ship as Value added programs Certificate programs through theory and practical sessions. The institution is making effort as integral part to inculcate technical skills related to digital fluency Powe BI, SAP Fisco, IBM cloud Essentials and Marketing skills to enhance their employability and industry requirement.

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 the humanities departments, including Kannada, Hindi, Sanskrit, and English, as part of the UG curriculum during the first four semesters. The Value-Based Skill Enhancement

Courses, which include NCC, NSS, Youth Red Cross, and the Rotaract Club, are designed to instil societal consciousness in students. Activities organized by the Women Empowerment Cell, Human Rights Protection Cell, Eco Mitra, and the Discipline and Anti-Ragging Cell aim to nurture students' pride in their Indian heritage and knowledge. These committees, through signed MOUs with external organizations, conduct both internal and external activities to promote Indian languages, culture, traditions, and customs, enriching students with the nation's cultural heritage. The college organizes seminars and discussions on Indian culture and heritage as part of the extracurricular activities. Additionally, frequent field trips to local heritage sites and museums are arranged to help students appreciate and value their culture and traditions. Significantly, the college's study centres work to help students understand the teachings of great national leaders on society and social well-being. The institution also incorporates technology by creating internal syllabi for training in typing in local languages.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Outcome-Based Education (OBE) is a student-focused approach to teaching and learning, where course delivery and assessment are structured to achieve specific objectives and outcomes. This method emphasizes measuring student performance at various levels. In response to the new NEP format requirements, the institution has restructured its curriculum and assessment practices to foster advanced learning. Department Heads collaborated to define both course outcomes and program outcomes, outlining the skills and knowledge students are expected to demonstrate by the end of their programs. Course Heads have been appointed within departments to ensure a consistent pedagogy, making outcomes easily measurable. The pedagogy is crafted to help students acquire theoretical knowledge, analyse it, and apply it through teacher-designed activities. At the start of each semester, teachers discuss the outcomes and objectives with students to raise awareness. These outcomes are effectively measured through internal assessments, with CIE marks reflecting a mix of formative and summative evaluations. Memory-based assessments constitute 20% of the curriculum, while the university grants autonomy to the college for an additional 20%. The college has developed a detailed CIE policy that outlines graduate attributes and how they are measured through various skills. The curriculum delivery, planning, and assessment are all designed with a student-centered approach. Numerous efforts have been made to enhance student engagement and align courses with

learning objectives, ensuring a more personalized educational experience. Overall, the institution is committed to equipping students with essential skill sets, designing classroom and extracurricular activities to help them achieve these outcomes.

20.Distance education/online education:

The experience of COVID-19 has compelled the world to embrace a hybrid approach to teaching and learning. During the lockdown, the college maximized the use of online platforms to keep students connected to their education. As an affiliated institution, the college is typically restricted from offering distance education under normal circumstances. To complement the curriculum, the college has introduced value-added programs and certificate courses. Additionally, it has established Memorandums of Understanding with IIT Mumbai's Spoken Tutorial, NICT, Milestone Academy, and Internshala, allowing students to pursue internships in either online or offline formats. Courses in areas such as languages, soft skills, Excel, and technical subjects have become a key focus of the institution's value-added programs. These courses are designed to equip students with essential 21st-century skills, including digital marketing, communication, and aptitude. The institution also integrates teaching and learning activities to enhance the overall effectiveness of education. The college also enriches the student learning experience through a variety of online and offline activities, including webinars, awareness talks, and interactive sessions with alumni entrepreneurs. Furthermore, a virtual industrial tour was organized to provide additional benefits to the students.

Extended Profile

1.Programme

1.1 126

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

File Description	Documents
Data Template	View File

2.Student

2.1 866

Number of students during the year

File Description	Documents
Data Template	View File

2.2 540

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

File Description	Documents
Data Template	View File

2.3 291

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1 26

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 26

Number of Sanctioned posts during the year

Extended Profile

1. Programme

1.1	126
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	866
Number of students during the year	

File Description	Documents
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2.2	540
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File Description	Documents
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Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	26
Number of Sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	17
Total number of Classrooms and Seminar halls	
4.2	61.28
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	70
Total number of computers on campus for academic purposes	

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

Seshadripuram Institute of Commerce and Management, affiliated with Bengaluru City University, adheres to the university's calendar of events for its curriculum. The university sets the curriculum for affiliated programs, while autonomous courses are designed by the Internal Board of Studies, with some faculty members contributing as members of the university's Board of Studies.

Department heads allocate courses among faculty, compile workloads for administrative approval, and prepare academic calendars aligning with university guidelines.

Faculty develop lesson plans reviewed by department heads and the principal.

The Time-Table Committee prepares schedules in advance, and Course Heads standardize teaching methodologies and internal

assessment criteria.

Faculty lesson plans, work diaries, and syllabus progress are monitored weekly by department heads and the principal. Activities such as course progress, additional classes, and feedback are documented in Prashiksha.

Syllabus coverage is reviewed in bi-term Course Review Meetings comprising the principal, senior faculty, Staff Secretary, and student representatives.

Value-Added and Certificate Courses are integrated into the timetable to enrich learning.

Faculty employ student-centred teaching methods and are encouraged to attend professional development programs.

Feedback from stakeholders, including students, faculty, parents, alumni, and employers, is analysed and shared with the university for curriculum enhancement.

Field trips, industrial visits, and enrichment programs further engage students with the curriculum.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria-1/1.1.-Curricular-Plannin-g-and-Implementation/Flow-Chart-Curriculum-Planning.pdf

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

The institution aligns its academic calendar with the university's calendar to ensure comprehensive academic planning, effective delivery, consistent monitoring, and structured evaluation of academic activities and events. Department Heads

convene regular meetings with course heads to discuss a unified pedagogy and student-centric activities. Prior to internal assessments, syllabus coverage and comprehension are reviewed in Course Review meetings.

In line with Continuous Internal Evaluation (CIE) practices, pre-assessment tests are conducted to gauge student learning levels, allowing departments to refine teaching methods for better curriculum understanding. Each department has drafted a CIE policy outlining specific evaluation criteria to be followed specifically designing assignments and activities.

Formative assessments include assignments, presentations, and other interactive activities are designed to encourage student research and practical understanding. Summative assessments are conducted via unit tests and university semester-end exams, with two internal tests per semester contributing to the overall internal assessment score.

Internships form an integral part of the curriculum, with guideship assigned to faculty, with structured guidelines for evaluation and assessment. The institution conducts Viva Voce exams with external Board of Examiners from the affiliating university.

Students are encouraged to pursue certificate courses through online platforms, such as IIT Bombay's Spoken Tutorial, Swayam which are also integrated into the internal assessment marks.

Extracurricular and extension activities, facilitated by various committees, award marks for participation as a part of continuous Evaluation.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria-1/1.1.2-Curriculum-Planning-and-Implementation/Flow-Chart-of-CIE.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of

A. All of the above

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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

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	View File
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	View File
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

866

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

866

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 college, adhering to Bengaluru City University's curriculum and NEP 2020 guidelines, integrates cross-cutting themes like Human Values, Professional Ethics, and Environmental Sustainability through courses and extracurricular activities.

Professional Ethics: Embedded in the Commerce and Management syllabi, professional ethics aligns with career opportunities and degree attributes.

Human Values: Compassion and harmony are imparted through Humanities texts, including English, Kannada, Hindi, and Sanskrit. The Indian Constitution and Human Rights course fosters awareness of constitutional rights and responsibilities.

Gender Equality and Equity: Issues such as gender discrimination, violence, and empowerment are explored through

literature and Commerce texts. Women's rights and social security provisions are highlighted in Indian Constitution and Commerce courses.

Environment and Sustainability: Open electives in Botany address global warming, deforestation, and environmental challenges.

Extra-Curricular Activities: Value-based courses like NCC, NSS, and Youth Red Cross promote societal awareness and experiential learning. Committees, including the Women Empowerment Cell and Eco Mitra, organize events and MOUs for seminars, workshops, and drives. Celebrations like National Youth Day and Blood Donation Camps, alongside study centers for visionaries, deepen awareness of social concerns and foster lifelong learning.

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	View File

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

2

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	View File
MoU's with relevant organizations for these courses, if any	View File
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

282

File Description	Documents
Any additional information	View File
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)	View File
Any additional information(Upload)	View File

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	View File
URL for feedback report	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis

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

221

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

The institution has established a comprehensive assessment system to evaluate and identify students' learning levels, enabling special support to meet diverse academic needs.

Assessment Process:

- Merit List during the Admission used to recognize advanced learners.
- Pre assessment tests based on PU curriculum are conducted to assess initial learning levels and categorize students accordingly.
- Slow learners are identified by the Class/Subject Teacher after each internal assessment.
- Through the university results and performance in co-curricular activities.

Programs for Slow Learners:

- Remedial Classes /peer learning sessions are conducted at the semester end to strengthen basic knowledge to score better in the exams.
- Personalized guidance to support academic progress is provided through the mentors.
- Expert talks are organized for core subjects to familiarize students with the scoring and passing criteria.

Programs for Advanced Learners:

- Additional study material and counselling is provided.
- Encouraged to attend and present papers at webinars or workshops to enhance their learning.
- Expert talks from eminent resource persons are organised to orient students.
- Motivation to participate in various online courses,

Industrial visits, etc.

- Value-added, certificate courses, field projects, internships, and community projects are organized.
- University toppers are honoured and encouraged on the Academic Honours Day.
- Additional library resources are provided to support advanced learners.

File Description	Documents
Link for additional Information	https://www.sicm.edu.in/latest-events
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
866	26

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 pedagogy prioritizes students' unique needs, adapting teaching to enhance learning outcomes. Our institution fosters this approach through regular faculty training in modern methods, ensuring classroom instruction aligns with degree attributes and industry demands. In-house orientations introduce first-year students to student-centric activities and key committees. Each semester begins with meetings of Department and Course Heads to outline activities emphasizing both assessment and non-assessment elements. Faculty document these initiatives in the Prashiksha work diary.

Experiential Learning: Activities such as group discussions, projects, surveys, and interactions with industry experts connect theory to practice. Compulsory industrial, library, and exposure visits enrich learning. Students also serve as coordinators for college committees and as volunteers for intercollege events.

Participative Learning: Engaging tasks like debates, internships, and budget analyses deepen understanding. Unique experiences include demat account openings, consumer behaviour studies, and Self-Governance Day is one standout event, where students assume faculty and administrative roles.

Problem-Solving Methodologies: Initiatives like case studies, brainstorming, and crisis management sharpen cognitive and problem-solving skills. Events such as student conclaves, street plays, and product launch simulations further nurture creative thinking. This comprehensive approach develops confident, industry-ready graduates.

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

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

All classrooms are ICT enabled with projectors. The computer lab is available for the teaching /learning process. 2 Audio Visual Auditoriums are equipped with digital facilities.

Faculty are encouraged to use PowerPoint presentations by using projectors. The Faculty Development Committee organises regular training sessions for faculty, providing guidance in effective usage of ICT. They are also equipped by digital library. Seminars and conferences, guest lectures, expert talks, and various competitions are regularly organised through online mode. Librarian prepares online quizzes for students with the help of Google Forms. The college programs are recorded and posted on the YouTube platform.

The faculties guide students in preparing internship and field study reports, focusing on professional formatting and alignment using Microsoft Word. Leveraging the advanced technology in our computer labs, students enhance their ICT skills beyond the curriculum, aligning with industry standards. These facilities also support students in delivering presentations as part of their academic assignments. Incorporating insights from IQAC meetings, the college offers Certificate and Value-Added Courses each semester, conducted entirely in the computer labs.

Additionally, students are required to complete industry-relevant courses through collaborations with IIT Mumbai and other service providers, including specialised programs in financial management.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://www.sicm.edu.in/infrastructure

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

26

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

26

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**

2

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**

10

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 institution's internal assessment process promotes transparency at both internal and external levels.

During orientation sessions, the internal assessment and examination criteria are clearly explained to both students and parents, along with the grievance handling process. Furthermore, course teachers guide students through the formative and summative assessment procedures during classroom interactions.

The Process:**1. Appointed by the Principal, the Examination Committee**

oversees both internal and external assessment, with the responsibility of scheduling and organising the two internal tests per semester.

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

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

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

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

File Description	Documents
Any additional information	View File
Link for additional information	https://www.sicm.edu.in/core

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

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

The Process:

1. Evaluated answer scripts are distributed to the students after internal assessment tests within stipulated time

given by examination committee.

2. Written answers are discussed with the students and guidance is provided. Students are also counselled by the subject teachers.
3. For any marks-related concerns, students can access the grievance redressal form from the examination committee.
4. The completed form, with details, is submitted to the committee, which then forwards it to the respective course faculty.
5. The faculty reviews and provides input; if needed, revised marks are updated by the examination committee.
6. If unsatisfied, students may escalate to the Head of Department and then to the principal for further resolution.
7. At the semester end, the final internal assessment marks are allotted as per norms and displayed on the notice board.
8. 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 then submitted to the university.

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.

Program Outcomes (POs):

Program outcomes align with the institution's vision of nurturing lifelong learners through quality education and reflect graduate attributes set by Bengaluru City University. These outcomes, integrated with the syllabus, guide specialisation choices in Commerce and Management, based on placement trends and vertical mobility. POs and program-specific outcomes collaboratively drafted in departmental meetings are published online. Open Elective courses, aligned with POs and

the institution's values, focus on Human Values, Soft Skills, Environmental Awareness, and Constitutional Awareness.

Course outcomes:

Course outcomes are drafted to address the topics of each semester and are developed by department heads and humanities faculty. These outcomes are thoughtfully drafted, incorporating course content and inputs from faculty serving on the Boards of Studies and Examiners at Bengaluru City University, private universities, and autonomous institutions. The same is published on the website and mentioned by the course faculties in their course delivery.

Students learn about POs and COs during admissions, orientation programs, classroom interactions, and through accessible online resources. Faculty are orientated at the start of each semester via principal-led sessions and university syllabus workshops, with updates shared through WhatsApp groups. These measures ensure a comprehensive understanding of outcomes, enabling effective teaching and learning.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sicm.edu.in/program-and-course-outcome
Upload COs for all courses (exemplars from Glossary)	View File

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

The College measures student outcomes to evaluate the effectiveness of its teaching-learning and evaluation processes. The attainment evaluation mechanism at our college is designed to systematically measure and analyse learning outcomes, ensuring alignment with academic goals and standards.

The process involves the following steps:

1. Calculate Benchmark Score

Total marks of students are divided by the number of students appearing for the examination.

2. Identify Students Scoring Above Benchmark

Individual marks are compared with the benchmark, and the count of students scoring higher is noted.

3. Separate Evaluation for CIE and Term Exams

Benchmark scores are calculated separately for Continuous Internal Evaluation (CIE) and term exams.

4. Award Weights to Internal and External Scores

Non-NEP batches follow a 3:7 ratio, while NEP batches follow 4:6, converted to a 10-point scale.

5. Weighted Grade Point Scale

Weights are multiplied with step 3 outputs for internal and external assessments.

6. Calculate Course Outcomes

Internal and external assessment scores are consolidated.

7. Convert to 10-Point Scale

Course outcomes are adjusted using the University's conversion standard (5 marks = 1 point).

8. Determine Course Grade Point Average (CGPA)

Course scores are multiplied by university-assigned weights.

9. Calculate Semester Program Outcomes

The total CGPA is divided by total weights semester-wise.

10. Determine Program Outcomes

Semester-wise outputs are averaged across six semesters.

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

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sicm.edu.in/program-and-course-outcome

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

256

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	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis

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/downloads/ssr/sss-2023-24.pdf>

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)**.685**

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
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****NIL**

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****19**

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

21

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

16

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

The college actively involves students in impactful extension activities through forums like NSS, YRC, NCC, Rotaract Club, and

Eco-Mitra, fostering institute-community synergy and raising awareness of societal challenges. Mandatory participation in these forums ensures comprehensive student engagement and holistic growth.

NSS Unit earned the prestigious State NSS Award for Best Unit, reflecting its legacy of excellence. It spearheaded transformative initiatives such as annual camps, blood donation drives, Swachh Bharat programs under Swachhata Hi Seva like "Plastic-Free Village," voter awareness drives, and the adoption of Hadonahalli village, where students contributed to shramadana and tree plantation drives, fostering sustainable development. Kavya, our NSS volunteer, has achieved the exemplary honor of being nominated as a member of the BCU NSS Advisory Committee

YRC, in collaboration with NEED BASE INDIA, organized impactful events including road safety campaigns, mega blood donation camps, and unique hair donation drives to support cancer patients, highlighting social welfare.

NCC inculcated patriotism while actively promoting environmental stewardship through seed ball sowing and tree plantation activities, building civic responsibility among students.

Eco-Mitra initiated eco-conscious projects like tree plantations, seed ball sowing, and interactive farmer sessions, sensitizing students to sustainable agricultural practices.

Rotaract Club undertook meaningful initiatives like Murti Sodhna, health awareness walkathons, and environmental restoration projects, emphasizing health, spirituality, and ecological balance.

These programs instilled a profound sense of social responsibility, cultivated holistic development, and empowered students to become compassionate, community-oriented leaders.

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

10

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

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

25

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
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

360

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

1

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	View File

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

9

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 college has the most modern state of the art infrastructure, incorporating solar energy, a ramp for Divyangjan, high-definition CCTV, rainwater harvesting, and enhanced greenery. Safety measures include fire extinguishers on every floor and a safety net on the second floor. Essential facilities include a lift, drinking water stations, restrooms, a public address system, designated and mobile notice boards for effective communication, and three canteens (two on campus and one at the Trust Office). Additional amenities comprise a parking area, a well-equipped principal's cabin with a pantry, a staffroom with individual desktops and internet access, a microwave oven, an administration wing, an IQAC office, a library, sick room and physical education facilities.

Classrooms are well-ventilated and equipped with ICT tools, HD CCTV, internet, green/white boards, and speakers. The computer lab houses 48 desktops with internet, supporting add-on courses and lab-based curriculums, while a business lab promotes visual learning.

The library is fully automated with PLV software (My Champ app) and OPAC for seamless resource access.

The campus has an air-conditioned AV Hall with 80 seats and a 250-capacity Conference Hall, both equipped with digital facilities for seminars, workshops, and competitions. Selected programs are uploaded on the college's YouTube channel.

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

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

The institution offers comprehensive facilities for cultural activities, sports, games (indoor and outdoor), gymnasium, and yoga.

Cultural Activities -The Cellar, quadrangle, AV room and Conference Hall which serve as venues for interclass, intercollegiate, university, state, and national-level cultural events. The stage is customized based on event requirements, while the quadrangle at the cellar and ground floor is dedicated to cultural activities. For large-scale events and National Festival celebrations, the Kuvempu Rangamandira (Theatre) with a seating capacity of 1,500, located at the Trust Office, is utilized.

Sports, Gymnasium, and Yoga -The sports wing, spread across 600 sq. ft., is equipped with amenities such as a table tennis area, badminton court, 10-meter shooting range, weightlifting and gym equipment, imported rifles and pistols, cycling equipment, archery beds, and various other indoor sports equipment. The department has established affiliations with multiple associations to broaden the range of sports disciplines available.

The institution is affiliated with the 39 KAR NCC battalion, offering weekly drills and a dedicated NCC room with specialized facilities for girl cadets and secure storage for rifles used in drills. Yoga sessions are conducted in the open quadrangle at the cellar and ground floor, as well as in the AV room and conference halls. Yoga has been integrated into the syllabus since the implementation of the NEP in Karnataka, promoting physical and mental well-being among students.

File Description	Documents
Upload any additional information	View File
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.

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/halls-of-utility
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)**

61.28

File Description	Documents
Upload any additional information	View File
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)

The college library is a modern facility with over 9,545 volumes, 35 national and international journals, and magazines. Fully automated through PLV software, it provides seamless access via OPAC. Inter-library loan services connect users to resources across sister institutions, while a dedicated book bank supports SC/ST students. With seven computer systems and WiFi-enabled research access, the library ensures an enriching academic experience.

The library uses the PLV cloud-based ILMS software (2021-present) and offers e-resources like IIMB and Indian Accounting Association memberships, INFLIBNET access for faculty, Vittam Pravina Vidyasahala resources. Faculty receive IIMB reference cards for academic enhancement, while students benefit from competitive books, a question paper bank, and course materials compiled by faculty.

The library is visited on a regular basis 100 students and 10-12 faculty, offering services like book borrowing, photocopying, and reference support. Activities like monthly quizzes, book exhibitions, external library visits, and National Library Day celebrations promote learning. Best Practices include the Best Library User Award and curated competitive book references. The library is an academic hub fostering intellectual growth through comprehensive resources and innovative initiatives.

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

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 **A. Any 4 or more of the above**

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)

2.46

File Description	Documents
Any additional information	View File
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

122

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 College has a robust IT infrastructure facilitating efficient administration, seamless communication, and enhanced teaching learning experiences by leveraging technology for research, collaboration, and accessing resources, ultimately enhancing the overall educational environment.

The college ensures uninterrupted power supply through UPS systems backed by generators installed since its inception, with updates carried out as needed. Regular power repairs for the building are managed by UBM Auto Power Private Ltd. Additionally, the campus features minimal software requirements, regularly updated to support Commerce and Management courses. All computer systems, including those in the lab, library, NCC, and individual use, are procured from Sumitra Computers with the latest operating systems and MS Office, and are maintained as required. Antivirus software, procured annually from Pentonic

Technologies, is updated every August and September by the computer programmer. Classrooms, the AV Room, and the Auditorium are equipped with advanced LED projectors, maintained through regular checks and repairs by Sumitra Computers Sales and Services. Printers are serviced by Pentonic Technologies as required, while photocopy machines with scanner facilities are maintained through an AMC with Anugraha Agencies, with monthly usage readings and updates per AMC terms. CCTV facilities are handled by World Tech Enterprises, with repairs done as needed. Internet connectivity is LAN-based, covering the entire campus, and is provided by ACT and BSNL with fiber technology, offering speeds of up to 150 Mbps. Payments to BSNL are made monthly, while ACT subscriptions are annual. Wi-Fi is available in the administrative office and computer lab, ensuring seamless connectivity.

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

4.3.2 - Number of Computers

70

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)

64.24

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.

The institution has established robust systems and procedures for maintaining and utilizing its physical, academic, and support facilities. Feedback on infrastructure and facilities is regularly collected from stakeholders, and upgrades are implemented accordingly.

- Support staff are appointed to assist with general maintenance.
- Housekeeping and security are outsourced to the Facilities Management Committee.
- Services of Trust Engineer, Hardware Engineer, Electrical Engineer, electricians, plumbers, and gardeners are available.
- Requisitions for new equipment or repair of old equipment are submitted in writing by the Principal for Management's approval.
- Sports facilities are maintained by the Physical Education Directors.
- The librarian submits requests for new books, journals, and e-resources to the principal for management approval and procurement.
- Computer laboratories and systems are maintained by the Computer Programmer.

Policy for Maintenance and Repairs:

1. Vendor technicians diagnose issues and provide a report.
2. The Computer Programmer forwards the report, signed by the HOI, to the Trust Office for financial sanction.
3. Upon approval, repairs are executed, invoices certified by the Computer Programmer and HOI, and documents are maintained by the Computer Programmer and Accountant.
4. Equipment purchases follow Trust guidelines, with a Purchase Order generated, supplier identified, and items recorded in the Fixed Asset Register.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sicm.edu.in/downloads/3-2-b-2023-24-feedback-of-academic-ambiance.pdf

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

91

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

866

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

319

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

319

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 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	View File

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

32

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

81

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

13

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.

22

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)

The institution ensures active student representation in administrative, co-curricular, and extracurricular activities through a structured Student Council and committee participation. These bodies, formed following established norms, enable students to contribute to decision-making and event management.

Student Council:

The council is formed via a three-stage election process, starting with class representatives, followed by final-year coordinators nominated by staff conveners, and culminating in the election of office bearers like the President, Vice-President, and Secretary. The President oversees meetings and events, the Vice-President manages coordination, and the Secretary maintains records. Committee representatives organize events and ensure seamless communication. Regular council meetings drive the effective execution of planned activities.

Academics: Class representatives act as liaisons between students and faculty, addressing academic concerns in course review meetings and fostering collaboration.

Co-Curriculars: Students actively participate in events organized by the college, Research Forum, and Business Lab, excelling in inter-collegiate festivals and competitions. Leadership opportunities as resource persons promote a collaborative learning environment.

Extra-Curriculars: Students lead activities in Cultural, Sports, NCC, NSS, YRC, Eco-Mitra, Rotary Club, and Study Centres. They organize community service initiatives like Blood Donation Camps, showcasing leadership and engagement in social causes, both local and national.

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

52

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
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

The college's registered NEXUS: ALUMNI ASSOCIATION® supports institutional growth under the Karnataka State Co-operative Societies Act, 1960. A one-time fee collected during admissions is deposited into a Fixed Deposit, with interest funding annual events like Annual Meets.

The association, with a significant membership base, regularly holds executive meetings to strengthen alumni ties and foster collaboration. Distinguished alumni are recognized annually for achievements in fields like academics, entrepreneurship, and sports. Prominent members serve as Chief Guests for key college events, enriching their bond with the institution.

Alumni contributions include financial aid to deserving students through fee payments and support for intercollegiate festivals. Many recipients of such aid later return as alumni to extend similar assistance.

Alumni play a vital role in institutional development through active participation in the IQAC, curriculum design for Value-Added Programs, and mentorship in seminars, workshops, and

career guidance. They also bridge academics and industry, providing job opportunities and entrepreneurial support.

Their involvement extends to social service projects like Blood Donation Camps and supervisory roles in student council elections. The alumni's ongoing contributions exemplify their commitment to the college's legacy and progress.

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

The institution's vision and mission are actualized through a comprehensive Perspective Plan and Ethos, implemented via various forums, committees, study centers, These committees design need-specific, relevant programs under the guidance of the Heads of Institution. The execution and outcomes of these initiatives are closely monitored by the institution's governing bodies to ensure continuous improvement.

This commitment is reflected in every academic and administrative endeavor, including the implementation of the NEP, adherence to the roster system, provision of scholarships and fee waivers, promotion of gender diversity and inclusion, maintenance of affordable fees, and ensuring transparency across all functions. The college operates with a decentralized and participatory management culture, enabling seamless coordination of its multifaceted academic and administrative activities.

Department heads and faculty members collaboratively develop a

perspective plan that addresses significant and interdisciplinary concerns across institutional functions. These plans encompass a wide spectrum of programs, including those focused on equity and equality, women's empowerment, skill development, employability enhancement, character building, social responsibility, professional growth, and industry readiness. Faculty members actively engage in discussions and contribute to decision-making processes on matters related to academics, quality assurance, and administration, fostering a culture of shared responsibility and collective progress.

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

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

The institution adopts a structured approach to promote decentralization and participative management, ensuring active stakeholder involvement at all levels. Extracurricular activities are assigned to faculty members, who act as facilitators in various committees, adhering to the guidelines outlined in the faculty handbook.

Appointment of Convenors: IQAC, under the principal's chairmanship, appoints forum convenors for various committees. Convenor nominations are rotated annually, ensuring fresh perspectives and new action plans with each appointment.

Calendar Planning: The semester begins with a staff meeting where the Principal and Heads of Departments collaboratively frame the calendar of academic and non-academic events.

Student Committee Formation: Final-year students are nominated as committee members, followed by the election of student

council members. Their roles are formally acknowledged in a badging ceremony.

Event Organization: Each committee, led by its convenor, plans and organizes programs as per the academic calendar. Alumni are invited as judges for several events, enhancing stakeholder participation.

Budget Proposals: Committees submit budget proposals for events, which are reviewed and sanctioned before execution.

Documentation: Meeting proceedings are recorded as minutes. Reports of conducted events are prepared and forwarded in triplicate to the Finance Wing, Documentation Committee, and specific committee files.

GC Presentation: Reports are presented in the Governing Council Meeting for review.

This decentralized approach ensures effective participation and smooth execution of institutional activities.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The implementation of Business Acumen Readiness Program demonstrates the institution's commitment to bridging academic learning with real-world applications, thereby fulfilling its strategic goals effectively.

To bridge the gap between theory and practice, the institution introduced the Business Acumen Readiness Program for second-semester BBA students. This certificate course aimed to provide practical exposure to business and industry demands. The Head of the Institution, IQAC, and the Department Head collaborated through brainstorming sessions to launch this initiative, enhancing students' understanding of business concepts.

The Certificate Course Committee Convenor was tasked with

identifying a service provider to execute the program. The Trust (Seshadripuram Educational Trust) generously offered the course free of cost. The service provider prepared the syllabus based on the BBA curriculum, and classes were integrated into the timetable to ensure participation without disrupting academics.

An MoU was signed with S.G.K Solution as the service provider. A 30-hour syllabus was designed, and students were encouraged to register for the free course. The classes were conducted as scheduled.

Attendance and activity reports were maintained daily. An assessment at the end of the course enabled successful participants to earn completion certificates.

Feedback was collected from participants, analyzed, and documented to improve future initiatives, ensuring alignment with student needs and industry expectations.

This case highlights the strategic planning and deployment of the Business Acumen Readiness Program, showcasing efforts to align academic initiatives with industry needs.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.sicm.edu.in/strategic-perspective-plan
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.

The institution operates under the governance of a public trust

led by the Board of Trustees. Office bearers appointed by the Trustees ensure smooth operations, guided by institutional bylaws. Decision-making is decentralized across committees like Finance, Buildings, Purchase, Placement, and Staff Selection, coordinated by the Honorary General Secretary in collaboration with the Board. The Governing Council, chaired by a Trust-appointed intermediary, includes university representatives, IQAC members, parents, and staff. Meeting quarterly, the Council reviews achievements and plans, with ratified minutes forming institutional policies communicated via circulars.

The administrative structure, led by the Office Superintendent, oversees Examination, Accounting, Establishment, and IT Sections. Communications with external agencies are meticulously recorded, and the team ensures compliance with bodies like LIC, NIRF, and ISO, guided by the IQAC. Regular audits verify payroll and inventory accuracy. Faculty recruitment, managed by the Staff Selection Commission under the Trust Vice President, is based on departmental needs, with positions advertised publicly. Service rules are detailed in the Faculty Handbook available online.

Strategic planning through IQAC uses gap analysis from NAAC, ISO, LIC, and NIRF to inform annual action plans. Feedback systems evaluate event success, setting benchmarks for improvement.

File Description	Documents
Paste link for additional information	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria6/6.2.2-Functions/Functioning.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	View File
Screen shots of user interfaces	View File
Any additional information	No File Uploaded
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

The institution prioritizes the growth and well-being of our employees through effective welfare measures that ensure our staff feels supported.

The effective Welfare Measures are as follows;

- House rent allowance equal to 40% of the basic pay.
- City Compensatory allowance equal to 10% of the basic pay
- Employees are eligible ESI and PF benefits as per Government norms.
- Earned Leave encashment: 5 days for teaching, 10 days for support staff.
- Maternity leave of 180 days.
- Gratuity as per the Government norms.
- 15 days of Casual Leave in a calendar year.
- Medical benefit up to Rs. One lakh through medi- claim policy for non-ESI Employees with special extended facility for maternity leave.
- Subsidized education up to 10th Std. for SET employees' children: Rs. 10,000.
- Teaching Staff accumulate 15 days Earned Leave and Supporting Staff accumulate 30 days
- Employees under ESI limit are eligible for ESI Leave.
- Online content access for staff benefits through library.
- IIMB membership.
- Sneha Sannilana: Annual gathering of SET employees.
- Free uniforms to non-teaching staff
- Free gymnasium/sports facilities
- Purified drinking water
- Wi-Fi Facility and individual systems with internet

- Staff recreation.
- ECS facility for LIC Premium payment from salary.
- Felicitation for Ph.D. awardees.
- In house Medical Facilities

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

26

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

3

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

15

File Description	Documents
IQAC report summary	View File
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

Performance Appraisal System:

- Staff performance is reviewed every year through

confidential report by Head of the Institution on their overall performance to the trust, considering the inputs summed up through the self-appraisal, Peer Appraisal and student appraisal obtained through the structured questionnaire.

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

Staff Development and Performance Improvement Measures:

- Monthly Higher Education Allowance of 3,600/- and 2,400/- for PhD/NET and M. Phil / SLET respectively.
- One additional increment for every 5 years extended up to 25 years under the time bound advancement.
- Reimbursement of the Registration / Entry Fee / OOD along with conveyance paid to the employees for attending conference / workshop/ training/submission of research papers etc.
- Sponsored Training Programs
- 5 Lakhs reserved for of Research initiatives
- 6 months Sabbatical leave for research.
- Turnitin plagiarism software at a concession price.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis
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

The institution conducts both internal and external financial audits at regular intervals to ensure financial transparency and adherence to regulations.

Internal Audit:

Internal audits are carried out twice a year by a team of institutional auditors employed by the Trust. Their role is to monitor financial transactions, resource mobilization, and compliance with the laws governing the institution, the Trust's bye-laws, and the compendium. Any discrepancies or queries identified during the audit are forwarded to the accountant for clarification, with a response expected within 15 days. All communications and documentation related to these queries are maintained in the accounts wing and are ratified in a board meeting.

External Audit:

An external audit is conducted once a year by a registered audit firm, using the internal audit reports as a reference. The external team cross-verifies the financial transactions reviewed by the internal auditors before finalizing the audit report, which is then submitted to the Trust.

Compliance to Audit Observations:

Any discrepancies or concerns raised in both the internal and external audits are addressed through discussions with the Trust. These issues are formally presented and discussed during the Annual General Meeting to ensure transparency and accountability in the resolution process.

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)**

0.1

File Description	Documents
Annual statements of accounts	View File
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 college generates income through fees like tuition, development, statutory, and alumni, along with eligibility fees from non-Karnataka students, event registration fees, and application fees. Additional revenue comes from library fines, interest from alumni fund deposits and bank accounts, university exam remuneration, The college receives NSS grants for activities, and sponsorships for fests and associated events further contribute to the revenue.

The financial resources are carefully planned and executed with proper budget system. At the start of each financial year, the overall institutional budget is prepared to cover the estimated expenditures and is presented to the Finance Sub-Committee of the Management for review and approval. The budget is allocated across various heads, with provisions for reallocation if necessary.

All forums must submit budget proposals for planned activities, with expenditures requiring prior approval from the Head of Institution (HoI) and management. Proposals for curricular, co-curricular, and extracurricular programs are encouraged, while expenditures are closely monitored by the college and management accountants.

Proper documentation, including bills, receipts, and vouchers, is mandatory for all expenses. The institution ensures optimal utilization of its physical, financial, and knowledge resources, making them accessible to students, faculty, and staff.

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

The Internal Quality Assurance Cell has been instrumental in institutionalizing quality assurance strategies and processes across the institution. A key achievement was the successful monitoring of the 2nd cycle of NAAC Accreditation in April 2024, which resulted in a significant improvement in the College's CGPA from 2.18 (B Grade) to 3.2 (A Grade).

IQAC initiated and promoted several key quality enhancement initiatives. These included participation in the National Institutional Ranking Framework (NIRF), the pursuit of ISO certification, obtaining AICTE approval, and conducting both Administrative and Academic Audits. The institution also engaged in India Today surveys and conducted Gender and Green Audits.

In terms of fostering collaborations, IQAC successfully established several Memorandums of Understanding (MOUs) that strengthened ties with various sectors like certificate courses, competitive exams, faculty development, societal engagement, industry internships, and research support. Additionally, specialized programs such as BARP in Finance Moulding were introduced to equip students with advanced skills.

The cell also provided significant support and guidance to extension forums, which led to their recognition with state-level awards. This demonstrated the IQAC's focus on ensuring quality outreach and community involvement.

The college is permanently affiliated and received the status of 12B of University Grants Commission (UGC) Act 1956. AICTE Approval is also sought.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/awards-recognition
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

The institution, through its Internal Quality Assurance Cell, periodically reviews and reforms its teaching-learning process, structures methodologies of operations, and learning outcomes to ensure continuous improvement.

MOUs have been established to strengthen collaborations, particularly in areas such as certificate courses, competitive exams, faculty development, industry internships, research assistance, and specialized courses.

Regarding learning outcomes, student-centric teaching methodologies like experiential learning, participative learning, and problem-solving approaches are implemented to enhance the learning experience. The Program Outcomes (POs), Course Outcomes (COs), and Program Specific Outcomes (PSOs) are designed during course meetings, with CO-PO mapping and attainment evaluation conducted based on internal policies formulated by the IQAC. Departmental meetings are regularly convened to discuss innovative practices and strategies to achieve desired outcomes.

The institution systematically collects and analyzes stakeholder feedback. Curriculum feedback is shared with the affiliating university for academic improvements, while alumni inputs are used to design value-added programs aligning academics with industry needs. Infrastructure feedback optimizes campus facilities, and event feedback refines co-curricular and extracurricular activities. These reviews ensure continuous improvement and adaptability to evolving educational scenarios.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/program-and-course-outcome
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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis
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

The institution runs co-education through a comprehensive Gender Policy that encompasses gender sensitization and equity measures.

Gender Audits are conducted through the Forum for Women Empowerment, Ankura which helps to identify gender patterns, gaps and challenges, enabling the development of an action plan

for the coming year which serves as a guideline for executing a diverse program through co-curricular activities from forums Ankura and POSH organised sessions to create awareness and disseminating information on gender-related issues to students. Paper presentations, elocution competitions are conducted to make students articulate about these issues.

Promotion of Gender Equity

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

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

File Description	Documents
Annual gender sensitization action plan	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria7/7.1.1-Gender-Sensitization-POA/POA.pdf
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://ssr.sicm.edu.in/Academic-Year-2023---24/criteria7/7.1.1-Gender-Sensitization-weblink-facing-sheet/Gender-Sensitization-weblink-facing-sheet.pdf

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

B. Any 3 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

The college effectively manages solid and liquid waste, degradable and non-degradable waste through various initiatives.

Separate bins for wet and dry waste are placed on each floor and in restrooms. Ladies' restrooms are equipped with sanitary pad dispensers and disposal machines.

The college canteen promotes eco-friendly practices by using biodegradable materials like arecanut plates, wooden spoons, and paper cups, while strictly following waste segregation and daily waste disposal with BBMP support. Segregation and maintenance of solid waste disposal system is followed as per the city corporation norms. Our College has established a MoU with this organisation for effective disposal.

Under the MoU signed between our college trust and ITC, paper waste from the college is sent to ITC as part of their "Well Being Out of Waste" program. Through this initiative, old newspapers and used papers are recycled, and in return, new stationery is provided for office use. This process is followed every year, ensuring effective paper recycling and sustainability.

For e-waste, an MoU with Bing Bang facilitates collection drives to ensure a proper disposal.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://www.sicm.edu.in/infrastructure
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

C. Any 2 of the above

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

7.1.5 - Green campus initiatives include

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

A. Any 4 or All 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	View File
Any other relevant documents	View File

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

B. Any 3 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
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

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).

Cultural Initiatives:

Ethnic Day celebrates cultural and regional diversity, while inter-class competitions and a fashion show showcase Indian

culture and attire. Additionally, Samsrushti, an inter-college cultural competition, highlights traditional Indian dance and music, promoting the preservation of cultural heritage.

Regional and Linguistic Initiatives:

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

Socio-Economic Initiatives:

Community service projects through NSS, YRC, and the Rotaract Club promote unity and compassion by working together for common causes. The college also supports Need Base India, an NGO, through donations and assistance. Scholarships are provided for students scoring above 95%, with fee concessions for those between 91-95%, and help in applying for external scholarships. Additionally, fee concessions are offered to differently-abled students.

Communal Harmony:

The study centers -The Gandhi Study Centre emphasizes communal harmony and brotherhood, while the Basava Study Centre advocates for an egalitarian society. Dr. B.R. Ambedkar Study Centre focuses on social equality and empowerment, and the Vivekananda Study Centre enriches youth through value-based programs.

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

Our institution is dedicated to fostering awareness of constitutional values, rights, duties, and responsibilities among students and staff. Various initiatives are implemented to instil civic responsibility and uphold democratic principles.

The university-prescribed syllabus for the Indian Constitution and commerce courses addressing national legal frameworks are effectively taught by faculty, enhancing students' understanding of their legal and civic roles and making them socially aware and productive citizens.

The following forums promote this understanding:

- The Human Rights Protection Cell and Dr. Ambedkar Study Centre organize programs on constitutional rights, duties, and reforms, including visits to Human Rights commission for practical exposure and workshops.
- Guest lectures emphasize human rights and dignity, empowering participants to contribute to a just society.
- Voters' awareness campaigns encourage active participation in democratic processes.
- Faculty members are educated on their constitutional rights and responsibilities through awareness programs.
- Professional Ethics programs are regularly conducted for students and staff to foster ethical conduct and responsible citizenship.

Through these initiatives, our institution aims to empower its members to actively contribute to a harmonious, inclusive, and progressive society.

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	View File

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

The institution actively celebrates and organizes a diverse range of national and international commemorative days, events, and festivals each year, instilling a strong sense of patriotism and national pride among both faculty and students. These celebrations not only honor the nation's history and achievements but also encourage active participation in fostering unity, respect, and awareness of the country's cultural and democratic values. Through these events, the institution glorifies the spirit of patriotism, ensuring that every individual feels connected to the rich heritage and collective progress of the nation. The following national festivals were celebrated in the year-

- Independence Day celebrated on 15th August 2023, marking India's freedom from colonial rule.
- Republic Day celebrated on 26th January 2024, honouring the adoption of the Indian Constitution.
- Sarvodaya/Martyrs Day observed on 30th January 2024, paying tribute to martyrs who sacrificed their lives for the nation.
- Kargil Vijay Divas commemorated on 26th July 2023 honouring the soldiers who fought in the Kargil War.
- Constitution Day celebrated on 26th November 2023 raising awareness about the Indian Constitution and fundamental rights.
- National Voters Day observed on 25th January 2024, encouraging youth participation in the electoral process.

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	View File
Any other relevant information	View File

7.2 - Best Practices

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

Best Practise - 1

Program: Curriculum Enrichment Sessions

The Curriculum Enrichment Sessions, or Expert Talks, aim to deepen understanding of course concepts and enhance exam performance.

Objectives:

- Facilitate deeper understanding of concepts.
- Improve exam performance.

Context:

These sessions bridge gaps in knowledge, connecting academic concepts to practical applications. Departments invite experts to provide additional insights and guidance.

Practice:

Expert talks and workshops are organized on relevant topics. Students actively engage, gaining conceptual clarity and career guidance.

Evidence of Success:

- Positive feedback from IQAC.
- Improved academic performance and career readiness.

Problems Encountered and Resources Required:

- Initial lack of enthusiasm addressed through motivational efforts.
- Attendance linked to internal marks, gradually improving engagement

Best Practise - 2

Program: Mega Blood Donation Camp

The annual Mega Blood Donation Camp, held in memory of K. M. Nanjappa, former trustee, is organized by the Youth Red Cross and NSS wings in collaboration with the Indian Red Cross Society and local blood banks.

Objectives:

- Raise awareness about the importance of blood donation.
- Encourage voluntary participation and promote humanitarian service.

Context:

Initiated to honor K. M. Nanjappa, the camp fosters social responsibility and educates participants on the life-saving impact of blood donation.

Practice:

Organized with local blood banks, the event includes awareness drives and safe donation processes to encourage participation.

Evidence of Success:

- Increasing donors yearly.
- Positive feedback from blood banks.

Problems Encountered and Resources Required:

Awareness campaigns and linking participation to credits overcame hesitance.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

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

Study Centres: Fostering Holistic Development

The institution stands out through its establishment of diverse forums aimed at the holistic development of students. Among these, the Study Centres are a hallmark feature, uniquely designed to inspire intellectual growth and societal consciousness through the ancient Indian great leaders.

These centres serve as a platform for students to explore the profound philosophies of visionary leaders such as Mahatma Gandhi, Swami Vivekananda, Dr. B.R. Ambedkar, and Lord Basavanna. By exploring their transformative ideologies, students are encouraged to engage in critical thinking, moral reflection, and social awareness. The Study Centres emphasise the principles of egalitarianism, nurturing an inclusive mindset that advocates gender equality, social welfare, and youth empowerment.

The college's mentors at the management level are ardent followers of these visionary leaders and hold key positions in institutions like Gandhi Bhavan. They emphasise the integration of ancient wisdom into the curriculum, enriching the learning experience for students.

The Study Centres organise a variety of activities, including quizzes on the philosophies of these great thinkers, speech competitions, paper presentations, and exposure visits to relevant institutions, providing students with enriching experiences and deeper insights.

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

Seshadripuram Institute of Commerce and Management, affiliated with Bengaluru City University, adheres to the university's calendar of events for its curriculum. The university sets the curriculum for affiliated programs, while autonomous courses are designed by the Internal Board of Studies, with some faculty members contributing as members of the university's Board of Studies.

Department heads allocate courses among faculty, compile workloads for administrative approval, and prepare academic calendars aligning with university guidelines.

Faculty develop lesson plans reviewed by department heads and the principal.

The Time-Table Committee prepares schedules in advance, and Course Heads standardize teaching methodologies and internal assessment criteria.

Faculty lesson plans, work diaries, and syllabus progress are monitored weekly by department heads and the principal. Activities such as course progress, additional classes, and feedback are documented in Prashiksha.

Syllabus coverage is reviewed in bi-term Course Review Meetings comprising the principal, senior faculty, Staff Secretary, and student representatives.

Value-Added and Certificate Courses are integrated into the timetable to enrich learning.

Faculty employ student-centred teaching methods and are encouraged to attend professional development programs.

Feedback from stakeholders, including students, faculty, parents, alumni, and employers, is analysed and shared with the university for curriculum enhancement.

Field trips, industrial visits, and enrichment programs further engage students with the curriculum.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria-1/1.1.-Curricular-Planning-and-Implementation/Flow-Chart-Curriculum-Planning.pdf

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

The institution aligns its academic calendar with the university’s calendar to ensure comprehensive academic planning, effective delivery, consistent monitoring, and structured evaluation of academic activities and events. Department Heads convene regular meetings with course heads to discuss a unified pedagogy and student-centric activities. Prior to internal assessments, syllabus coverage and comprehension are reviewed in Course Review meetings.

In line with Continuous Internal Evaluation (CIE) practices, pre-assessment tests are conducted to gauge student learning levels, allowing departments to refine teaching methods for better curriculum understanding. Each department has drafted a CIE policy outlining specific evaluation criteria to be followed specifically designing assignments and activities.

Formative assessments include assignments, presentations, and other interactive activities are designed to encourage student research and practical understanding. Summative assessments are conducted via unit tests and university semester-end exams, with two internal tests per semester contributing to the overall internal assessment score.

Internships form an integral part of the curriculum, with guideship assigned to faculty, with structured guidelines for

evaluation and assessment. The institution conducts Viva Voce exams with external Board of Examiners from the affiliating university.

Students are encouraged to pursue certificate courses through online platforms, such as IIT Bombay's Spoken Tutorial, Swayam which are also integrated into the internal assessment marks.

Extracurricular and extension activities, facilitated by various committees, award marks for participation as a part of continuous Evaluation.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria-1/1.1.2-Curriculum-Planning-and-Implementation/Flow-Chart-of-CIE.pdf

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

A. All 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	No File Uploaded

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	View File
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	View File
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**866****1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year****866**

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 college, adhering to Bengaluru City University's curriculum and NEP 2020 guidelines, integrates cross-cutting themes like Human Values, Professional Ethics, and Environmental Sustainability through courses and extracurricular activities.

Professional Ethics: Embedded in the Commerce and Management syllabi, professional ethics aligns with career opportunities and degree attributes.

Human Values: Compassion and harmony are imparted through Humanities texts, including English, Kannada, Hindi, and Sanskrit. The Indian Constitution and Human Rights course fosters awareness of constitutional rights and responsibilities.

Gender Equality and Equity: Issues such as gender discrimination, violence, and empowerment are explored through literature and Commerce texts. Women's rights and social security provisions are highlighted in Indian Constitution and Commerce courses.

Environment and Sustainability: Open electives in Botany address global warming, deforestation, and environmental challenges.

Extra-Curricular Activities: Value-based courses like NCC, NSS, and Youth Red Cross promote societal awareness and experiential learning. Committees, including the Women Empowerment Cell and Eco Mitra, organize events and MOUs for seminars, workshops, and drives. Celebrations like National Youth Day and Blood Donation Camps, alongside study centers for visionaries, deepen awareness of social concerns and foster lifelong learning.

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	View File

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

2

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	View File
MoU's with relevant organizations for these courses, if any	View File
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

282

File Description	Documents
Any additional information	View File
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)	View File
Any additional information(Upload)	View File
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	View File
URL for feedback report	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis
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

221

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

The institution has established a comprehensive assessment system to evaluate and identify students' learning levels, enabling special support to meet diverse academic needs.

Assessment Process:

- Merit List during the Admission used to recognize advanced learners.
- Pre assessment tests based on PU curriculum are conducted to assess initial learning levels and categorize students accordingly.
- Slow learners are identified by the Class/Subject Teacher after each internal assessment.
- Through the university results and performance in co-curricular activities.

Programs for Slow Learners:

- Remedial Classes /peer learning sessions are conducted at the semester end to strengthen basic knowledge to score better in the exams.
- Personalized guidance to support academic progress is provided through the mentors.
- Expert talks are organized for core subjects to familiarize students with the scoring and passing criteria.

Programs for Advanced Learners:

- Additional study material and counselling is provided.
- Encouraged to attend and present papers at webinars or workshops to enhance their learning.
- Expert talks from eminent resource persons are organised to orient students.
- Motivation to participate in various online courses, Industrial visits, etc.
- Value-added, certificate courses, field projects, internships, and community projects are organized.
- University toppers are honoured and encouraged on the Academic Honours Day.
- Additional library resources are provided to support advanced learners.

File Description	Documents
Link for additional Information	https://www.sicm.edu.in/latest-events
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
866	26

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 pedagogy prioritizes students' unique needs, adapting teaching to enhance learning outcomes. Our institution fosters this approach through regular faculty training in modern methods, ensuring classroom instruction aligns with degree attributes and industry demands. In-house orientations introduce first-year students to student-centric activities and key committees. Each semester begins with meetings of Department and Course Heads to outline activities emphasizing both assessment and non-assessment elements.

Faculty document these initiatives in the Prashiksha work diary.

Experiential Learning: Activities such as group discussions, projects, surveys, and interactions with industry experts connect theory to practice. Compulsory industrial, library, and exposure visits enrich learning. Students also serve as coordinators for college committees and as volunteers for intercollege events.

Participative Learning: Engaging tasks like debates, internships, and budget analyses deepen understanding. Unique experiences include demat account openings, consumer behaviour studies, and Self-Governance Day is one standout event, where students assume faculty and administrative roles.

Problem-Solving Methodologies: Initiatives like case studies, brainstorming, and crisis management sharpen cognitive and problem-solving skills. Events such as student conclaves, street plays, and product launch simulations further nurture creative thinking. This comprehensive approach develops confident, industry-ready graduates.

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

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

All classrooms are ICT enabled with projectors. The computer lab is available for the teaching /learning process. 2 Audio Visual Auditoriums are equipped with digital facilities.

Faculty are encouraged to use PowerPoint presentations by using projectors. The Faculty Development Committee organises regular training sessions for faculty, providing guidance in effective usage of ICT. They are also equipped by digital library. Seminars and conferences, guest lectures, expert talks, and various competitions are regularly organised through online mode. Librarian prepares online quizzes for students with the help of Google Forms. The college programs

are recorded and posted on the YouTube platform.

The faculties guide students in preparing internship and field study reports, focusing on professional formatting and alignment using Microsoft Word. Leveraging the advanced technology in our computer labs, students enhance their ICT skills beyond the curriculum, aligning with industry standards. These facilities also support students in delivering presentations as part of their academic assignments. Incorporating insights from IQAC meetings, the college offers Certificate and Value-Added Courses each semester, conducted entirely in the computer labs. Additionally, students are required to complete industry-relevant courses through collaborations with IIT Mumbai and other service providers, including specialised programs in financial management.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://www.sicm.edu.in/infrastructure

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

26

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

26

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

2

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

10

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 institution's internal assessment process promotes transparency at both internal and external levels.

During orientation sessions, the internal assessment and examination criteria are clearly explained to both students and parents, along with the grievance handling process. Furthermore, course teachers guide students through the formative and summative assessment procedures during classroom interactions.

The Process:

1. Appointed by the Principal, the Examination Committee oversees both internal and external assessment, with the responsibility of scheduling and organising the two internal tests per semester.
2. Students are informed of the test timetable through class circulars, notice boards, the public address system, class WhatsApp groups, and the college website.
3. Evaluated answer scripts are distributed within stipulated timelines for performance analysis within the respective class. Final marks are then uploaded to the Pomo portal.
4. For courses involving experiential learning, internships, and projects, the internal evaluation is done by the allotted guides based on the predefined criteria.
5. Summative assessments are executed in accordance with prescribed guidelines, and course-wise marks are assessed by respective faculty members. The combined internal marks are subsequently uploaded onto the university portal. This process undergoes meticulous review and approval by department heads and the principal, ensuring utmost transparency and accuracy in the marks communicated to students.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.sicm.edu.in/core

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

bound and efficient

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

The Process:

1. Evaluated answer scripts are distributed to the students after internal assessment tests within stipulated time given by examination committee.
2. Written answers are discussed with the students and guidance is provided. Students are also counselled by the subject teachers.
3. For any marks-related concerns, students can access the grievance redressal form from the examination committee.
4. The completed form, with details, is submitted to the committee, which then forwards it to the respective course faculty.
5. The faculty reviews and provides input; if needed, revised marks are updated by the examination committee.
6. If unsatisfied, students may escalate to the Head of Department and then to the principal for further resolution.
7. At the semester end, the final internal assessment marks are allotted as per norms and displayed on the notice board.
8. 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 then submitted to the university.

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.

Program Outcomes (POs):

Program outcomes align with the institution's vision of nurturing lifelong learners through quality education and reflect graduate attributes set by Bengaluru City University. These outcomes, integrated with the syllabus, guide specialisation choices in Commerce and Management, based on placement trends and vertical mobility. POs and program-specific outcomes collaboratively drafted in departmental meetings are published online. Open Elective courses, aligned with POs and the institution's values, focus on Human Values, Soft Skills, Environmental Awareness, and Constitutional Awareness.

Course outcomes:

Course outcomes are drafted to address the topics of each semester and are developed by department heads and humanities faculty. These outcomes are thoughtfully drafted, incorporating course content and inputs from faculty serving on the Boards of Studies and Examiners at Bengaluru City University, private universities, and autonomous institutions. The same is published on the website and mentioned by the course faculties in their course delivery.

Students learn about POs and COs during admissions, orientation programs, classroom interactions, and through accessible online resources. Faculty are orientated at the start of each semester via principal-led sessions and university syllabus workshops, with updates shared through WhatsApp groups. These measures ensure a comprehensive understanding of outcomes, enabling effective teaching and learning.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sicm.edu.in/program-and-course-outcome
Upload COs for all courses (exemplars from Glossary)	View File

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

The College measures student outcomes to evaluate the effectiveness of its teaching-learning and evaluation processes. The attainment evaluation mechanism at our college is designed to systematically measure and analyse learning outcomes, ensuring alignment with academic goals and standards.

The process involves the following steps:

1. Calculate Benchmark Score

Total marks of students are divided by the number of students appearing for the examination.

2. Identify Students Scoring Above Benchmark

Individual marks are compared with the benchmark, and the count of students scoring higher is noted.

3. Separate Evaluation for CIE and Term Exams

Benchmark scores are calculated separately for Continuous Internal Evaluation (CIE) and term exams.

4. Award Weights to Internal and External Scores

Non-NEP batches follow a 3:7 ratio, while NEP batches follow 4:6, converted to a 10-point scale.

5. Weighted Grade Point Scale

Weights are multiplied with step 3 outputs for internal and

external assessments.

6. Calculate Course Outcomes

Internal and external assessment scores are consolidated.

7. Convert to 10-Point Scale

Course outcomes are adjusted using the University's conversion standard (5 marks = 1 point).

8. Determine Course Grade Point Average (CGPA)

Course scores are multiplied by university-assigned weights.

9. Calculate Semester Program Outcomes

The total CGPA is divided by total weights semester-wise.

10. Determine Program Outcomes

Semester-wise outputs are averaged across six semesters.

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

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sicm.edu.in/program-and-course-outcome

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

256

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	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis

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/downloads/ssr/sss-2023-24.pdf>

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)

.685

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
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

NIL	
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	
19	
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	
21	
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

16

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

The college actively involves students in impactful extension activities through forums like NSS, YRC, NCC, Rotaract Club, and Eco-Mitra, fostering institute-community synergy and raising awareness of societal challenges. Mandatory participation in these forums ensures comprehensive student engagement and holistic growth.

NSS Unit earned the prestigious State NSS Award for Best Unit, reflecting its legacy of excellence. It spearheaded transformative initiatives such as annual camps, blood donation drives, Swachh Bharat programs under Swachhata Hi Seva like "Plastic-Free Village," voter awareness drives, and the adoption of Hadonahalli village, where students contributed to shramadana and tree plantation drives, fostering sustainable development. Kavya, our NSS volunteer, has achieved the exemplary honor of being nominated as a member of the BCU NSS Advisory Committee

YRC, in collaboration with NEED BASE INDIA, organized impactful events including road safety campaigns, mega blood donation camps, and unique hair donation drives to support cancer patients, highlighting social welfare.

NCC inculcated patriotism while actively promoting environmental stewardship through seed ball sowing and tree plantation activities, building civic responsibility among

students.

Eco-Mitra initiated eco-conscious projects like tree plantations, seed ball sowing, and interactive farmer sessions, sensitizing students to sustainable agricultural practices.

Rotaract Club undertook meaningful initiatives like Murti Sodhna, health awareness walkathons, and environmental restoration projects, emphasizing health, spirituality, and ecological balance.

These programs instilled a profound sense of social responsibility, cultivated holistic development, and empowered students to become compassionate, community-oriented leaders.

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

10

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

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

25

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
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

360

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

1

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	View File

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

9

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 college has the most modern state of the art infrastructure, incorporating solar energy, a ramp for Divyangjan, high-definition CCTV, rainwater harvesting, and enhanced greenery. Safety measures include fire extinguishers on every floor and a safety net on the second floor. Essential facilities include a lift, drinking water stations, restrooms, a public address system, designated and mobile notice boards for effective communication, and three canteens (two on campus and one at the Trust Office). Additional amenities comprise a parking area, a well-equipped principal's cabin with a pantry, a staffroom with individual

desktops and internet access, a microwave oven, an administration wing, an IQAC office, a library, sick room and physical education facilities.

Classrooms are well-ventilated and equipped with ICT tools, HD CCTV, internet, green/white boards, and speakers. The computer lab houses 48 desktops with internet, supporting add-on courses and lab-based curriculums, while a business lab promotes visual learning.

The library is fully automated with PLV software (My Champ app) and OPAC for seamless resource access.

The campus has an air-conditioned AV Hall with 80 seats and a 250-capacity Conference Hall, both equipped with digital facilities for seminars, workshops, and competitions. Selected programs are uploaded on the college's YouTube channel.

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

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

The institution offers comprehensive facilities for cultural activities, sports, games (indoor and outdoor), gymnasium, and yoga.

Cultural Activities -The Cellar, quadrangle, AV room and Conference Hall which serve as venues for interclass, intercollegiate, university, state, and national-level cultural events. The stage is customized based on event requirements, while the quadrangle at the cellar and ground floor is dedicated to cultural activities. For large-scale events and National Festival celebrations, the Kuvempu

Rangamandira (Theatre) with a seating capacity of 1,500, located at the Trust Office, is utilized.

Sports, Gymnasium, and Yoga -The sports wing, spread across 600 sq. ft., is equipped with amenities such as a table tennis area, badminton court, 10-meter shooting range, weightlifting and gym equipment, imported rifles and pistols, cycling equipment, archery beds, and various other indoor sports equipment. The department has established affiliations with multiple associations to broaden the range of sports disciplines available.

The institution is affiliated with the 39 KAR NCC battalion, offering weekly drills and a dedicated NCC room with specialized facilities for girl cadets and secure storage for rifles used in drills. Yoga sessions are conducted in the open quadrangle at the cellar and ground floor, as well as in the AV room and conference halls. Yoga has been integrated into the syllabus since the implementation of the NEP in Karnataka, promoting physical and mental well-being among students.

File Description	Documents
Upload any additional information	View File
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/halls-of-utility
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)

61.28

File Description	Documents
Upload any additional information	View File
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)

The college library is a modern facility with over 9,545 volumes, 35 national and international journals, and magazines. Fully automated through PLV software, it provides seamless access via OPAC. Inter-library loan services connect users to resources across sister institutions, while a dedicated book bank supports SC/ST students. With seven computer systems and WiFi-enabled research access, the library ensures an enriching academic experience.

The library uses the PLV cloud-based ILMS software (2021-present) and offers e-resources like IIMB and Indian Accounting Association memberships, INFLIBNET access for

faculty, Vittam Pravina Vidyasahala resources. Faculty receive IIMB reference cards for academic enhancement, while students benefit from competitive books, a question paper bank, and course materials compiled by faculty.

The library is visited on a regular basis 100 students and 10-12 faculty, offering services like book borrowing, photocopying, and reference support. Activities like monthly quizzes, book exhibitions, external library visits, and National Library Day celebrations promote learning. Best Practices include the Best Library User Award and curated competitive book references. The library is an academic hub fostering intellectual growth through comprehensive resources and innovative initiatives.

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

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

A. Any 4 or more of the above

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)

2.46

File Description	Documents
Any additional information	View File
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**

122

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 College has a robust IT infrastructure facilitating efficient administration, seamless communication, and enhanced teaching learning experiences by leveraging technology for research, collaboration, and accessing resources, ultimately enhancing the overall educational environment.

The college ensures uninterrupted power supply through UPS systems backed by generators installed since its inception, with updates carried out as needed. Regular power repairs for the building are managed by UBM Auto Power Private Ltd. Additionally, the campus features minimal software requirements, regularly updated to support Commerce and Management courses. All computer systems, including those in the lab, library, NCC, and individual use, are procured from Sumitra Computers with the latest operating systems and MS Office, and are maintained as required. Antivirus software,

procured annually from Pentonic Technologies, is updated every August and September by the computer programmer. Classrooms, the AV Room, and the Auditorium are equipped with advanced LED projectors, maintained through regular checks and repairs by Sumitra Computers Sales and Services. Printers are serviced by Pentonic Technologies as required, while photocopy machines with scanner facilities are maintained through an AMC with Anugraha Agencies, with monthly usage readings and updates per AMC terms. CCTV facilities are handled by World Tech Enterprises, with repairs done as needed. Internet connectivity is LAN-based, covering the entire campus, and is provided by ACT and BSNL with fiber technology, offering speeds of up to 150 Mbps. Payments to BSNL are made monthly, while ACT subscriptions are annual. Wi-Fi is available in the administrative office and computer lab, ensuring seamless connectivity.

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

4.3.2 - Number of Computers

70

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
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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)

64.24

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.

The institution has established robust systems and procedures for maintaining and utilizing its physical, academic, and support facilities. Feedback on infrastructure and facilities is regularly collected from stakeholders, and upgrades are implemented accordingly.

- Support staff are appointed to assist with general maintenance.
- Housekeeping and security are outsourced to the Facilities Management Committee.
- Services of Trust Engineer, Hardware Engineer, Electrical Engineer, electricians, plumbers, and gardeners are available.
- Requisitions for new equipment or repair of old equipment are submitted in writing by the Principal for Management's approval.
- Sports facilities are maintained by the Physical Education Directors.
- The librarian submits requests for new books, journals, and e-resources to the principal for management

approval and procurement.

- Computer laboratories and systems are maintained by the Computer Programmer.

Policy for Maintenance and Repairs:

1. Vendor technicians diagnose issues and provide a report.
2. The Computer Programmer forwards the report, signed by the HOI, to the Trust Office for financial sanction.
3. Upon approval, repairs are executed, invoices certified by the Computer Programmer and HOI, and documents are maintained by the Computer Programmer and Accountant.
4. Equipment purchases follow Trust guidelines, with a Purchase Order generated, supplier identified, and items recorded in the Fixed Asset Register.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sicm.edu.in/downloads/3-2-b-2023-24-feedback-of-academic-ambiance.pdf

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

91

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

866

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

319

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

319

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	View File

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	
32	
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	
81	
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	
13	
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.

22

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)

The institution ensures active student representation in administrative, co-curricular, and extracurricular activities through a structured Student Council and committee participation. These bodies, formed following established norms, enable students to contribute to decision-making and event management.

Student Council:

The council is formed via a three-stage election process, starting with class representatives, followed by final-year coordinators nominated by staff conveners, and culminating in the election of office bearers like the President, Vice-President, and Secretary. The President oversees meetings and events, the Vice-President manages coordination, and the Secretary maintains records. Committee representatives organize events and ensure seamless communication. Regular council meetings drive the effective execution of planned activities.

Academics: Class representatives act as liaisons between students and faculty, addressing academic concerns in course review meetings and fostering collaboration.

Co-Curriculars: Students actively participate in events organized by the college, Research Forum, and Business Lab,

excelling in inter-collegiate festivals and competitions. Leadership opportunities as resource persons promote a collaborative learning environment.

Extra-Curriculars: Students lead activities in Cultural, Sports, NCC, NSS, YRC, Eco-Mitra, Rotary Club, and Study Centres. They organize community service initiatives like Blood Donation Camps, showcasing leadership and engagement in social causes, both local and national.

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

52

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
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

The college's registered NEXUS: ALUMNI ASSOCIATION® supports institutional growth under the Karnataka State Co-operative Societies Act, 1960. A one-time fee collected during admissions is deposited into a Fixed Deposit, with interest funding annual events like Annual Meets.

The association, with a significant membership base, regularly holds executive meetings to strengthen alumni ties and foster collaboration. Distinguished alumni are recognized annually for achievements in fields like academics, entrepreneurship, and sports. Prominent members serve as Chief Guests for key college events, enriching their bond with the institution.

Alumni contributions include financial aid to deserving students through fee payments and support for intercollegiate festivals. Many recipients of such aid later return as alumni to extend similar assistance.

Alumni play a vital role in institutional development through active participation in the IQAC, curriculum design for Value-Added Programs, and mentorship in seminars, workshops, and career guidance. They also bridge academics and industry, providing job opportunities and entrepreneurial support.

Their involvement extends to social service projects like Blood Donation Camps and supervisory roles in student council elections. The alumni's ongoing contributions exemplify their commitment to the college's legacy and progress.

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

The institution's vision and mission are actualized through a comprehensive Perspective Plan and Ethos, implemented via

various forums, committees, study centers, These committees design need-specific, relevant programs under the guidance of the Heads of Institution. The execution and outcomes of these initiatives are closely monitored by the institution's governing bodies to ensure continuous improvement.

This commitment is reflected in every academic and administrative endeavor, including the implementation of the NEP, adherence to the roster system, provision of scholarships and fee waivers, promotion of gender diversity and inclusion, maintenance of affordable fees, and ensuring transparency across all functions. The college operates with a decentralized and participatory management culture, enabling seamless coordination of its multifaceted academic and administrative activities.

Department heads and faculty members collaboratively develop a perspective plan that addresses significant and interdisciplinary concerns across institutional functions. These plans encompass a wide spectrum of programs, including those focused on equity and equality, women's empowerment, skill development, employability enhancement, character building, social responsibility, professional growth, and industry readiness. Faculty members actively engage in discussions and contribute to decision-making processes on matters related to academics, quality assurance, and administration, fostering a culture of shared responsibility and collective progress.

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

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

The institution adopts a structured approach to promote decentralization and participative management, ensuring active stakeholder involvement at all levels. Extracurricular activities are assigned to faculty members, who act as facilitators in various committees, adhering to the guidelines outlined in the faculty handbook.

Appointment of Convenors: IQAC, under the principal's chairmanship, appoints forum convenors for various committees. Convenor nominations are rotated annually, ensuring fresh perspectives and new action plans with each appointment.

Calendar Planning: The semester begins with a staff meeting where the Principal and Heads of Departments collaboratively frame the calendar of academic and non-academic events.

Student Committee Formation: Final-year students are nominated as committee members, followed by the election of student council members. Their roles are formally acknowledged in a badging ceremony.

Event Organization: Each committee, led by its convenor, plans and organizes programs as per the academic calendar. Alumni are invited as judges for several events, enhancing stakeholder participation.

Budget Proposals: Committees submit budget proposals for events, which are reviewed and sanctioned before execution.

Documentation: Meeting proceedings are recorded as minutes. Reports of conducted events are prepared and forwarded in triplicate to the Finance Wing, Documentation Committee, and specific committee files.

GC Presentation: Reports are presented in the Governing Council Meeting for review.

This decentralized approach ensures effective participation and smooth execution of institutional activities.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The implementation of Business Acumen Readiness Program demonstrates the institution's commitment to bridging academic learning with real-world applications, thereby fulfilling its strategic goals effectively.

To bridge the gap between theory and practice, the institution introduced the Business Acumen Readiness Program for second-semester BBA students. This certificate course aimed to provide practical exposure to business and industry demands. The Head of the Institution, IQAC, and the Department Head collaborated through brainstorming sessions to launch this initiative, enhancing students' understanding of business concepts.

The Certificate Course Committee Convenor was tasked with identifying a service provider to execute the program. The Trust (Seshadripuram Educational Trust) generously offered the course free of cost. The service provider prepared the syllabus based on the BBA curriculum, and classes were integrated into the timetable to ensure participation without disrupting academics.

An MoU was signed with S.G.K Solution as the service provider. A 30-hour syllabus was designed, and students were encouraged to register for the free course. The classes were conducted as scheduled.

Attendance and activity reports were maintained daily. An assessment at the end of the course enabled successful participants to earn completion certificates.

Feedback was collected from participants, analyzed, and documented to improve future initiatives, ensuring alignment with student needs and industry expectations.

This case highlights the strategic planning and deployment of the Business Acumen Readiness Program, showcasing efforts to align academic initiatives with industry needs.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.sicm.edu.in/strategic-perspective-plan
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.

The institution operates under the governance of a public trust led by the Board of Trustees. Office bearers appointed by the Trustees ensure smooth operations, guided by institutional bylaws. Decision-making is decentralized across committees like Finance, Buildings, Purchase, Placement, and Staff Selection, coordinated by the Honorary General Secretary in collaboration with the Board. The Governing Council, chaired by a Trust-appointed intermediary, includes university representatives, IQAC members, parents, and staff. Meeting quarterly, the Council reviews achievements and plans, with ratified minutes forming institutional policies communicated via circulars.

The administrative structure, led by the Office Superintendent, oversees Examination, Accounting, Establishment, and IT Sections. Communications with external agencies are meticulously recorded, and the team ensures compliance with bodies like LIC, NIRF, and ISO, guided by the IQAC. Regular audits verify payroll and inventory accuracy.

Faculty recruitment, managed by the Staff Selection Commission under the Trust Vice President, is based on departmental needs, with positions advertised publicly. Service rules are detailed in the Faculty Handbook available online.

Strategic planning through IQAC uses gap analysis from NAAC, ISO, LIC, and NIRF to inform annual action plans. Feedback systems evaluate event success, setting benchmarks for improvement.

File Description	Documents
Paste link for additional information	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria6/6.2.2-Functions/Functioning.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	View File
Screen shots of user interfaces	View File
Any additional information	No File Uploaded
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

The institution prioritizes the growth and well-being of our employees through effective welfare measures that ensure our staff feels supported.

The effective Welfare Measures are as follows;

- House rent allowance equal to 40% of the basic pay.
- City Compensatory allowance equal to 10% of the basic pay
- Employees are eligible ESI and PF benefits as per Government norms.
- Earned Leave encashment: 5 days for teaching, 10 days for support staff.
- Maternity leave of 180 days.
- Gratuity as per the Government norms.
- 15 days of Casual Leave in a calendar year.
- Medical benefit up to Rs. One lakh through medi- claim policy for non-ESI Employees with special extended facility for maternity leave.
- Subsidized education up to 10th Std. for SET employees' children: Rs. 10,000.
- Teaching Staff accumulate 15 days Earned Leave and Supporting Staff accumulate 30 days
- Employees under ESI limit are eligible for ESI Leave.
- Online content access for staff benefits through library.
- IIMB membership.
- Sneha Sammilana: Annual gathering of SET employees.
- Free uniforms to non-teaching staff
- Free gymnasium/sports facilities
- Purified drinking water
- Wi-Fi Facility and individual systems with internet
- Staff recreation.
- ECS facility for LIC Premium payment from salary.
- Felicitation for Ph.D. awardees.
- In house Medical Facilities

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	
26	
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	
3	
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

15

File Description	Documents
IQAC report summary	View File
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**Performance Appraisal System:**

- Staff performance is reviewed every year through confidential report by Head of the Institution on their overall performance to the trust, considering the inputs summed up through the self-appraisal, Peer Appraisal and student appraisal obtained through the structured questionnaire.
- At the institution level, faculty feedback is collected from the students' semester wise, analysis is communicated to the concerned faculty for the required improvements by the Departmental Heads and Principal.
- The feedback on administrative staff is collected from final year students on all administrative facilities, based on which the confidential report is sent by the Principal to the Management, analysis of the same is communicated to office superintendent for betterment.

Staff Development and Performance Improvement Measures:

- Monthly Higher Education Allowance of 3,600/- and 2,400/- for PhD/NET and M. Phil / SLET respectively.
- One additional increment for every 5 years extended up to 25 years under the time bound advancement.
- Reimbursement of the Registration / Entry Fee / OOD

along with conveyance paid to the employees for attending conference / workshop/ training/submission of research papers etc.

- Sponsored Training Programs
- 5 Lakhs reserved for of Research initiatives
- 6 months Sabbatical leave for research.
- Turnitin plagiarism software at a concession price.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis
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

The institution conducts both internal and external financial audits at regular intervals to ensure financial transparency and adherence to regulations.

Internal Audit:

Internal audits are carried out twice a year by a team of institutional auditors employed by the Trust. Their role is to monitor financial transactions, resource mobilization, and compliance with the laws governing the institution, the Trust's bye-laws, and the compendium. Any discrepancies or queries identified during the audit are forwarded to the accountant for clarification, with a response expected within 15 days. All communications and documentation related to these queries are maintained in the accounts wing and are ratified in a board meeting.

External Audit:

An external audit is conducted once a year by a registered audit firm, using the internal audit reports as a reference. The external team cross-verifies the financial transactions reviewed by the internal auditors before finalizing the audit report, which is then submitted to the Trust.

Compliance to Audit Observations:

Any discrepancies or concerns raised in both the internal and external audits are addressed through discussions with the Trust. These issues are formally presented and discussed during the Annual General Meeting to ensure transparency and accountability in the resolution process.

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)

0.1

File Description	Documents
Annual statements of accounts	View File
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 college generates income through fees like tuition, development, statutory, and alumni, along with eligibility fees from non-Karnataka students, event registration fees, and application fees. Additional revenue comes from library fines, interest from alumni fund deposits and bank accounts, university exam remuneration, The college receives NSS grants for activities, and sponsorships for fests and associated events further contribute to the revenue.

The financial resources are carefully planned and executed with proper budget system. At the start of each financial year, the overall institutional budget is prepared to cover the estimated expenditures and is presented to the Finance Sub-Committee of the Management for review and approval. The budget is allocated across various heads, with provisions for reallocation if necessary.

All forums must submit budget proposals for planned activities, with expenditures requiring prior approval from the Head of Institution (HoI) and management. Proposals for curricular, co-curricular, and extracurricular programs are encouraged, while expenditures are closely monitored by the college and management accountants.

Proper documentation, including bills, receipts, and vouchers, is mandatory for all expenses. The institution ensures optimal utilization of its physical, financial, and knowledge resources, making them accessible to students, faculty, and staff.

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

The Internal Quality Assurance Cell has been instrumental in institutionalizing quality assurance strategies and processes across the institution. A key achievement was the successful monitoring of the 2nd cycle of NAAC Accreditation in April 2024, which resulted in a significant improvement in the College's CGPA from 2.18 (B Grade) to 3.2 (A Grade).

IQAC initiated and promoted several key quality enhancement initiatives. These included participation in the National Institutional Ranking Framework (NIRF), the pursuit of ISO

certification, obtaining AICTE approval, and conducting both Administrative and Academic Audits. The institution also engaged in India Today surveys and conducted Gender and Green Audits.

In terms of fostering collaborations, IQAC successfully established several Memorandums of Understanding (MOUs) that strengthened ties with various sectors like certificate courses, competitive exams, faculty development, societal engagement, industry internships, and research support. Additionally, specialized programs such as BARP in Finance Moulding were introduced to equip students with advanced skills.

The cell also provided significant support and guidance to extension forums, which led to their recognition with state-level awards. This demonstrated the IQAC's focus on ensuring quality outreach and community involvement.

The college is permanently affiliated and received the status of 12B of University Grants Commission (UGC) Act 1956. AICTE Approval is also sought.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/awards-recognition
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

The institution, through its Internal Quality Assurance Cell, periodically reviews and reforms its teaching-learning process, structures methodologies of operations, and learning outcomes to ensure continuous improvement.

MOUs have been established to strengthen collaborations, particularly in areas such as certificate courses, competitive exams, faculty development, industry internships, research assistance, and specialized courses.

Regarding learning outcomes, student-centric teaching

methodologies like experiential learning, participative learning, and problem-solving approaches are implemented to enhance the learning experience. The Program Outcomes (POs), Course Outcomes (COs), and Program Specific Outcomes (PSOs) are designed during course meetings, with CO-PO mapping and attainment evaluation conducted based on internal policies formulated by the IQAC. Departmental meetings are regularly convened to discuss innovative practices and strategies to achieve desired outcomes.

The institution systematically collects and analyzes stakeholder feedback. Curriculum feedback is shared with the affiliating university for academic improvements, while alumni inputs are used to design value-added programs aligning academics with industry needs. Infrastructure feedback optimizes campus facilities, and event feedback refines co-curricular and extracurricular activities. These reviews ensure continuous improvement and adaptability to evolving educational scenarios.

File Description	Documents
Paste link for additional information	https://www.sicm.edu.in/program-and-course-outcome
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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.sicm.edu.in/igac-meetings-and-feedback-analysis
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

The institution runs co-education through a comprehensive Gender Policy that encompasses gender sensitization and equity measures.

Gender Audits are conducted through the Forum for Women Empowerment, Ankura which helps to identify gender patterns, gaps and challenges, enabling the development of an action plan for the coming year which serves as a guideline for executing a diverse program through co-curricular activities from forums Ankura and POSH organised sessions to create awareness and disseminating information on gender-related issues to students. Paper presentations, elocution competitions are conducted to make students articulate about these issues.

Promotion of Gender Equity

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

The college policies are designed to ensure equal participation of all genders in its activities. The admission process is completely transparent and follows roaster as per

Karnataka State rules, without any gender bias. The institution implements measures to ensure equal representation and opportunities in leadership roles, sports, academics, and other areas. Committee coordinators, class counsellors, and the right to contest in the student council elections are selected based on merit and without any gender bias providing equal opportunities. In sports and allied representations, equal opportunities are given based on merit, irrespective of gender.

File Description	Documents
Annual gender sensitization action plan	https://ssr.sicm.edu.in/Academic-Year-2023---24/criteria7/7.1.1-Gender-Sensitization-POA/POA.pdf
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://ssr.sicm.edu.in/Academic-Year-2023---24/criteria7/7.1.1-Gender-Sensitization-weblink-facing-sheet/Gender-Sensitization-weblink-facing-sheet.pdf

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

B. Any 3 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

The college effectively manages solid and liquid waste, degradable and non-degradable waste through various initiatives.

Separate bins for wet and dry waste are placed on each floor and in restrooms. Ladies' restrooms are equipped with sanitary pad dispensers and disposal machines.

The college canteen promotes eco-friendly practices by using biodegradable materials like arecanut plates, wooden spoons, and paper cups, while strictly following waste segregation and daily waste disposal with BBMP support. Segregation and maintenance of solid waste disposal system is followed as per the city corporation norms. Our College has established a MoU with this organisation for effective disposal.

Under the MoU signed between our college trust and ITC, paper waste from the college is sent to ITC as part of their "Well Being Out of Waste" program. Through this initiative, old newspapers and used papers are recycled, and in return, new stationery is provided for office use. This process is followed every year, ensuring effective paper recycling and sustainability.

For e-waste, an MoU with Bing Bang facilitates collection drives to ensure a proper disposal.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://www.sicm.edu.in/infrastruture
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

C. Any 2 of the above

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

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

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File

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

B. Any 3 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
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

A. Any 4 or all 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).

Cultural Initiatives:

Ethnic Day celebrates cultural and regional diversity, while inter-class competitions and a fashion show showcase Indian culture and attire. Additionally, Samsrushti, an inter-college cultural competition, highlights traditional Indian dance and music, promoting the preservation of cultural heritage.

Regional and Linguistic Initiatives:

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

Socio-Economic Initiatives:

Community service projects through NSS, YRC, and the Rotaract Club promote unity and compassion by working together for common causes. The college also supports Need Base India, an NGO, through donations and assistance. Scholarships are provided for students scoring above 95%, with fee concessions for those between 91-95%, and help in applying for external scholarships. Additionally, fee concessions are offered to differently-abled students.

Communal Harmony:

The study centers -The Gandhi Study Centre emphasizes communal harmony and brotherhood, while the Basava Study Centre advocates for an egalitarian society. Dr. B.R. Ambedkar Study Centre focuses on social equality and empowerment, and the Vivekananda Study Centre enriches youth through value-based programs.

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

Our institution is dedicated to fostering awareness of constitutional values, rights, duties, and responsibilities among students and staff. Various initiatives are implemented to instil civic responsibility and uphold democratic principles.

The university-prescribed syllabus for the Indian Constitution and commerce courses addressing national legal frameworks are effectively taught by faculty, enhancing students' understanding of their legal and civic roles and making them socially aware and productive citizens.

The following forums promote this understanding:

- The Human Rights Protection Cell and Dr. Ambedkar Study Centre organize programs on constitutional rights, duties, and reforms, including visits to Human Rights commission for practical exposure and workshops.
- Guest lectures emphasize human rights and dignity, empowering participants to contribute to a just society.
- Voters' awareness campaigns encourage active participation in democratic processes.
- Faculty members are educated on their constitutional rights and responsibilities through awareness programs.
- Professional Ethics programs are regularly conducted for students and staff to foster ethical conduct and responsible citizenship.

Through these initiatives, our institution aims to empower its members to actively contribute to a harmonious, inclusive, and progressive society.

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

A. All of the above

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

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	View File

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

The institution actively celebrates and organizes a diverse range of national and international commemorative days, events, and festivals each year, instilling a strong sense of patriotism and national pride among both faculty and students. These celebrations not only honor the nation's history and achievements but also encourage active participation in fostering unity, respect, and awareness of the country's cultural and democratic values. Through these events, the institution glorifies the spirit of patriotism, ensuring that every individual feels connected to the rich heritage and collective progress of the nation. The following national festivals were celebrated in the year-

- Independence Day celebrated on 15th August 2023, marking India's freedom from colonial rule.
- Republic Day celebrated on 26th January 2024, honouring the adoption of the Indian Constitution.

- Sarvodaya/Martyrs Day observed on 30th January 2024, paying tribute to martyrs who sacrificed their lives for the nation.
- Kargil Vijay Divas commemorated on 26th July 2023 honouring the soldiers who fought in the Kargil War.
- Constitution Day celebrated on 26th November 2023 raising awareness about the Indian Constitution and fundamental rights.
- National Voters Day observed on 25th January 2024, encouraging youth participation in the electoral process.

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	View File
Any other relevant information	View File

7.2 - Best Practices

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

Best Practise - 1

Program: Curriculum Enrichment Sessions

The Curriculum Enrichment Sessions, or Expert Talks, aim to deepen understanding of course concepts and enhance exam performance.

Objectives:

- Facilitate deeper understanding of concepts.
- Improve exam performance.

Context:

These sessions bridge gaps in knowledge, connecting academic concepts to practical applications. Departments invite experts to provide additional insights and guidance.

Practice:

Expert talks and workshops are organized on relevant topics. Students actively engage, gaining conceptual clarity and career guidance.

Evidence of Success:

- Positive feedback from IQAC.
- Improved academic performance and career readiness.

Problems Encountered and Resources Required:

- Initial lack of enthusiasm addressed through motivational efforts.
- Attendance linked to internal marks, gradually improving engagement

Best Practise - 2

Program: Mega Blood Donation Camp

The annual Mega Blood Donation Camp, held in memory of K. M. Nanjappa, former trustee, is organized by the Youth Red Cross and NSS wings in collaboration with the Indian Red Cross Society and local blood banks.

Objectives:

- Raise awareness about the importance of blood donation.
- Encourage voluntary participation and promote humanitarian service.

Context:

Initiated to honor K. M. Nanjappa, the camp fosters social responsibility and educates participants on the life-saving impact of blood donation.

Practice:

Organized with local blood banks, the event includes awareness drives and safe donation processes to encourage participation.

Evidence of Success:

- Increasing donors yearly.
- Positive feedback from blood banks.

Problems Encountered and Resources Required:

Awareness campaigns and linking participation to credits overcame hesitance.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

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

Study Centres: Fostering Holistic Development

The institution stands out through its establishment of diverse forums aimed at the holistic development of students. Among these, the Study Centres are a hallmark feature, uniquely designed to inspire intellectual growth and societal consciousness through the ancient Indian great leaders.

These centres serve as a platform for students to explore the profound philosophies of visionary leaders such as Mahatma Gandhi, Swami Vivekananda, Dr. B.R. Ambedkar, and Lord Basavanna. By exploring their transformative ideologies, students are encouraged to engage in critical thinking, moral reflection, and social awareness. The Study Centres emphasise the principles of egalitarianism, nurturing an inclusive mindset that advocates gender equality, social welfare, and youth empowerment.

The college's mentors at the management level are ardent followers of these visionary leaders and hold key positions in institutions like Gandhi Bhavan. They emphasise the integration of ancient wisdom into the curriculum, enriching the learning experience for students.

The Study Centres organise a variety of activities, including

quizzes on the philosophies of these great thinkers, speech competitions, paper presentations, and exposure visits to relevant institutions, providing students with enriching experiences and deeper insights.

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

Teaching -Learning

1. Introduce B. Com (BDA) and BCA effectively.
2. Align institutional processes with AICTE standards.
3. Implement (SEP) curriculum, focusing on smooth adaptation and quality delivery.
4. Organize curriculum enrichment sessions
5. Standardize teaching methods and evaluation to ensure consistent learning outcomes.

Certificate and Value-Added Courses

1. Integrate programs with competitive exam prep to strengthen students' career prospects.
2. Sign MOUs with industry partners to enhance curriculum comprehension.
3. Implement mandatory certificate courses across departments

Research and Capacity Building

1. Host lectures on advanced research methodologies
2. Organize FDPs on technical upskilling like Power BI to improve data analytics.
3. Hold a multi-disciplinary national conference covering various fields.
4. Organize a student conference on Indian Knowledge Systems
5. Conduct student conclaves for knowledge exchange and skill development.
6. Offer sessions on AI and related technologies for cutting-edge skills.

Career Guidance and Placements

1. Conduct career counselling sessions
2. Strengthen the placement process

Extension and Outreach Activities

1. Organize community service programs through NSS, YRC, and Rotaract.
2. Conduct workshops on women empowerment, human rights, and gender equity.
3. Enhance alumni engagement through networking events and collaborative programs.

Sports Events

1. Host sports events to promote fitness, teamwork, and school spirit.
2. Organize inter- and intra-collegiate sports tournaments

Infrastructure Development

1. Optimize the new building for additional academic programs.
2. Set up a fully-equipped computer lab for the BCA program.