



SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

SITADEVI RATANCHAND NAHAR ADARSH COLLEGE

**NO. 75, 5TH MAIN, CHAMARAJPET, BENGALURU
560018**

www.agieducation.org/college

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

September 2022

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Sitadevi Ratanchand Nahar Adarsh College, Bengaluru was founded in 1995 as part of Adarsh Group of Institutions (AGI) which had its origins in 1971. It is a reputed co-educational establishment located at Chamarajpet which is one of the busiest and ancient business hubs in Bengaluru. The campus has a large built-up area with state-of-the-art infrastructure for the students to receive high-quality education at relatively affordable price. College is affiliated to Bengaluru City University and is a life member of Karnataka Science and Technology Academy, GoK.

Education offered is holistic and has an integrated approach in BCom, BBA, BCA and MCom courses. With a global and national outlook supported by several academic collaborations, the institute has become a most sought after institution especially for the business community youth.

College participated in NIRF and has recently acquired ISO 14001, ISO 21001 and ISO 50001 certifications. It also completed the second cycle of NAAC. Our consistent results are testimony to our strong focus and commitment towards improving the academic quality of our education. The most distinctive feature of the institution is admitting Divyangjan students, especially the hearing impaired students and providing inclusive education and career counselling.

College welcomes new and innovative ideas and offers best education for perfection and excellence in all spheres of life. The curriculum apart from following the University syllabus, includes perspective building skills and competencies to improve soft skills, problem-solving skills, innovation, creativity and teamwork that meet the requirements of multiple sectors in the industry.

Management aims to provide best education and consistently strive to upgrade the infrastructure and amenities to facilitate the learning process. AC lecture halls, state-of-the-art labs, well-stocked library, auditorium, facilities for indoor/ out door games, gym and cafeteria are some of the best infrastructure facilities that ensure an amazing and enriched learning experience for the students.

A dedicated placement cell assists the students in finding the best career opportunities in the corporate world. Institute-industry interactions are organized regularly and full support is provided to the students for their on-campus and off-campus placements.

Vision

Sitadevi Ratanchand Nahar Adarsh College is committed to the student's success through excellence in teaching. It empowers students to enrich the social, cultural and economic vitality of our nation and global community at large. The people in the locale are characterised by distinct social and cultural backgrounds they come from. A sizable population of our students are from business families. Their main occupation is trade. Therefore the college has taken its sturdy roots of social transformation by providing higher education and social activities specific to their needs. College, by providing well-chosen value based courses and through academic excellence aims at the integral formation of students who would one day become agents of social

transformation. Inclusive education makes the normal students empathetic and the DEAF students confident to live in a world of sound.

Mission

Sitadevi Ratanchand Nahar Adarsh College is devoted to the enhancement of educational experience of our students. College gives best and all-round education to all students to help them achieve their full potential to become responsible citizens. College will strive for excellence in all its activities. Mission strategies include

? Placement and career counselling

? Empowering students through innovative and socially contextualised education

? Fostering a sense of human rights founded on dignity, equity and justice.

? Initiating ICT integrated approach in learning

? Consistently synchronising international standards, national priorities, regional relevance and local significance.

? Participation of students and faculty members in activities supported by the management, philanthropists, Government and non-government agencies

? Recognising the role of alumni in governance and participation in all activities

? Providing opportunities for students to participate in extension programs through NSS

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

I. Curricular aspects:

- Curriculum provided by University is well planned by competent authorities and many orientation programs appraise even new faculty members with all details.
- Many add - on courses help attainment of program out come
- ICT enabled class rooms
- Motivated, responsible and responsive student population
- Opportunities to have more quality learning inputs
- Supportive management for research and innovative ideas
- Collaboration from KSTA and NAAC helped execute several events
- Spacious and eco friendly campus with state of art facilities
- Beautiful garden and peaceful ambience

II. Teaching, learning and evaluation

III. Research, Innovation and Extension

IV. Infrastructure and learning resources

- Ample parking space
- ICT enabled classrooms
- Placement assistance given to more than 50%
- International and national alumni network
- Divyangjan department to support the handicapped students
- Management takes active interest in the running of the daily tasks
- Faculty and students as major stake holders are active in every day activities.
- Academic autonomy and Accountability in every department .
- Much scope for introducing innovative practices
- Committed faculty and co operative Management

V. Student support and progression

VI. Governance, leadership and management

VII. Institutional values and best practices

Institutional Weakness

I. Curricular aspects:

- There is no autonomy to change courses to suit a heterogenous student population
- More workload for teachers since documentation for add on courses and follow up consumes time and effort
- Teacher fronted classroom with lecture methods
- During pandemic online classes for which both students and faculty members were not prepared
- Poor scores for slow learners
- Research grants are difficult to obtain
- Lack of opportunity for consultancy
- Hesitant faculty for PhD registrations and publications
- Lack of space in library for reading
- Space for NCC firing range and permission withheld
- Lack of mechanism to track the progression of alumni
- Tapping the potentials of alumni
- Reconciliation between seniority and merit in Faculty
- Many events to be incorporated into syllabus
- Time management

II. Teaching, learning and evaluation

III. Research, Innovation and Extension

IV. Infrastructure

V. Student support and progression

VI. Governance, leadership and management

VII. Institutional values and best practices

Institutional Opportunity

I. Curricular aspects:

- Feedback from stakeholders can be even from neighbouring colleges since the institution is in the heart of city.

- Several scholarships for deserving student

II. Teaching, learning and evaluation

- Collaborative, participatory and learner – centric classroom
- Feed back system is well in place improve the quality with the help of all stakeholders

III. Research, Innovation and Extension

- Management encouragement for research
- Divyangjan students and other students learn and play together and have a life long learning experience

IV. Infrastructure and learning resources

- Organising prayer and meditation for all
- Students get to spend time in sports ground and library even after college hours

V. Student support and progression

- NSS for sensitising students to life and its issues
- Mentors to mold students into responsible citizens

VI. Governance, leadership and management

- Student representatives in all committees
- Management involvement eases the necessity of faculty explaining the budget

- IQAC initiatives

VII. Institutional values and best practices

- Scope for curriculum related innovations
- Divyangjan department

Institutional Challenge

I. Curricular aspects:

- To design the plan of delivery of an already given syllabus
- Mapping teachers to suitable subjects requires planning at the time of recruitment

II. Teaching, learning and evaluation

- Teachers have to multitask, and many are not trained for this
- Lack of communication skills in students make it difficulty for them to involve themselves in participatory learning

III. Research, Innovation and Extension

- Faculty mind set that they are primarily teachers and not researchers
- Funding for research

IV. Infrastructure and learning resources

- Maintenance is costly
- Crowded surroundings

V. Student support and progression

- Lack of mechanism to bifurcate different sections of societ
- Student grievance system is time consuming

VI. Governance, leadership and management

- Integrating IQAC into the existing administrative structure

VII. Institutional values and best practices

- Environmental related issues time consuming
- Audits were cumbersome with time consuming

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

1. Curricular aspects:

Sitadevi Ratanchand Nahar Adarsh College adopts the curriculum provided by the Bangalore University (2017-18) and Bengaluru City University (2018-till date). We operationalize this syllabus within the framework provided and deliver it according to the needs and welfare of the students. Holistic development of students is the main focus. Syllabus is delivered through a well planned and documented process. Supplementary enrichment courses are provided to allow for ample flexibility in academics. Skill oriented and employability oriented courses have helped our students in placement and in entrepreneurship.

Inclusive education for the Physically Challenged is part of the planning of curriculum:

1. Faculty members regularly attend the orientation programs called for by the university to update themselves of the latest additions and requirements.
2. A competency mapping is done to decide which faculty member is capable of handling which subject. Specialisation of the faculty member and the past result analysis helps the Head of the department to allot subjects to teachers.
3. The teachers prepare an overall lesson plan and the time table.
4. Adequate classes are allotted for library, sports and other co curricular activities in time table.
5. Professional ethics, Life skills and human values classes are part of the semester plan.
6. Experiential learning through projects, field visits and internships are encouraged
7. Different committees oversee the efficient conduction of the events.
8. Several value-based courses and add on courses are offered after consultation with alumni and recruiters by taking feed back
9. Feed back is analysed and action taken

Teaching-learning and Evaluation

2. Teaching, learning and evaluation

Sitadevi Ratanchand Nahar Adarsh College takes efforts to serve students with different backgrounds and abilities through effective teaching – learning experience. Since the college admits students from different language, diverse economic backgrounds and Divyangjan students, care is taken from the time of admission.

1. There has been a paradigm shift from the teacher fronted classroom to student centric classroom with learning styles and strategies of experiential, collaborative, participatory and problem solving learning method in practice.
2. Teachers serve multi roles: mentors, facilitators, resource persons, presenters, publishers, examiners and members of academic bodies.
3. Quizzes, tests, assignments and question papers focus on critical thinking in place of rote learning-recall & memorising.
4. Blended learning styles involve lecturing in classrooms and ICT
5. College timings are planned to accommodate slow learners to experience customised and personalised learning

6. Teachers are encouraged to present papers, attend and organise workshops and register for higher studies to upgrade themselves.
7. DEAF children are provided with sign language interpreters and inclusive learning . They play on the sports ground with other students, take part in cultural and attend all events along with the hearing students.
8. Student performance in examinations and co-curricular/extra-curricular competitions have been encouraging 2 ranks were obtained and several students have scored centum.
9. Student feedback and parents feedback have been noted and actions taken
10. Diversity in faculty recruitment has helped a pleasant ambience in the college. Diversity in the admission process also has broadened the mind set of pupils.

Mentor-mentee relationship replaced teacher-student equations.

Research, Innovations and Extension

3. Research, Innovation and Extension

Teaching, research, innovation and extension are the four pillars of any institution. Management constantly encourages the faculty members to create a research culture in the college.

1. Institution became life member of Karnataka Science and Technology Academy and sponsored membership fee for three faculty members to become life time members.
2. 2 research projects are completed through this venture sanctioned by KSTA.
3. 3 work shops were sponsored by KSTA
4. NAAC provided academic support for a 2 day conference on audits.
5. Faculty members have published papers and attended several conferences.
6. IPR workshop was sponsored by KSTA
7. Every year IPR short term course was offered for students
8. Awards and recognition given to faculty members for publications
9. Collaboration with industry has proved successful and a patent was filed. Microlabs and Surana College sponsored a project proposal, and the work was completed and patent files and received
10. Collaboration with many business centres have provided students with small grants to complete projects.
11. Collaboration with IGSS on a short-term course on Python for interested several students was sponsored by IGSS. These were completed in one semester and certificates awarded.
12. Tally Prime and Advanced Excel courses has helped many students to be placed
13. Divyangjan students were given Communication English classes and Excel courses
14. German and French courses were offered for all students. A 2 day all India conference was conducted by the language department and Books were published. Several faculty members published papers.
15. 6 faculty members have registered for PhD and several for NET/NPTEL.

Infrastructure and Learning Resources

4. Infrastructure and learning resources

Adequate and optimal use of infrastructure and facilities available to maintain quality in the campus.

Improvement of facilities have been done by the management.

1. Wi-fi has been provided
2. CCTV cameras are fixed at vantage points
3. Divyangjan room and Business labs have been set up. Language lab facilities made with orell software
4. Ramp for the Physically challenged and facilities for DEAF students to learn through e content arranged
5. Adarsh Centre for e Learning and Teaching ACeLT was established. This room has state of art facilities to record audio and video.
6. Spacious library for undergrad students and MCom students was established. Special zones for CD and DVD material and internet browsing facilities given. INFLIBNET facility bought. Student friendly timing provided for students to access and use the facility. E books and e journals are accessed thro N-LIST
7. ICT enabled classrooms
8. Department faculty rooms and offices are provided with computers and internet/ scanning facility
9. Campus is maintained in an eco-friendly and clean manner. A special machine for cleaning the ground and sanitising was bought so that the support staff need not touch the ground
10. Bathrooms have incinerators and sufficient dust bins.
11. Waste audit was conducted with an external agency. ITC workshop for support staff advised the workers on proper disposal of waste

Student Support and Progression

5.Student support and progression

College provides necessary assistance to students to enable them to acquire a meaningful experience for learning. This facilitates holistic development and progression.

1. Mentors for every student
2. Faculty advisor/class teacher for every class
3. College scholarships, assistance in applying and securing scholarship from external agencies: NSP, JITO, Samardhanam
4. Prizes and awards for meritorious students
5. Placement cell focuses on bringing prospective employers to the campus
6. Career guidance cell trains final year students to face the interviews provides skill development courses and arranges job fairs for regular & divyangjan students
7. Student participation in NSS and other extension activities.
8. No ragging and women harassment cases due to no tolerance policy by the authorities on such activities
9. High success rate and low dropout rate
10. Student representatives in academic and other committees
11. Sports, games & yoga for all students. Physically handicapped DEAF students play along with other students to provide inclusiveness. Awards won by DEAF alumni since they have grown up with the normal children and know to adjust
12. Some students come from business families since the college is situated in th trade centre of Bengaluru. They are given tailor made training for future prospects. Others are provided with opportunity to get placed
13. Strong global alumni and they contribute by participating in activities of the colleges. International Alumni meet was conducted online. Alumni association was registered . Alumni contribute significantly

by offering lectures and meeting with final year students.

Governance, Leadership and Management

6. Governance, leadership and management

Effective leadership consists of management setting values and participative decision making. Thus the vision and mission of the institution is taken care of.

1. Principal is the executive head of the institution
2. The Hon. Secretary of AGI takes care of the overall functioning and finance matters
3. Administrative offices and Academic offices are well integrated
4. All faculty members participate in administration of various activities of the college
5. College functions through deliberations and decisions made by committees which have student members.
6. Democracy and participatory governance is the hall mark of the college
7. Many welfare measures are available for all stake holders
8. IQAC monitors the progress . Several IQAC initiatives promote quality assurance
9. Pandemic had caused a sudden need to be ICT savvy. IQAC pitched in to conduct several programs to facilitate students and faculty members in getting up to date with the techniques.
10. IQAC has been instrumental in conducting smooth flow of all curricular and extra curricular activities.

Institutional Values and Best Practices

7. Institutional values and best practices

In order to face the challenges of changing scenario in national and global levels the college operates thro time tested best practices.

1. Environmental awareness as part of curriculum for all students
2. Environment audit and green audit
3. Energy audit conducted
4. Waste audit conducted
5. Gender audit conducted
6. Provided free Application form for neighbourhood girl children on March 6th 2021 .
7. ACeLT provided much opportunity for lectures recorded . Faculty members record.
8. Braille resource centre of the University along with SRN Adarsh Library gave audio recording of text books for blind students
9. DEAF students provided with sign language interpreters,value based courses and career guidance
10. Gender equity events are conducted regularly
11. Human rights protection cell is an active cell to conduct several events
12. Fire safety and common rooms are available
13. Rain water harvesting, bore well and solar panels are well maintained
14. College received awards for extension activities and garden
15. College conducts national and international special days: Republic day, Independence day, Shakespeare day, Hindi Diwas, Kannada Rajyotsava, Environment day, International day for the persons of

disability, National sports day, National library day and many more

16. Institution has a well documented code of conduct and it is regularly announced to students and faculty members . The college policy is monitored by the AGI office
17. Regular competitions and guest lectures are conducted to sensitise students on values, rights and responsibility of citizens. National integration day is celebrated regularly

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	Sitadevi Ratanchand Nahar Adarsh College
Address	No. 75, 5th Main, Chamarajpet, Bengaluru
City	Bengaluru
State	Karnataka
Pin	560018
Website	www.agieducation.org/college

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Sakuntala Samuelson	080-26677100	9480742574	080-26984947	principal_degree@agieducation.org
IQAC / CIQA coordinator	Poornaprazna M G	080-8026677100	9886606153	080-26984947	poorni488@gmail.com

Status of the Institution	
Institution Status	Private

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Karnataka	Bengaluru City University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	05-08-2009	View Document
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

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

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	No. 75, 5th Main, Chamarajpet, Bengaluru	Urban	0.75	8500

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Bachelor Of Commerce	36	PUC	English	200	104
UG	BBA,Bachelor Of Business Administration	36	PUC	English	120	26
UG	BCA,Bachelor Of Computer Applications	36	PUC	English	60	45
PG	MCom,Master Of Commerce	24	UG	English	40	28

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	2				8				17			
Recruited	0	2	0	2	4	4	0	8	6	11	0	17
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				4
Recruited	2	2	0	4
Yet to Recruit				0

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

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	2	0	0	0	0	0	0	0	2
M.Phil.	0	0	0	4	4	0	0	0	0	8
PG	0	0	0	0	0	0	6	11	0	17
UG	0	0	0	0	0	0	0	0	0	0

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

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

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	0	3	0	3	

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	271	5	0	0	276
	Female	143	1	0	0	144
	Others	0	0	0	0	0
PG	Male	23	0	0	0	23
	Female	25	0	0	0	25
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	3	8	3	5
	Female	2	0	6	7
	Others	0	0	0	0
ST	Male	1	1	1	3
	Female	0	0	3	1
	Others	0	0	0	0
OBC	Male	44	34	59	61
	Female	25	32	50	37
	Others	0	0	0	0
General	Male	55	59	48	80
	Female	24	20	31	31
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		154	154	201	225

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Sitadevi Ratanchand Nahar Adarsh College has a long tradition of holistic and multidisciplinary learning structure for the last several years. It has encouraged education that would aim to develop all capacities of its students- intellectual, aesthetic, social, physical, emotional and moral in an integrated manner. This academic year the college has approval for starting BA and BSc programs that would provide more choices for optional courses. Along with the regular curriculum many value based courses are offered. Community engagement and service, environment education, waste management, internships are part of the regular activity of the college. Yoga has been part of the timetable.
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2. Academic bank of credits (ABC):	Since Karnataka has already implemented NEP, our first batch of students is the 2021-22 batch. Students and parents have been appraised with the information on ABC. Several seminars were attended by our faculty members and office staff so there is a good understanding of the concept of ABC. A symposium was conducted in collaboration with CESS on 9th July 2021 and Dr Gowrish has given first-hand information on the ABC concept. On November 9th 2021 an in-house symposium was conducted on the theme 'Readiness for NEP and enriching faculty ' On July 1st 2022, NAAC invited our faculty members for the seminar on 'Remodelling the Universities in the light of NEP' and many staff members participated. Planning is in progress and as per guidelines ABC will be implemented.
3. Skill development:	Project work has been part of the syllabus for some programs but most of our students from all programs are encouraged to enrol for projects and internships. Application of knowledge in solving, analysing and exploring a real life situation, data analysis develops research culture and life-long learning attitude in our students. Hence it is given priority. Entrepreneurship is important for our students since many of them come own family business. Thus skills related to their field is imparted in various ways in the form of workshops, add-on courses, guest lectures and thro the career advancement cell.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Promotion of Indian Languages and culture was part and parcel of the timetable in college. India is a treasure trove of culture and cultural awareness is developed in students to provide them with a sense of identity, belonging as well as an appreciation of other cultures. Several Indian languages and others are taught as part of the curriculum. This academic year as [part of NEP preparedness], ORELL software has been purchased for online learning of all Indian languages. Faculty members are getting trained to use this and language will be taught online. Yoga has been taught online during the pandemic days not only to our students but to their families and the neighborhood community
5. Focus on Outcome based education (OBE):	Outcome based education (OBE) following Bloom's taxonomy was implemented to assess students' learning levels and program outcomes. Emphasis is placed on a clear idea of what students are expected

	<p>to know and able to do when they complete their program in College. Teaching methodologies are student centric – experiential learning, Problem solving methodologies and participatory learning has been the normal modes of helping students learn. Slow learners learn at their own pace and advanced learners get the benefit of excelling. Teaching and learning methods are integrated to include different delivery methods to complement traditional teaching styles.</p>
6. Distance education/online education:	<p>Students and faculty members are encouraged to opt courses from SWAYAM and MOOC portals. Several have much NPTEL course completion to their credit. ACeLT – Adarsh Centre for e learning and teaching is a special cell in college that has various facilities for online learning. DEAF students have video recording of classes. Blind students have audio recordings of text books. During pandemic this facility was helpful to reach to students thro online mode.</p>

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
468	428	497	504	513

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2 Teachers

2.1

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

Response: 55

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
27	24	25	25	26

3 Institution

3.1

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

2021-22	2020-21	2019-20	2018-19	2017-18
155	84	77	98	94

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

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

Response:

- SRN Adarsh College practices **Outcome Based Education** and **Bloom's Taxonomy** to inculcate and imbibe the education for the benefit of the students by following and delivering the curriculum given by Bengaluru City University (BCU) to which it is affiliated.
- At the beginning of every academic year, all the departments prepare **academic calendar** which includes lecture & practical hours, industrial visits, seminars, guest lectures & extension activities.
- **Programme Outcomes (POs)** and **Course Outcomes (COs)** for all the programmes offered by the institution are stated and displayed.
- Based on the **competency mapping**, subjects are allocated to faculty members which give a clear edge for them to deliver the topic at its best. Key areas wherein special attention is given while allocation of subjects are:

1. Subject specialization
2. Keen interest in the subject
3. Good results in the previous year exams
4. PhD registration on the same/similar topic
5. Presenting papers in seminars, conferences.

- **Time table** is prepared in consultation of all the departments.
- Invited **guest lectures** are arranged for the students to enforce the curriculum related learning by the experts.
- Interactive teaching is promoted through students' participation in seminars, group discussions and quizzes.
- College has an **inclusive learning policy** of the DEAF students sharing the class room with the regular students.

1. There are 2 sign language interpreters who are also DEAF and a coordinator to deliver about the curriculum.
2. A summary of the class is given to the coordinator who interprets it into sign language along with audio. These are saved and accessed in the ACeLT (Adarsh Centre for e-Learning and Teaching).
3. Text books are audio recorded in the Braille Resource Centre (BRC) of Bangalore University and available for the blind.

- Distribution of syllabus is done and faculty members organize their **work diary** accordingly.
- **Periodic tests** and **Assignment** are given.
- **Slow learners** and **Fast learners** are identified. Efforts are made to improve slow learners. Fast learners are provided with additional matter and encouraged to take up intercollege competition and excel in university examination. They are encouraged to apply for higher education.

- Institution obtains **feedback** on academic performance and ambience of the institution from various stakeholders for further improvement.
- **Attainment of Programme Outcomes (POs) and Course Outcomes (COs)** for all the programmes offered by the institution are evaluated and necessary measures are taken to overcome the shortcomings.

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

1.2 Academic Flexibility

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 100

1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
468	428	497	504	513

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human

Values, Environment and Sustainability into the Curriculum

Response:

Institution integrates cross cutting issues relevant to professional ethics, Gender, Human values, Environment and Sustainability into the curriculum S R N Adarsh College strongly trusts in mixing cross cutting issues relevant to Gender equality, Human values, Environment and Sustainability and Professional ethics with a view to ensure

holistic development of the students. The students must become empowered professionals and contribute to the economic and technological development of the nation besides winning skills for the realistic reasoning and decision making in times of crisis. During the past decades, the college has made efforts towards developing value based education to graduating students with a vision to promote Gender equality, Human values, Environment and Sustainability and Professional ethics to be a better citizen.

Gender Equality

Gender equality and equal opportunity for women are necessary in the institution. Every activity and program of the institute provides equal opportunity for the development of girl students and female staff. As a part of curriculum, UG students were taught about gender equality, family, caste, spirituality which talks about gender discrimination and the measures to improve the status of women in Culture & Diversity subject.

Extracurricular programs conducted to enrich this course:

- ? Women's day awareness program on account of anti-sexual harassment elimination day.
- ? E-quiz on account of international girl child day.
- ? E-quiz to create awareness about the girl child with the theme of digital generation, etc.

Human values

The student must understand the human values and follow professional ethics in their relevant field. As a part of curriculum, UG students were taught about human values, interpersonal relationship, group dynamics, positive personality and skill development, etc. in Personality Development subject.

Extracurricular programs conducted to enrich this course:

- ? Guest lecture on Protection & Promotion of Human rights in India.
- ? E-quiz on minorities rights awareness.
- ? Celebration of noiseless deepavali with specially-abled students (Divyangjan students), etc.

Environment and Sustainability

The environmental issues are dealt in detail in the classroom through the subject Environmental science. The students were taught about climate change and its implications on public health, global warming, agricultural practices, pollution, bio diversity and conservation, etc. the current issues related to environmental changes is thoroughly addressed by the college.

Professional ethics

Professional ethics course is taught to the students to strengthen the ethical performance in their future career. Topics that deal with professional ethics like nature and importance of professional ethics, ethical issues in business communication, legal ethics, business ethics, communication ethics, etc. are taught under the course.

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

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)	
Response: 40.38	
1.3.2.1 Number of students undertaking project work/field work / internships	
Response: 189	
File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)	
Response: Yes	
File Description	Document
Upload supporting document	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 43.88

2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
203	156	154	201	225

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
420	430	430	430	430

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 64.81

2.1.2.1 Number of actual students admitted from the reserved categories year - wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
167	114	96	155	155

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

2021-22	2020-21	2019-20	2018-19	2017-18
212	212	212	212	212

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2 Student Teacher Ratio

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

Response: 17.33

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 using ICT tools

Response:

College practices a teaching methodology which focuses on imparting education through a student centric approach. This helps to transform students from being relegated to the role of passive recipients to active and involved stake holders, apart from bootstrapping their confidence and encouraging independence. Since students vary in their ability to comprehend and absorb it is not possible to address the needs and expectations of individual students and expect a uniform learning by allowing each individual student to comprehend at their personal level by involving in class activities, hence they can absorb and grasp information at their own place.

a) **Experiential learning:** experiential learning is the process of learning through experience. It follows a cycle **experience- Reflect-Think-Act**

b) **Participatory learning** or active learning is where learners are involved as actively in the learning process. The focus is on the learner actively engaging and participating in the learning process.

Examples:

Think-Pair-Share

Self-Assessment-quiz

Students are given a short quiz or survey to determine their comprehension of a specific concept. Google quiz is used to create online quizzes to assess knowledge of the participants

- ? Role play
- ? Workshop
- ? Student seminar

- ? Field trip
- ? Internships
- ? Volunteering as apprentice
- ? Research
- ? Model making
- ? Language lab
- **Brainstorming:** This technique is used to generate new ideas where judgment is suspended.

c) Problem solving learning

Problem-based learning (PBL) is a student-centred approach in which students learn about a subject by working in groups to solve an open-ended problem. This problem is what drives the motivation and the learning.

ICT TOOLS

In addition to chalk and talk method of teaching, the faculty members are using the IT enabled learning tools such as Computers, Laptops, audio systems, internet connectivity, scanners, Video clippings , Audio system, online sources, to expose the students for advanced knowledge and practical learning. Also they are using additionally digital platform like Zoom Class, Google classroom, Google forms etc. for ease of doing classwork (submission of project, PPT, Internal Test and assignment etc.) Classrooms are fully furnished with LCD/OHP/Computers, WI-FI facility and audio-visual facilities.

1. Every teacher develops E-content with use of PPTs on various topics of curriculum and students. During the pandemic faculty members continuously update on curriculum base or general topics.
2. College has its own YouTube channel, Facebook Page and Instagram where we host live webinars.
3. The library also takes initiatives in E-learning process; they have 'EASY LIB' (Library management software) as well as subscription of 'N-LIST' with hands-on training to students on 'How to use N-LIST' Library
4. The Institution continues to develop the e-learning environment more robust and competitive in assessment of teaching, learning and evaluation base.
5. **ACELT (Adarsh Centre for Teaching and Learning)** promotes e-content in all subjects and develop teachers and experts resources.

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

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years**Response:** 100**2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:**

2021-22	2020-21	2019-20	2018-19	2017-18
27	24	25	25	26

File Description	Document
Upload supporting document	View Document

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)**Response:** 31.5**2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
10	08	08	06	08

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.5 Evaluation Process and Reforms**2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient****Response:****(A) Mechanism of internal/external assessment is transparent**

There is a grievance Redressal committee along the examination committee to oversee the transparency of exam related grievances

Students are well informed during the orientation program itself regarding the university norms for the award of internal assessment marks as well as the rules and regulations pertaining to the internal assessment tests and university examination.

Based on the Academic Calendar, the Internal Assessment Examination (IAE) will be conducted at regular intervals of time.

The marks will be informed to the students at the earliest. The answers are discussed.

For the slow learners Special remedial classes will be conducted to improve their performance. The evaluated answer sheets will be issued to students in class room. The student can approach the teachers in case they need a clarification on the award of marks based on the scheme of valuation discussed in the class. The mark list for Internal Assessment will be prepared and displayed in the notice board.

Internal Assessment is sent to their parents through SMS.

Remedial classes are conducted to improve the academic performance of slow learners.

Transparency initiatives at institute level:

- Institute notifies the criteria for allocation of term work marks through notices and class counseling and to parents during PTA meetings
- Staff meetings are conducted periodically to review the evaluation process. The internal assessment mark lists are displayed and the students signature for acceptance.

(B) Mechanism to deal with internal/external examination related grievances is transparent, time-bound and efficient

Examination related grievances are taken care of by the examination committee and the office duly assisted by the department in charge.

There is a system of mentoring done at the department level since the student is likely to approach the class teacher or the mentor first. This is taken up in the department level and if a suitable solution can be suggested, it is adhered to.

The queries related to results, corrections in mark sheets, other certificates issued by university are handled at examination section. If it has to go through the office to the University level, then a written letter is taken, and the issue analysed. Students are allowed to apply for revaluation, recounting and challenged evaluation. Accordingly, the matter is represented to the University thro the liaison officer in the office. The office staff provide various documents if necessary. The liaison officer submits the documents to the University case worker and assists in getting an acknowledgement for having submitted. This is later followed up every time he visits the Office of the Registrar of Evaluation. If a fine has to be paid for wrong entries in the official papers, it is done with the help of the liaison officer Mr Manjunath.

Marksheets are printed in computer section in the Pariksha Bhavan and this is followed up. The new mark sheet is released as soon as it is received in the college office by contacting the student thro the number provided. A full set of documents are maintained for further references.

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

2.6 Student Performance and Learning Outcomes

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

Response:

2.6.1 Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students

Response: Institution displays its vision, mission, objectives, programme outcomes and course outcomes on the website. The same has been conveyed to first year post graduates and under graduates during the College orientation programme at the beginning of every semester. IQAC initiates the quality improvement program for each department. Along with the subject experts from the University, BOS members, teachers discuss about the syllabus, contemporary market demands and how to enhance the teaching methods -which provides the foundation to update programme specific goals. The alumnae are invited at various events as chief guest or judges to interact with students and teachers. They share their experiences on how a specific course helped to shape their career and thus encourages aspirants to look positively towards the outcomes of programme. The alumnae interaction helps the faculties to get the feedback on the programme and course outcomes and improvise the same for new batches by introducing add on courses or certificate courses. Institution conducts as well as encourages faculties to attend Workshops, Seminars, Refresher courses, and interactive sessions with the expertise from the universities as well as fields to make the course component more relevant. Every department projects the POs, PSOs & Cos on the department Notice board. The students are continuously made aware of these outcomes regularly. At the beginning of every unit teachers articulates on the learning outcomes and programe outcome which makes the teaching learning process more fruitful as students are aware of the relevance of the topic in their pursuit of knowledge. The direct assessment of the POs and COs is monitored through their performance in the university exams. An indirect assessment of the fulfilment of these outcomes is done by the teachers orally after every unit test/ assignments/ Presentations to ascertain if they have been able to do what was intended when they admitted to the course. The exit feedbacks are collected from the students at the department level and the end of the program - the review is done on the achievement of the same. The institute ensures the evaluative learning process by adopting to the 3 pedagogical strategies 1.Instructions: Instructing the students during various stages of their Under graduate/ post graduate studies 2.Designing the learning unit: Although Institute follow the syllabus prescribed by BU it still gives the add-on courses to enrich and full fill the Course outcomes.

Attainment of PO, CO are evaluated:

The percentage of attainment was noted from the exit survey taken from the students. Individual POs were considered and for the next batch of students, modifications are made in the course delivery of the subsequent year.

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

2.6.2 Pass percentage of Students during last five years

Response: 84.47

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

2021-22	2020-21	2019-20	2018-19	2017-18
84	143	168	110	164

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

2021-22	2020-21	2019-20	2018-19	2017-18
131	157	188	129	187

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.6

File Description	Document
Upload database of all students on roll	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

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

Response: 1.5

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

2021-22	2020-21	2019-20	2018-19	2017-18
0.75	0.75	0	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Response:

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Eco-System created for

Innovation: Innovation in education involves solving a real problem in a new, simple way to promote equitable learning. Innovation in education matches the scale of the solution to the scale of the challenge.

Innovation in education encourages students and teachers to research, explore, and use all the tools to uncover something new. Innovation involves a different way of looking at problems and solving them. It also improves education because it compels students to use a higher level of thinking to solve complex problems.

Creation of Knowledge: Knowledge creation is defined as the act of making knowledge created by individuals available, amplifying it in social contexts, and selectively connecting it to the existing knowledge in the organization

Transfer of Knowledge: “Transfer” is a cognitive practice whereby a learner's mastery of knowledge or skills in one context enables them to apply that knowledge or skill in a different context.

In SRN Adarsh College INNOVATION and INITIATIVES for Creation and Transfer of Knowledge is encouraged.

- Under Entrepreneurship cell activities are conducted for the students to improve their entrepreneurial skills in understanding issues relating to innovations in business and executing it in a better manner for the growth of business.
- **27/1/18,15/2/18,21-23/3/18,25/10/18,26/3-3/3 2019,11/3/19**
- In-house symposium for startups is created and conducted special lecture on **30/7/2022** in the college for students to showcase their startup skills
- Sessions on IPR initiative was conducted by In-house faculty members to make the students understand about the significance of patents and its usefulness.
- **1/8/18,5/8/19**
- A 5-day workshop was conducted by the college in association with KSTA from **8/12/2020-11/12/2020** to the faculty members and students to enhance and transfer the knowledge of patents innovations.
- Our College BCA department in association with Q Spiders conducted an Incubation drive on **29/4/2021** where BCA selected students participated and got trained in different testing tools to apply it in problematic situations to solve and create new knowledge.
- Students are encouraged to present papers in Inter and Intra College Competitions where they get to know the present scenario of learning and education and through this research experience they could create knowledge and transfer the same.
- **Sumanth** on the topic **Insurance Inclusion**
- **Rajath Kumar** on the topic **Insurance Inclusion**
- **Likitha Mane R** on the topic **Role of Pradhan Mantri**
- A three days’ workshop on Videography training was organized by KSTA from **23-25 Nov-2021** where our college BCA students participated and were trained on making graphical videos.
- KSTA organized “Vigyan Sarvatra Pujyathe” a festival of scope for all from **23-25 feb2022** In this context various competitions were held for UG and PG students where most of students participated in different competitions and learnt new and creative ideas in various aspects.
- KSTA sanctioned fund of Rs75000 for Minor Projects and they were completed.

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

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

Response: 23

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

2021-22	2020-21	2019-20	2018-19	2017-18
3	3	2	11	4

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

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

Response: 0.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
1	2	2	2	4

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**Response:** 0.22**3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
01	4	3	01	03

File Description**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)**3.4 Extension Activities****3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.****Response:****3.4.1 Extension activities in the neighbourhood community in terms of impact and sensitizing students to social issues and holistic development during the last five years.****A) Extension activities in the neighbourhood**

The following events were conducted to sensitize students on different social issues in the neighbour community for the holistic development.

2017-18

1. Clay seed ball ganesha making workshop and distributing in neighbourhood
2. 100th Green Bhanuvara celebrated by students planting saplings in collaboration with Adanya Chetna.
3. Students helped in the Free Plastic Surgery camp
4. Visit to Kidwai Cancer Hospital children's section to distribute sweets

2018-19

1. Blood Donation camp was conducted by students
2. Anti-drug rally march to learn the misuse of drugs and create awareness
3. Clay Ganesha Making workshop to be sensitised about the environment pollution caused by paints

4.SWACHCHATHA HI SEVA HAI ABHIYAAN – a cleanliness drive

2019-20

- 1.Students attended in the NSS Camp, Sri Giripura, GHPS, Magadi Taluk and rejuvenated several schools in rural and remote villages.
- 2.Blood Donation camp

2020-21

- 1.Students participated in Pulse Polio Abhiyan getting awareness on the dreaded disease
- 2.Home And Community Composting and Waste management
- 3.World Environment Day and the plantation drive for saplings sensitising students to the need for a green campus.
- 4.5 COVID immunisation drives were conducted in which students volunteered for the welfare of the public.

2021-22

- 1.Yoga camp organised by the students for neighbours and family as a health benefit especially during the lockdown months
- 2.Recycling waste was conducted for all with an alumni
- 3.Farmers were invited (parents) to share their burdens and cares during pandemic. Students exposed to the needs in villages
- 4.In collaboration with Bangalore one , Jan Sevaka – Citizens Service Camp was organised in the college . 76 neighbours and family came to have the services of Aadhaar related issues.
- 5.Blood donation camp conducted with students as donors and volunteers.
- 6.NSS camp for 5 days in Chamanahalii saw several students in the village
- 7.In collaboration with Bangalore University students participated in plantation drives too.
- 8.As part of being a responsible citizen, posters were made by students for the neighbourhood
- 9.NSS volunteers participated in a public rally ‘say no to drugs’ campaign
- 10.A job fair for the disabled was conducted and students volunteered . This was State level disabled youth fair in collaboration with Samarthanam.

B) Impact on Student

Students were sensitised to the needs that they themselves got involved and raised funds to help:

- 1.NSS voluntary registration was doubled.
- 2.Students collected money to pay for the medical expenses of a DEAF student whose mother met with an accident.NSS camp: Students painted the school walls and the mandapa nearby. They returned to donate sports equipment and old benches from the college.
- 3.In collaboration with APD students distributed ration during the lockdown to families.
- 4.In 4th and 5th Covid vaccination drive students took initiative voluntary and help neighbourhood public in vaccination.

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

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

Response:

Specific objectives of our extension activities are:

- To arouse social consciousness and civic responsibility in our students
- To identify the needs and problems of the society and help solve them

- 1.Green city award by Radio Mirchi to our gardener Mr Gopalappa on 6th June 2017 for maintaining the garden.
- 2.Adamya Chetana recognised the services provided by our students in sapling planting on the 100th Hasiru Banuvara on 24th November 2017.
- 3.Mohan Project Pvt Ltd awarded our college with a trophy for the initiatives “festival of trees” taken during Vana mahotsav week 1 to 7 July 2018.
- 4.Jodhpur association, Bangalore appreciated the services of our students during Free Mega health check-up camp held on 08.07. 2018.The camp provided cancer detection, dental and eye check-up.
- 5.During Indus Herbs Water body rejuvenation project our students helped to clear the lake of solid wastes, silt and invasive plant species, groundwater recharge and improve water quality. There are over 10,000 households living around the lake. A letter of appreciation was awarded on the 29th September 2018 on the occasion of Swachchatha hai Abhiyaan.
- 6.On 5th January 2019 the Rotary Club of Coimbatore gave a special award for the DEAF students of SRN Adarsh Degree College for supporting and participating in the 4th Covai open mini marathon organised by the DEAF leaders Foundation
- 7.Forest Department of Karnataka awarded a certificate to SRN Adarsh College for actively participating in the Forest exploration camp where several environmental activities were conducted by our students during Feb-March 2019

8. The efforts of inclusive education to HI students was appreciated by the local leaders and a letter of appreciation was given on 03.12.2020.

9.Certificate of appreciation from India book of records, a registered with GoI with RNI no HARENG/2010/32259.On January 12th, 2021 the longest virtual debate competition was held. “Smart phones on one hand are useful and on the other a social issue”. 210 students participated from all over India and an appreciation was given

10. Blood donation camp was organized as part of NSS activity.The appreciation letters were given on 24.04.2018, 15.09.2018, 24.09.2019, 14.06.20221

11. The college came forward to conduct 5 vaccination drives and had helped teaching and non-teaching staff take up COVID SUREKSHA courses. The efforts were appreciated by the local leaders in the form of

letters of appreciation on 11.11.2021 and 18.11.2021.

12. During Sep 2021 ITC Ltd paper board & specialty division recognized the efforts of the college for being part of “WOW Wellbeing out of waste”.

13. Mahaveer Medi-Sales Pvt. Ltd recognized the initiative taken up for conducting Health and Wellness for Community and students During pandemic 2020-22

14. Bafna clothing company Pvt Ltd appreciated the college efforts for providing the “clean and green campus” to the students on 05-06-2022.

15. Samarthanam Trust for the Disabled appreciated the support extended in conducting job fair for disabled 28-05-2022.

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

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

Response: 42

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

2021-22	2020-21	2019-20	2018-19	2017-18
14	5	3	10	10

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.5 Collaboration

3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative

research during the last five years.

Response: 47

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

Building Status Available

Total built up area ready 8500 (sq.mts)

In order to implement the plans and achieve desired goal, the Institute has created adequate infrastructure-state of art computer labs, library, language lab, faculty rooms, class rooms, seminar Hall and auditorium with audio visual facility. The whole campus has Internet facility with dedicated lease line. Power backup is also available.

Well Equipped Classrooms:

Classrooms are spacious, well ventilated with the seating capacity of 60 students. Well-equipped with mounted LCD projectors, white screens, podium, green boards.

Auditorium / Seminar Hall:

Institute has well equipped auditorium with 100 seating capacity with A/C and LCD, Internet facility and Audio-Video recording system.

Computer Lab:

Computer lab with assembled PCs adequately supported by 60 MBPS leased lines for internet connectivity is available.

We have scanners, printers, MSDN software, speakers, Laptop, LCD projector etc. Also, a Language lab for improving the communication skills of the students.

Well Stocked Library:

Reference Section, Journal Section, Reading Hall, Digital library, etc. The library has collection of Textbooks, Reference, General and Rare-books, Journals, e-journal and CDs, LED TV etc are available. The library uses EasyLib software.

10,453 Books with 4510 Titles, 43 Journals, 7 newspapers, 8 journals, 5 magazines and 20 CDs. Open Source repository of Shodhganga, INFLIBNET, NPTEL and also British Council membership is available for the students and faculty members.

Boys Hostel

Adequate hostel facilities are available for the students throughout the year. Students can also avail the Mess, Generator Backup, and Water Cooler with purifier, Wi-Fi, Solar System, TV room facilities.

Cultural Activities:

Students participate in the cultural events held in the college like Technical fests, Fresher's day, Annual Sports Day, etc. Annual cultural fest called "MERAKI" is organized every year to promote cultural events among the events. Youth festival, NSS day, Women's day, Fresher day, and other such activities are organized to explore the talent and creativity of students.

Sports:

There is indoor and outdoor sports and games facilities to both girls and boys. We have a spacious playground. Students can play outdoor games like Cricket, Kabaddi, Badminton, and Volleyball. Sports event competitions are conducted in the interdepartmental level every academic year Indoor games such as carom, chess, and Table tennis are encouraged and equipment is provided to the students.

Gymnasium:

A well-equipped gym is provided and maintained in the basement for the benefit of students and faculty members. It is maintained by the department of sports and regular training is provided to the students by the physical education director and his assistant.

Yoga Health and Wellness activities:

Prayer hall is used for promoting yoga sessions. Yoga activities are organized regularly by the Department of Sports. Blood camp, Nutrition demonstrations are also been arranged.

ACELT:

Adarsh Centre for Teaching and Learning at our institution has been set up a small studio with noise reduction facility with a desktop, headset, mic and proper lighting arrangements for recording and uploaded into our Library e-content website.

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

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 39.59

4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
43.42	32.88	36.29	47.27	41.26

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

The College Library has an area of 225 sqm and is situated in a location visible and accessible for all departments. It has a Collection of 14066 numbers of books. Separate Library for UG and PG are available with sufficient place for reading, and reference sections. Journals, magazines and newspaper sections are available. Two librarians and 2 attenders are available from 9 am to 5 pm. E- access is available round the clock. Language lab facility is available in the 3rd floor computer lab with Orell software installed in all Indian languages.

Library is fully automated with Integrated Library Management System ILMS software, Easy Lib, Version: 6.4 cloud version.

College library is a member of British Council Library Bangalore and has access to the premium digital library. Membership No: AMA050056. This digital library can be accessed through Web portal and Mobile App. 999 books in a year can be borrowed and 40000e-books across all genres.

College has subscribed for INFLIBNET -N-LIST – National library and information services Infrastructure of Scholarly Content. Under this the students and faculty members have access to 6000 e- journals and 199500 books. There is free access to e-Shodhganga. Remote access to e-resources is available.

There is a library committee that monitors the purchase of books and stock checking. The librarians monitor the everyday usage of the library. The number of e-users are also monitored and entered in the registers.

The library has an extension counter in the form of ACeLT. Adarsh Centre for e Learning and Teaching.

This concept was brought forth to keep track of lectures and notes in E form for the benefit of faculty members and students. The room stocks recordings of classes and several CDs and VCDs.

Braille Resource Centre of Bangalore University collaborated with the college to audio record text books to Blind students. These text books in soft copies are also kept in the ACeLT room for use of all. DEAF students' inclusive education is encouraged in college. The interpreter's record sign language classes for the deaf students and the library keeps the recordings. These can be accessed through requests.

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

4.3 IT Infrastructure

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

Response:

4.3.1 – Institution frequently updates its IT facilities and Provides sufficient bandwidth for internet connection.

With the increasing demand for internet access in educational campuses due to evolving standard of education and flexibility offered by the Internet - universities, colleges, educational institutes etc., are keenly stepping forward to setup secured and stable wired or Wi-Fi network campus for the students.

We have set up a whole campus with different Wi-Fi zones in each campus to access Wi-Fi easily. Computer lab is well-equipped with assembled PC's adequately supported by 60 Mbps leased lines for internet connectivity. It is also equipped with a wide range of licensed system software and application software. The entire campus is connected with LAN.

LAN facility:

3-Layer Switching (Core, Distributed and Access) model is implemented. Core layer switches in the buildings are connected with the Optical Fibre Ring Network (1.75Km Ring). This core switching is further extended to Distributed Switching for departments. Where 100/1000 Mbps (Gigabit Switches) are installed. As per the requirements of access point 10/100 (Megabits) or 100/1000 (Gigabit Switches) are used.

Wi-Fi facility:

IT department extend the complete support to the students. It is made available by setting and installing the Wi-Fi zones at various locations such as Library, Department corridors and at the Class rooms. Staff and Students can access this facility on their Laptops by registering themselves. The institute has currently Wi-Fi access points to provide the Wi-Fi internet access through Wi-Fi zones. The connectivity through a fully networked campus with state-of-the-art IT infrastructure, computing & communication resources, offers students the facilities of e-mail, net surfing, up/down loading of web based application, besides helping them in preparing projects & seminars.

Also using Fortinet firewall to prevent illegal access of internet. Continuously assesses the risks and automatically adjusts to provide comprehensive real-time protection across the digital attack surface. These include secure sockets layer (SSL) inspection (including TLS1.3), web filtering, and intrusion prevention (IPS) to provide full visibility and protection for any edge. Gateway Anti- Virus, Anti-Spyware & Anti-Spam, Intrusion Prevention System (IPS), Content & Application Filtering, Web Application Firewall, Application Visibility & Control, Bandwidth Management, Multiple Link Management for Load Balancing and Gateway Failover, over a single platform.

Fortinet offers visibility and control over 2000+ key applications. It offers complete visibility on which applications are being accessed within the organization and by which user, irrespective of their ports and protocols. This stops sophisticated application-layer threats right at the network perimeter, ensuring Application Security. Intercom Facility: The campus is well connected with a well-planned Telecom Network with intercom facilities is provided.

Additional BSNL land line connections are available.

Bandwidth for internet connection:

Better Bandwidth is provided in the form of BSNL & ACT internet connection which is sufficient to fulfil the purpose.

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

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

Response: 4.18

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

Response: 112

File Description	Document
Upload supporting document	View Document

Other Upload Files

1

[View Document](#)

4.4 Maintenance of Campus Infrastructure

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

Response: 100

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

2021-22	2020-21	2019-20	2018-19	2017-18
155	84	77	98	94

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 51.12

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
416	318	227	135	136

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

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

Response: A. All of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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

Response: 54.98

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

2021-22	2020-21	2019-20	2018-19	2017-18
407	423	25	240	230

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

5.2 Student Progression

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

Response: 35.42

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

2021-22	2020-21	2019-20	2018-19	2017-18
55	87	16	46	73

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

2021-22	2020-21	2019-20	2018-19	2017-18
111	159	196	137	179

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 50

5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
02	01	0	0	00

5.2.2.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
02	03	01	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.3 Student Participation and Activities

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

Response: 17

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at

national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6	3	4	2	2

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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

Response: 13.4

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

2021-22	2020-21	2019-20	2018-19	2017-18
22	09	06	14	16

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

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

Response:

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

SRN Adarsh College has a registered Alumni Association. It was registered on 22nd April 2021 with Registration No: DRB2/SOR/8/2021-2022.

SRN Adarsh College and the Alumni association jointly believe in creating and maintaining association with its alumni. The Alumni Association provides an interface for establishing a link between the alumni, staff, and students of the institute. Our institution alumni are currently working at various positions all over the globe and proving their mettle in all spheres of management. They share their success stories.

The Alumni Association Contribution through various means: -

- 1. Entrepreneurship Awareness:** Some of our Alumni have established startups in different sectors. They decided to become entrepreneurs during their academic span at college. Through the journey as an entrepreneur they learnt various skills & knowledge. They enlighten the students with their success stories and challenges faced.
- 2. Alumni Interaction:** Alumni are invited as resource persons at various events, guest lectures and as Chief guest. They provide inputs and share their experiences regarding skills, recent technologies & trends in corporate world, application of knowledge and corporate working culture.
- 3. To commemorate International Disabled Day,** on December 4, 2020 our **alumni Divyangjan** student Ali Abbas was invited to motivate & to share his corporate experience with our DEAF students
- 4. Placement & Career Guidance Assistance:** Alumni are working in organizations at various capacities. They keep the faculties and the placement officer abreast about the available job opportunities. They assist and guide the students to crack the interviews. They also share their experience with the students and motivate them for their career development in various domains.

Alumni Meets:

We at SRN Adarsh College have a tradition of inviting alumni for Annual Alumni Meet. In this meet the alumni get chance to reconnect with the Alma mater and old friends. This is the best platform for networking and sharing new trends and current happenings in the corporate world. These inputs are helpful to academicians for moulding the aspiring students. The various Alumni meet conducted at college are on different dates listed below: 3/11/2017,19/9/2020,26/9/2020,10/10/2020

- 1. REMEMBER:** A Virtual Alumni meet for BCom, BBA students of the batch 2015-2018 was organized on September 19, 2020. It was a fun filled interaction of the Alumni students with their juniors.
- 2. Prem Jain & Rajath P S,** Alumni students of 2007-10 were invited to be a part above meet as special guests to share their success stories.
- 3. RECONNECT:** A Virtual International Alumni meet with Mrs Laxmi Sand & Mrs Priya Mehta of 2001 & 2011 was organized to commemorate International Girl Child Day.
- 4. Parent of Divyangjan Alumni MCom student Mr Raju Chinnaswamy thanked college authorities for helping his son to get placed in Bank of India.**
- 5. Abu Sufian Divyangjan Alumni got placed in Primus as a consultant with highest pay.**

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

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

6.1.1: The governance and leadership is in accordance with the vision and mission of the institution and is visible in various institutional practices such as decentralization and participative management in the institutional governance

Creativity and innovation are the foundations of the present higher education system. Multi modes of entry and exit have inspired NEP. Several optional courses are encouraged. Thus it is important to keep in tune with changing times.

Our Vision

Adarsh College is committed to the student's success and excellence. It empowers the students to enrich the social, cultural and economic vitality of our nation and the global community at large.

Our Mission

Adarsh College is devoted to the enhancement of the educational experience of our students and helps them to achieve their full potential and become good and responsible citizens. The college will strive for excellence in all its activities.

Adarsh prepares graduates who have a strong desire to learn and grow continually, welcomes new ideas, value diversity with desire to succeed and give one's best towards excellence in all spheres of life. Its curriculum includes perspective building skills and competencies for improving communication skills, problem-solving skills, creativity, innovation and teamwork that also meet the needs of the diverse sectors of the country.

Our commitment is to provide the very best quality education. We are constantly striving to upgrade amenities and infrastructure that facilitate the learning process.

The empowered team of the college involves Principal, convener of different committees, Teaching-staff, IQAC committee, non-teaching and supporting staff, student representative (C.R.), stakeholders, alumni and local management committee.

The principal monitors the mechanism regarding administration and academic process. It also ensures proper functioning of the policies, rules and action-plans of the college. There are many committees to support the vision and mission of the college.

The college administration is constitutionally and systematically decentralised. This makes every stake holder responsible and accountable to his work and actions.

Several committees are established with faculty and students as organising members. Each committee has well defined functions and responsibilities. Students are in every committee and are part of the organizing of events.

We cherish and uphold stakeholder participation in almost every activity. Parent – Teacher meetings are regularly. The inclusive approach is commendable.

The news about various activities are published in the local news paper and gets wide publicity. College bustles with activities.

Alumni chapters are always active, either visiting or delivering lectures or honouring us as chief guest with their presence.

Every class has a class representative who represents the class in all decision making processes with the Head of the department.

Divyangjan students are our gems. They assist us in many ways and are a joy to be with. They participate in sports along with the normal students and often win prizes. They take part in cultural events and win prizes. Two of our MCom and BCom students are interpreters for the other students and are paid by the management.

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

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

6.2.1: The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional strategic/perspective development plan etc

The College has a well-defined organization structure governed by the Adarsh Governing Council which has an exclusive directive for policy making. The inclusive planning and development of the institution is done by Adarsh Governing Council President. Under the decentralization system, 2 Vice-Presidents give valuable inputs and suggestions to the President for the holistic development of the institution. The Secretary is the administrative head of the institution bearing the responsibilities of administration, appointments and infrastructure. 2 Joint Secretaries support the Chair in ensuring the smooth functioning of the Management Committee. The Treasurer supervises and advises all aspects of financial management, working closely with other members of the Management. The Committee Members ensure that everything the organisation does supports its vision and mission. They establish the fundamental values, the ethical principles and strategic direction in which the organisation operates.

Principal is the academic head, ensuring the proper conduct of all the academic, research and extension activities & also who provide strategic leadership by acting as a bridge between Management, Staff & students. At the department level, The Head of the department are directly responsible for harmonizing all departmental academic programmes of the college. Faculty members are directly responsible for the academic and curricular development of the students. Students are directly connected to the faculty for all the academic purpose and the real stakeholders to whom entire system strives for their betterment.

Several committees have been actively functioning. Every committee consists of staff and student members.

College is well aware that strategies give overall direction to the growth. It involves factors based on SWOC:

1. Advantage of resources (S)
2. Emerging opportunities (O)
3. Responding to barriers and resistance (W & C)

Academic plans: To introduce several multi-disciplinary subjects as optional as welfare measures of students. To apply for more programs which will be employment oriented and entrepreneurship based.

Administrative plans: To apply for permanent affiliation, 12B status, and eventually autonomy. To be thrifty in financial resources giving importance to directing the available revenue for the welfare of the students.

Extension activities: To sensitise students to environmental issues, awareness to health & wellness, to appreciate and develop tolerance towards weaker sections and physically challenged.

Alumni: To be part of the regular activities of the college, motivating students and supporting faculty members especially in keeping them up to date the current scenario in employment.

Institution- Industry tie ups: To bring in more industry related guest faculty and Field trips with internships for exposing student to the real world.

Divyangjan department caters to many needs of the students. Inclusive education is the hall mark of the college.

An activity successfully implemented:

Academic & admin, Finance, Energy, Environment, Waste Audits and ISO 14001,21001,50001 were conducted

Divyangjan department caters to many needs of the students. Inclusive education is the hall mark of the college.

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

6.2.2 Implementation of e-governance in areas of operation

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

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

6.3 Faculty Empowerment Strategies

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

Response:

6.3.1 : The Institutions has effective welfare measures & Performance Appraisal System for teaching and non-teaching staff.

EFFECTIVE WELFARE MEASURES FOR TEACHING AND NON-TEACHING

STAFF:

? Provident Fund (EPF) facility is provided for both teaching and non-teaching. Employee contributes 12% of (Basic+Dearness Allowance (DA)) towards EPF. Management

contributes to a maximum of Rs.1800 to each employee.

? ESIC scheme is provided to staff who are drawing gross salary less than Rs.21,000/-.Management contributes 3.25% of Basic+DA. Where as the employee contributes

0.75% of Basic+DA to ESIC.

?On occasion of Teacher's day & Deepavali Gifts and Sweets are distributed.

?Academic and Technical training is provided to all staff at free of cost.

?Institution provides seminars/ conferences/ FDPs/Training programs membership fees/participation & Training charges.

?Free health checkup & treatment by a doctor who visits the college every day for 2 Hours.

?Gratuity and group insurance is provided for all the staff members.

?Study leave and OOD for writing exams, attending viva.

?Ladies teaching and non-teaching staff can avail maternity leave.

?Casual leave and Sick leave are provided to all the staff members and compensatory offs are given to the staff members who have worked extra hours and on holidays.

?Stationary is provided to all departments as per requirement.

?One month salary is given as salary advance to support staff members who are in need of money.

?To encourage the achievements of faculty members, the increments are given for completing Ph. D, NET and SLET.

?Conducts periodical professional training programme for non-teaching staff regarding waste management, Covid sureksha, first Aid training, personality development etc.? Celebrates Women's Day by conducting various competitions for women and rewarding the winners.

?Conducts sport events for non-teaching staff members and distributed attractive prizes.

THE FOLLOWING PARAMETERS ARE USED FOR PERFORMANCE APPRAISAL

FOR TEACHING AND NON-TEACHING STAFF:

?Academic Progress

?Research and Publications

?Student centric activities and result

?Contribution to the college in various capacity

?Extension Activities.

PERFORMANCE APPRAISAL SYSTEM OF TEACHING STAFF:

1.All faculty members are advised to submit performance appraisal report through the Heads of the department each year. The questionnaire consists of qualifications,

result analysis, papers published, experience and contribution to the college in the current year. Any recommendations for improvement also are mentioned.

2.The faculty member is rewarded for their achievements. If there is a laxity on the part of the teacher in pursuing research or in excellence in teaching, guidance is

given for improvement.

3.Students have the opportunity to give their opinion on the last day of college. This is also analyzed and discussed with the teacher. Student feedback helps the teacher

understand their need for improvement in teaching methods, punctuality, and fairness in internal marks.

4.All reviews are shared by management. It helps the management to understand the achievements and to decide on the incentives and other benefits for the teachers.

5.Certificate of appreciation given to staff for delivering 100% result and/Rank.

PERFORMANCE APPRAISAL SYSTEM OF NON-TEACHING STAFF:

The Non-teaching staff members are evaluated by the office and rewarded suitably. Self-appraisal is also taken.

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

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

Response: 28.35

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

2021-22	2020-21	2019-20	2018-19	2017-18
14	13	01	04	04

File Description**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)**6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years****Response:** 12.33**6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
0	18	0	0	0

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

2021-22	2020-21	2019-20	2018-19	2017-18
12	7	0	0	0

File Description**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)**6.4 Financial Management and Resource Mobilization****6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from**

various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Though money has never been the constraint for any developmental project of the college the stakeholders work towards generating revenue through various means. Since SRN Adarsh College has a well-conceived system with a sound financial management, it is always hopeful that the leadership can tap newer sources of resources mobilization which ultimately leads to optimal utilisation of resources. Adequate funds are assured from different sources to meet day-to-day expenses. Besides fees collected from students there are several philanthropists who donate to the cause of education from the members of the management. These are explained in the below points

Strategies for mobilisation of funds

1. Karnataka Science and Technology Academy , a part of Government of Karnataka provides grants:

- Supported the conduct of IPR workshop
- Funded the conduct of Artificial Intelligence seminar and Cyber security workshop
- Gave financial support to 2 research projects

1. NSS supports with finances for various activities.

- Helping Hands, Samarthanam an NGO supports our Divyangjan students with fees and other events
- Cheshire home and Gift aided help in conducting add on courses for special students

One of the strengths of the college is in planning and execution of time tested system for financial responsibility and accountability. Budget is presented to the management by the Principal and discussed at various levels.

Optimal use of resources

1. Infrastructural resources

Utilisation of infrastructural resources is always searched and found. An evening college is also running in the same campus and shares its need with us. Sports ground is used and shared with the MBA department. The prayer hall is also used often for external functions. Also fully equipped and furnished auditorium is shared by the Sangh altogether.

1. Financial resources

Whatever funds are being collected and mobilised are utilised in fullest and optimal manner so that there is justice being made for funds collected from various sources. Students were given scholarships

Institution conducts internal and external audit regularly

The finance department of SRN Adarsh College is approved by the management as per the statutory requirement. The secretary receives these documents, duly approved by the committees and principal who ensures that the funds are prudently administered in compliance with statutory rules and regulations of the institution

Auditors competency – the audit is conducted by Suresh Kumar, Chartered accountatant, H.M Giriya and co. Audit objections (if any)- the secretary, the principal, accounts office will answer them.

Internal audit is conducted by a committee under the leadership of the office managers with the help of the librarians every year. Stock taking is done regularly and the need for new furniture and infra-structure is placed before the management.

External audit is conducted every year in March. Audit objections are placed before the cashier and the Secretary of the management for sorting out any dues. The books of accounts are computerised in the updated version of tally.

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

6.5 Internal Quality Assurance System

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

Response:

1. IQAC contributes for quality assurance strategies & processes.

a) Conducting seminars, workshops and conferences:

·In 2018,10-day workshop on different interests of students was conducted-EDP, Cultural activities, computer literacy etc.

·In 2019 a workshop on GST was organized through a CA firm

·In 2020 a KSTA sponsored workshop was organized on Artificial Intelligence

·In 2021in association with Commerce department of BCU a syllabus orientation was organized

·In 2022 in association with BCU and funded by KSTA a workshop on Yoga, Health and Wellbeing was conducted.

·COVID Suraksha, First aid training and organic waste disposal to NON teaching staff

b)Organizing FDPs on teaching skills and recent trends

·On 20/Nov/22 in association with the Divyangjan cell, FDP was organized to understand the psychology of the DEAF students. Along with sign language class was conducted to faculty members. ICT orientation was given by the BCA faculty on preparing Google quiz and in uploading documents for various accreditations

·A workshop on lessons to learn as teachers through stories of Panchatantra was conducted

2. IQAC encourages faculty members to attend conferences, seminar and workshop in other institutions

- a) ACeLT: Adarsh centre for e learning and teaching was established in 2020. High quality content is prepared in e content form for both regular & Divyangjan students.
- b) NET/SLET training was conducted from February 17th-28th 2021 for students and faculty members. Two of them passed.
- c) ICT and ISO awareness training given to faculty members on 4th may & 18th July
- d) NIRF ranking: We are one of 2270 colleges all over India listed.
- e) ISO internal Audit training for 12 staff members who received certificates for internal auditing on 20th July 2022
- f) SIT conference sponsored by KSTA
- g) Faculty attended NPTEL examination in different center on 27-3-2022

3. IQAC reviews teaching& learning and records incremental improvements in various activities

- a) Academic audit is conducted every year by IQAC to take stock of teaching–learning process and watching the PO/CO attainment suggests improvements in department along with self-assessment done for both teaching and non-teaching staff
- b)Feedback analysis on syllabus and college was done by students, employer and alumni
- c) Result analysis after each semester to identify slow learners and fast learners ,Results have improved & 2 university ranks have obtained in the last 2 years.
- d) In the KSTA drama competition students bagged I prize. Trained in model making to participate in state level organized by KSTA(won the prize)
- e) Co-curricular activities: students have been encouraged & trained to participate in speech competitions and 100 students created history by speaking in NAYARA all India competitions.
- f) Students participating in University level competitions and winning laurels
- g) Innovative teaching and learning: students prepared and presented PPTs in kannada on 5-3-2022
- h) Our students participated in essay writing competitions organized by Bharatiya Vidya Bhavan Gandhi Centre for Human Values
- i) M.com students have taken up NPTEL exam on 27-3-2022
- j) IQAC takes the initiatives to conduct various activities to the students through NSS.

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

6.5.2 Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**

2. Collaborative quality initiatives with other institution(s)/ membership of international networks

3. Participation in NIRF

4. any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc

Response: A. All of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 7 - 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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

1.The institution ensures maximum safety and security for all students and staff members. It establishes women-friendly infrastructure facilities and appoints women staff, women mentors and women security guards.

The objectives of Gender sensitization plans are

- To facilitate safe environmental protection and support for the students and the staff members
- To provide a mechanism for addressing sexual harassment issues confidentially if a grievance has been filed.
- To take proactive measures so that college will be an excellent and safe place for all
- Conduct awareness programs for the benefit of the student and staff community

The measures initiated by the institution are;

- Lady security officer
- Log book at the gate
- Separate hostel for girls and boys
- Girls' restroom with automatic sanitary napkin vending and incineration machine
- Ragging free campus
- Girls' common room
- Security officer at the main gate
- Fire exit
- Visitors log and visitors pass
- Grievance Cell

- Internal Complaints Committee
- Counselling Cell
- Anti-Ragging, Sexual Harassment Elimination Cell–policy and activities

-E-quiz on International Nurses day

-Report on Girl Child day E-quiz

-Report on Mother's Day

-Paper presentation by faculty member - 'Gender Sensitization'

-Faculty participation in webinar on 'Cyber violence against Women and Children'

-Concession on Women's day

-FDP on International Women's Day

-International Girl Child day

- Self-defense awareness for women
- Health program in association with OGI
- Workshop for Girl students on Interview Skills/ Motivation

- BCU Notification
- Sexual Harassment Cases
- Gender Audit
- Curriculum
- Health care center
- Mentor list

b) National and international commemorative days, events and festivals

The college organizes national and international commemorative days to enable the students to be sensitive to different aspects across the nation.

Celebrating Independence Day and Republic Day helps to promote nationalism and patriotism towards the country.

Celebrating festival days help the students to understand diverse cultures and traditions and embrace cultural differences.

Teachers' Day acknowledges the efforts and hard work put in by the teachers towards the student community.

Similarly, commemorating national and international days and events create a more significant impact on the students. It also aids in preserving the concepts of harmony and brotherhood among the students and expressing their love for each other.

National Days

- Swamy Vivekananda Day - 19/01/2019
- Gandhi Death Anniversary & Jayanti - 01/10/2018 & 03/01/2019
- Pulwama Victim - 16/02/2019
- Yoga Day - 24/02/2019
- Teachers' Day – 05,06/09/2017, 05/09/2018, 05,07/09/2019, 04/09/2021
- Ambedkar Day - 14/04/2021
- Rabindranath Tagore - 07/05/2021
- Independence Day - 15/08/2016, 15/08/2017, 15/08/2018, 15/08/2019, 15/08/2020
- Republic Day - 26/01/2018
- Kannada Rajyothsava -20/11/2020
- National Library Day -12/08/2021
- National Girl Child Day - 24/01/2022

International Days

- Hindi Divas & Sanskrit Day -14/09/2020, 15/10/2020, 23/01/2021, 23/04/2021
- Mother's Day -08/05/2021
- World Environment Day -05/06/2017, 05/06/2021
- International Yoga Day -24/02/2019, 02/08/2019
- International Girl Child Day -11/10/2020
- International day for Person with disability -04/12/2020
- National Integration for Communal Harmony -20/11/2020
- International Labour Day -01/05/2021
- International Day for Nurses -12/05/2021, 13/05/2021, 14/05/2021
- World Human Rights Day -10/12/2021
- World Braille Day -04/01/2022
- International Women's Day & World Hearing Day -08/03/2022
- Earth Day -22/04/2022
- World Book Day & Copyright Day -23/04/2022 –29/04/2022
- World Bicycle Day -04/05/2022

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

7.1.2 The Institution has facilities and initiatives for

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

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	View Document

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

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

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The following events and activities illustrates that the institution provides inclusive environment for all with tolerance and harmony towards culture, regional, linguistic, communal, socio-economic and other diversities. Divyangjan and Normal Students compete together.

Tolerance and Harmony

The National Foundation of Communal Harmony, an autonomous organisation under the Ministry of Home Affairs, Govt. of India organises projects each year. Students participated and collected an amount of Rs 5000/- and was sent as donation [ECS-SBI dated 06/11/2020] Stamps were given to students to be pasted in their project works.

Cultural

- 16-7-2018 to 20-7-2018 - The Theme week - twinning day, bachpan ki yaadein,etc.
- 22-9-2018 - Adarsh Mela – highlighted the glory of different states of our country.
- 27-4-2019 Adarsh Mela - Cultural competitions
- 11-01-2020 to 22-01-2020 - Cultural week - activities shades of blue, twinning.
- 11-01-2021 to 19-01-2021 - ALOHA 2021

Regional

- 17-10-2018 - Dandiya program - Students participated in traditional attire to celebrate Dussehra.
- 20-11-2020 - Kannada Rajyotsava-Quiz and Essay competition was organized by Kannada Department.
- 23-12-2021 – Farmer’s Day Celebration

Linguistic

- 14-09-2020 - Hindi Divas-900 students participated in Quiz.
- 15-10-2020 - Sanskrit day-783 participants participated from all over the world including one from Pakistan!
- 23-01-2021 – World Handwriting Day
- 27-04-2021 - English language Day -900 students participated in Quiz.
- 11-01-2022 to 23-01-2022 –Add-on courses on spoken English

Communal Socio Economic

- 11-9-2018- Clay Ganesha idol-making workshop by NSS Unit to inculcate eco-friendly festival celebration.
- 11-11-2020- Noiseless Deepavali - The Divyangjan Cell and the Human rights protection cell - an awareness on sound and air pollution.
- 03-12-2021– International Day of Persons with disabilities.

Other Diversities

- 24-2-2019 - Yoga day - NSS students actively participated at the Bangalore City University.
- 08-03-2022 – World hearing Day

Hearing-impaired students have inclusive education with normal students. They study and play sports together.

Value

- 01-09-2018 – Anti-Drug awareness rally - A rally to create awareness in the juvenile minds and to say no to Drugs.
- 25-09-2018 - Clean mind and clean environment Workshop - commemorated Swacchata abhiyan.
- 06-04-2021 - The students collected and contributed Rs.22000/- to mother of Shalini (Hearing-impaired student) who met with an accident.
- 11-12-2021– Participation in Essay competition on Scientific temper and Gandhian values.

Rights

- 18-12-2020- Minority rights day. A webinar was organized.
- 01-05-2022– International Labour Day celebrated with Quiz.

Duties

- 20-02-2019- Voting awareness campaign and voters registration program.
- 18-04-2019- The students helped in election booth process. 30 NSS volunteers helped the senior citizen and physically disabled in exercising their voting rights.
- 26-11-2020- The Constitution day – Poster-making competition with the theme Indian constitution
- 28-06-2021– COVID Vaccination Drives
- 08-03-2022– Women’s day :- Celebrating the elegance of womanhood.

Responsibilities

- 27-10-2018 - A Self-defense program for girl students.
- 05-11-2020 - The Human-rights day by Divyangjan cell - vocational educational training & skill development program session for hearing-impaired students.
- 07-05-2021- Homage to Gurudev Rabindranath Tagore
- 10-12-2021 – World Human Rights Day
- 23-12-2021 – Good Governance Day
- 12.01.2022 – National Youth Day:- webinar on “Role of youth to build better India”
- 04-06-2022 – World Bicycle Day

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

7.2 Best Practices

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

Response:

1. Title of the Practice

Audits for Quality Assurance

2. Objectives of the Practice

The Institution conducts regular audits in order to streamline the process of quality control. In addition to providing an idea about the growth the Institution has attained so far, these audits also ensure compliance with the required standards.

Academic & Administrative Audit is an activity to ascertain the degree of teaching - learning process occurring at institute level.

Financial Audit is done with an objective of examining and evaluating the financial statements of the organization

Energy Audit is an inspection survey and an analysis of energy flows for energy conservation in a building.

Waste Audit determines the composition and quantities of waste being generated.

Green & Environment Audit is done to promote the Environment Management and Conservation in the Campus.

Water Audit was done to monitor the water usage in the Institution

Gender Audit: In order to find out the gender ratio and to promote girl child education, a gender audit was conducted by the Institution.

3. The Context With the implementation of NEP and the pandemic issues, there is an increasing need for being conscious of optimum use of resources. Audits ensure where we stand as an institution and helps to improve

4. The Practice Institution in collaboration with NAAC conducted a workshop on Quality Audits on March 5th 2021

Academic & Administrative Audit was conducted every year. Faculty members provide the needed documentation, and it is recorded in a format. Experts audited the documents and advised on improvement. Financial Audit was conducted by the finance office. Energy Audit was done internally.

Waste Audit was done with the help of the ITC waste management team.

Environment Audit was conducted with the help of university department

Gender Audit: Efforts are made to improve Girl Child admission and on March 6th every year, all girl students of 2nd PUC are given free application forms and fee concession.

Water Audit: Water bills were monitored.

Gender Audit: The ratio of boy and girl students was collected from the college office.

5. Evidence of Success

Academic & Administrative Audit It helped in organising meticulously the schedules. This audit is ISO 21001 certified.

Financial Audit was helpful in planning the next years' budget.

Energy Audit helped in understanding the need for LED lamps, repairing the lift and getting a green motor. This audit is ISO 50001 Certified.

Waste Audit The support staff are also trained and during the COVID lockdown and in person classes the students had a safe environment. This audit is ITC Certified.

Green & Environment Audit helped in cleaning up the paper waste and sending them for recycling. The students were made aware of taking care of environment as a long-term goal.

This audit is ISO 14001 Certified.

Gender Audit: Compared to the previous years, the number of girls who join the institute has increased.

Water Audit: Management provided the Institution with sensor-based water taps.

6. Problems Encountered and Resources Required

Some audits needed external support. Waste audit was cumbersome.

Energy & Environment Audit was expensive.

Academic and Administrative audit was time consuming

Best Practices 2

1. Title of the Practice

e-Connect for the New-normal

2. Objectives of the Practice

To make the institution e-connected in such a way that it can be an active participant of the e-learning culture of the developing world

3. The Context

At the start of the pandemic, the entire teaching-learning system had faced many challenges because of its immediate shift to online mode. The institution has been advocating a hybrid learning culture consisting of online activities for the past few years. Since the Institution already had the infrastructure and experience in conducting online teaching-learning process, the pandemic was never a challenge during the new normal.

4. The Practice

? Academic

The Institution conducted online learning activities to equip students with a new way of learning and to refine their existing skills. The students were familiar with TED Talks, Online lectures and the digital learning materials.

? Sports/ Cultural

Online Yoga/Sports/ Cultural event named 'Meraki' in which the students participated in the same from the comforts of their home.

? Scholarships were done by e-Connect – for the normal students and the DEAF

? Adarsh Centre for e- learning and Teaching – ACeLT Helped in providing sufficient infrastructure for e-connect

? Webinars/ FDPs/ Paper presentation/ Conference/ Workshops - Students and faculty members attended and presented papers online

? UUCMS portal of UGC - Training programs online

? Online Language Lab – Orell

? Library online:

? Students could access the e-Connect materials by sending SMS, WhatsApp notes, or mail to the librarian
 ? Braille Resource Center of Bangalore University extended its facility to the college to record textbooks in audio form

? DEAF student interpreters recorded in sign language the summary of lectures

? Special Day Celebrations are done online even with parents

? Non-teaching Staff events

? Extension Activity -

-During the pandemic, all the teaching and non-teaching staff attended a two-week online course 'COVID Sureksha' conducted by CMC Vellore & Azim Premji University.

-Jana Sevaka Citizen Service Camp

5.Evidence of Success

?The students passed with good scores.

?Several students excelled in sports and cultural activities exceeded and they received many awards

?DEAF students' performance in academics and sports and culturals improved

?All the front-line workers completed the COVID Sureksha course and received certificates. It was also noticed that no active cases were reported in their homes. Five

free vaccination drives were conducted for the stakeholders and public with the help of BBMP.

6.Problems Encountered and Resources Required

The support of a technical team was necessary

Electricity to be available during the day so the recording goes undisturbed.

The Divyangjan students needed an interpreter to do the sign language and her availability adjusted to technical teams recording

The COVID course was for 2 weeks and the participants had to spend their afternoon listening to the lectures and answering the quiz everyday.

All these initiatives were financially expensive.

ICT Training for the faculty members and the students was a time-consuming task.

File Description	Document
Best practices as hosted on the Institutional website	View Document
Any other relevant information	View Document

7.3 Institutional Distinctiveness

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

Response:

INCLUSIVE EDUCATION FOR THE PHYSICALLY HANDICAPPED

Introduction:

The Vision and Mission of the institution was established by the founders to reach out to the youth of the country to provide a holistic education. Inclusive education was always part of the long-term goals for all.

Thus, the college admits physically handicapped students especially DEAF students, a few blind students and provides facilities, training with value-based courses and scholarships. These students attend classes along with all other students participate in cultural and sports activities along with the other students. Thus, the regular students are sensitized to the disabilities in the friends and learn to live together. The special students also learn to communicate in their own way and adjust to a normal mode of living. The special students get good grades and are given training in placements and are placed according to their abilities.

Inclusive education for the DEAF students

a) A **Divyangjan cell** was established. A room was allocated for the Divyangjan department. Room No: 403 was specially equipped for the purpose

b) An **interpreter** named Ms. Sridevi was appointed as a part time faculty. Two of our own students from BCom who are hearing impaired and had secured I class in the overall performances were also appointed as part time teachers to help the other students. Both joined the M. Com course with scholarships provided by the college and are paid a remuneration. These two alumni help in conducting classes for the rest of the BCom DEAF students and also help in coordinating 8 DEAF students who joined M. Com.

c) **Hostel Facility:** Hostel facility for the Divyangjan students were arranged with the help of Samarathanam Trust

d) **Sign Language** classes for faculty members were conducted in October 2020. With the aim of facilitating the deaf students learn better, the teachers and non-teaching staff attended a 10-Day (20 hours) program on Sign Language. Ms. Sridevi and 2 of her assistants conducted the class.

Certificates were given for those who completed the courses.

e) **Academic Support** - Although some initiatives are implemented for the hearing-impaired in the regular college, challenges are still encountered in their education. Academic support and the way of working with the DEAF students is difficult and during the days of pandemic it was a challenge. Their range of vocabulary is often limited, which in turn affects their level of English literacy. So, classes in Communicative English were conducted with the help of our faculty members and Cheshire home.

Students with hearing loss may appear isolated in the learning environment. This isolation and limited possibility for social contact may have an impact on learning. Events were conducted where the DEAF and the regular children participate.

It is difficult for a DEAF student to watch an interpreter to take notes from an overhead or blackboard. An interpreter is unable to translate concurrently both words and any information given on an overhead. It is important therefore that all information should also be available as handouts. This was done with the help of faculty members giving short notes or providing power point slides to all DEAF students

Videos and PPTs with captions were used where possible in classes and sent to DEAF students as tutorials

f) **Scholarships:** Scholarships were arranged for the Divyangjan students. Central government application form was filled for students to avail scholarship. All hearing-impaired students were also given a training on how to fill the online forms. College also provided fee concession to all Divyangjan students. Samarathanam Trust and Helping hands –NGOs also collaborate with the college to provide scholarships

g) Curricular, Add-on courses:

? Value-based course on Communicative English

? Tally Prime Classes

? Advanced Excel classes

h) Extracurricular activities for the DEAF students

? "Swachh Bharath" skit performed by the DEAF Students on the Eve of Independence Day - 15/ 08/2017

? On World DEAF Day, students sang National Anthem in Sign language-26th September 2017.

? Fashion Parade on Adarsh Founders Day-01/02/2018

? Took part in 'Maloes Show' conducted on 29/07/2018

- ? Participated in National Art & Animation Festival which was held at St. Joseph's College on 28/02/2019
- ? Participated in International Woman& Day celebration conducted by Karnataka DEAF Women& Association, at Karnataka Secretariat Hall on 01/04/2019
- ? Visit to Chocolate Factory
- ? DEAF students participated in the JAF Meet Up at Cubbon Park on 08/09/2019 and acquired skill training in drafting RTI
- ? Recreational trip to RD& Resort-17/02/2020
- ? Performance of Divyangjan students on Women's Day–March 8th, 2022
- ? Divyangjan students' participation in Adarsh Mela valedictory 18th July 2022

i) Sports Activities)

j) Placement and Carrier Counselling support

- ? Assessment of each Divyangjan student on their capability was done by Cheshire Home in September 2020 and a value-based course on Communicative English along with Soft Skill classes were conducted
 - ? Hearing impaired students need assessment and accordingly career counselling was done. Gift-abled and Cheshire Home conducted these events for placement help for these students.
- Advanced Excel courses was offered via online and offline.

k) **Exclusive job fair** was conducted for the disabled students in State level-on 28th May 22

l) Divyangjan achievements–Alumni and Faculty member

- ? Shakti received star award from Infosys
- ? Divyangjan alumni felicitated for their awards at their work places 18th Sept 2021
- ? Shakti our hearing-impaired alumni won an award in INFOSYS where is working
- ? Raju Chinnaswamy selected for Bank of India placement passing exam
- ? Abu Sufiyan, Divyangjan alumni got placed as Consultant in PRIMUS
- ? Divyangjan interpreter Mrs. Sridevi secured first position in the Grand Finale of 'Wonder Woman'

m) Extension Activities

Distributing ration to deserving family of students in association with APD 20th September 2021

n) INCLUSIVE EDUCATION FOR THE BLIND

- ? Physical facilities
- Accessible Toilets, lifts and ramps are available.
- ? Provision for scribe
 - ? Braille resource center (BRC) of Bangalore university collaborated with the college and all text books are audio taped and available for the blind in library and ACeLT

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

5. CONCLUSION

Additional Information :

1. Audits:

The special feature of the institution is in constantly monitoring our work and accessing it within and by external agencies. In this context several audits were conducted from time to time. To name a few:

- Internal Academic audit and ISO 21001 was certified.
- **Internal Energy audit** and ISO 50001 done.
- **Waste audit** with ITC helped recycle.
- Green audit helped in cleaning up the paper waste and sending them for recycling(ISO 14001)
- Environment audit was informative, and students learnt environmental awareness to have that as lifelong learning.

2. Inclusive education for the DEAF students

- A divyangjan cell was established. A room was allocated for the Divyangjan department. Room No 403 was specially equipped for the purpose
- Interpreter Ms Sridevi was appointed as a part time faculty. Two of our own students from BCom who are hearing impaired and had secured I class in the overall performances were also appointed as part time teachers to help the other students. Both joined the MCom course with scholarships provided by the college and are paid a remuneration. These two alumni help in conducting classes for the rest of the BCom DEAF students and also help in coordinating the schedule for 8 DEAF students who joined MCom.
- Academic support and the way of working with the DEAF students is difficult and in these days of pandemic it is a challenge. Their range of vocabulary is often limited, which in turn affects their level of English literacy. So classes in Communicative English were conducted with the help of our faculty and Cheshire home.
- Hearing impaired students need assessment and accordingly career counselling was done. Gifted and Cheshire Home conducted these events for placement help for these students. Advanced Excel courses were offered online and offline.
- Sign Language Classes for faculty members were conducted in October 2020. With the aim of facilitating the deaf students learn better, the teachers and non-teaching staff attended a 10-Day (20 hours) program in Sign Language. Ms Sridevi and 2 of her assistants conducted the class. Certificates were given for those who completed the courses.

Concluding Remarks :

COVID 19 pandemic had thrown the entire world and especially the education system into an unexpected lockdown that lasted long. But our time-tested administrative system was so resilient and it was able to rise up to the occasion. Online work went on smoothly and students were kept profitably engaged right through the dark days with classes and other activities. Counselling was done and help provided wherever needed.

Inclusive education as our thrust in making the regular children sensitive to needs of others and to count their normalcy as a blessing is our aim in producing empathetic youth. Training the DEAF to meet the challenges of the world and not count their handicap as a deterrent to progress is our service to them.

The institution's bid to experiment newer innovative ideas in every functional domain of academia and commitment to support all round education paid off. Net work and partnering with stake holders gave a chance for open ends in learning. Student friendly cluster groups helped in arranging programs by every department. This was suitably monitored by faculty members and attended by management representatives often. Cherishing 25 years of the past invincible track record and owing all this work and contributions to the humble and honest management and stake holders is the reason for this progress. As we present this report to the accessing agency, we dedicate it to our founder Sri Premraj Jain who toiled relentlessly and sacrificially for this great cause.

The possibility for social contact and interaction with other students is often limited for the DEAF, and this isolation or separateness may have an impact on learning. Events were conducted where the DEAF and the regular children participate. This also helps them when placements are done. The feedback reports from HR are often encouraging that our DEAF students adjust well in workplaces.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
1.2.1	<p>Number of Add on /Certificate/Value added programs offered during the last five years</p> <p>Answer before DVV Verification : Answer After DVV Verification :16 Remark : as per final observation</p>																				
1.3.2	<p>Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)</p> <p>1.3.2.1. Number of students undertaking project work/field work / internships Answer before DVV Verification : 189 Answer after DVV Verification: 189</p>																				
3.1.1	<p>Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)</p> <p>3.1.1.1. Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs) Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>0.75</td> <td>0.75</td> <td>0</td> <td>0</td> <td>0.1</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>0.75</td> <td>0.75</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Remark : as per final observation</p>	2021-22	2020-21	2019-20	2018-19	2017-18	0.75	0.75	0	0	0.1	2021-22	2020-21	2019-20	2018-19	2017-18	0.75	0.75	0	0	0
2021-22	2020-21	2019-20	2018-19	2017-18																	
0.75	0.75	0	0	0.1																	
2021-22	2020-21	2019-20	2018-19	2017-18																	
0.75	0.75	0	0	0																	
3.3.2	<p>Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years</p> <p>3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>07</td> <td>20</td> <td>06</td> <td>07</td> <td>08</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	07	20	06	07	08	2021-22	2020-21	2019-20	2018-19	2017-18					
2021-22	2020-21	2019-20	2018-19	2017-18																	
07	20	06	07	08																	
2021-22	2020-21	2019-20	2018-19	2017-18																	

01	4	3	01	03
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Remark : as per final observation

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

5.2.2.1. Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
02	01	0	0	01

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
02	01	0	0	00

5.2.2.2. Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18

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

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
10	3	4	3	2

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
6	3	4	2	2

Remark : as per final observation of excluding state, district level activities

5.3.2	<p>Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)</p> <p>5.3.2.1. Number of sports and cultural programs in which students of the Institution participated year wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 389 1046 524"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>102</td> <td>12</td> <td>19</td> <td>19</td> <td>44</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="304 602 1046 736"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>22</td> <td>09</td> <td>06</td> <td>14</td> <td>16</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	102	12	19	19	44	2021-22	2020-21	2019-20	2018-19	2017-18	22	09	06	14	16										
2021-22	2020-21	2019-20	2018-19	2017-18																											
102	12	19	19	44																											
2021-22	2020-21	2019-20	2018-19	2017-18																											
22	09	06	14	16																											
6.3.3	<p>Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years</p> <p>6.3.3.1. Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 1095 1046 1229"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>30</td> <td>20</td> <td>18</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="304 1308 1046 1442"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>18</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>6.3.3.2. Number of non-teaching staff year wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 1520 1046 1588"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	30	20	18	0	0	2021-22	2020-21	2019-20	2018-19	2017-18	0	18	0	0	0	2021-22	2020-21	2019-20	2018-19	2017-18					
2021-22	2020-21	2019-20	2018-19	2017-18																											
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0	18	0	0	0																											
2021-22	2020-21	2019-20	2018-19	2017-18																											

2.Extended Profile Deviations

Extended Profile Deviations

No Deviations