



SELF STUDY REPORT

FOR

4th CYCLE OF ACCREDITATION

SESHADRIPURAM COLLEGE

**NO 27, NAGAPPA STREET SESHADRIPURAM BENGALURU- 560020,
KARNATAKA, INDIA.**

560020

www.spmcollege.ac.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

(Draft)

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Institution with a rich legacy of 50 years, established in 1973 under the aegis of Seshadripuram Educational Trust since 1930 with 93 years of heritage has been a catalyst of change in society with strong value system functioning on principles of equity, access and inclusion. Among best Commerce colleges, institution is ranked No. 1 among affiliated colleges in Bengaluru, No. 3 in state of Karnataka and 41st in the country by India Today MDRA Ranking 2022 and ISO Certified 2015:2000.

Working in Higher Education vertical, institution has been striving to contribute towards individual development and national progress socially, technologically and culturally. With a vision towards providing quality education and empowering learners with knowledge and self – confidence, institution has been striving towards developing citizens who are intellectually alive, morally upright and socially responsible governed by the Strategic Perspective Plan, Policies and SoPs.

Academic excellence of institution has been evident with over 3000+ learners, 75+ educators with a strong 25+ administrative staff working with varied stakeholders has been bagging over 26 ranks and 10 medals across Under Graduate and Post Graduate Programs over last five years.

The focus has been 360-degree development of learners, staff, community and other stakeholders through effective functioning of various fora, clubs, committees, study centres, statutory cells, Alumni Association and Centres of Excellence. Constant efforts are made to bridge the industry – academia gap to enhance employability and entrepreneurial skills developing Global citizens for the 21st century with an environmental sustainability mindset. The MoUs and collaborations at the local, national and global level has been enhancing capabilities of the learners.

Institution being affiliated to Bengaluru City University follows the prescribed syllabus. In addition, Internal Board of Studies work towards designing curriculum of Value- Added, Certificate, Add on courses and other activities. Persistent efforts through innovative teaching pedagogy and evaluation mechanism have been leading to achieving the Course and Program Outcomes. To support the learning process infrastructure is incessantly augmented in terms of physical, financial and knowledge aspects. IQAC spearheads improvements through feedback system assisting in mapping good practices to be sustained and gap areas to be improved.

Vision

To empower every individual with Knowledge and Self - Confidence

Mission

To enable students to develop as intellectually alive, morally upright, socially responsible citizens with a positive attitude, ever ready for continuous personal and professional growth.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- The institution is part of Seshadripuram Educational Trust, a pioneering educational trust of Karnataka established in 1930 and is now recognised as one of the foremost educational institutions in state.
- As per India Today MDRA Ranking 2022, institution is ranked I among affiliated colleges in Bengaluru, III in Karnataka and No 41 in India among best Commerce Colleges.
- Institution is centrally located, well connected and enjoys good social accreditation. It is recognised as an institution providing affordable quality education to meet challenges of higher education along with a strong value system.
- Institution has the reputation of sustained demand for admission every year. Total intake of students for present academic year is 1085 with 202 number of students above 90% making it one of the largest commerce departments under the university.
- Quality intake of students with above 90% with majority of students having distinction in qualifying examinations.
- Institution has qualified faculty with 13 PhD holders, 30 faculty cleared qualifying exams such as NET/KSET/SET and 17 faculty pursuing PhD programmes.
- There are 61 active Fora/Committees/Clubs/Centres for holistic development of students and staff.
- Institution emphasizes instilling value system, strengthening personality and creation of responsible citizens through various initiatives undertaken by Extension Cells and Study Centres of the institution.
- The strength of the college lies in the achievement of its students. The academic initiatives of the institution have resulted in consistent university ranks at both the Undergraduate and Postgraduate programmes.
- Apart from academic excellence, students have excelled in sports and cultural activities. This is visible in awards and medals won at national and international level sports activities.
- Institution has excellent alumni engagement for mentoring students for later life success. Alumni have made outstanding achievements by receiving awards and recognition in their respective fields.
- To encourage faculty excellence Higher Education Allowance is extended to faculty on completion of NET/SLET, M.Phil and PhD.
- To recognise academic excellence in qualifying exams, the Trust extends Scholarship to students scoring > 90% and Freeships to students scoring > 95% in Pre-University Board Exams.
- Convenient college timing for pursuing part-time jobs, internships and professional courses.

Institutional Weakness

- Multidisciplinary Undergraduate and Post Graduate Programs are yet to be explored.
- The college is yet to develop Massive Open Online courses by in – house faculty enabling flexible learning, as the college has been dependent on platforms such as SWAYAM, EdX, TCS iON and others.
- The research paper publication in UGC Care List and globally recognized journals must be strengthened.
- The college is yet to optimize attracting students from foreign destinations.

Institutional Opportunity

- Achieving the Autonomous status envisioned for independent curriculum delivery and evaluation process.
- Access to National/International MOUs and linkages for collaborative research and academic exchanges for students and faculty.
- In order to create a larger number of placements for the students, significant increase in coaching programs for Competitive Exams
- Encouraging students for Startups through Incubation Centre
- Strengthening Alumni Associations in order to increase their involvement in academic and research activities
- Facilitating in-house faculty to develop contents of Massive Open Online Courses.
- Offering Integrated Programs
- To provide training for faculty for publications in high-impact journals
- To extend Internship opportunities for both faculty and students with the industries to facilitate industry expertise
- To strengthen E Governance System to reach all stakeholders
- To improve welfare amenities provided to the employees
- To mobilize funds from Government, Non-Government and Corporates.
- To encourage a greater number of students to avail National, State and other scholarships.
- To commence MBA, MCA and Undergraduate Science Programs

Institutional Challenge

- Difficulty in getting research grants from government.
- Mobilisation of funds from RUSA and through philanthropies
- Generating Alumni Funding to a greater extent
- Competition from Autonomous and Deemed to be Universities
- The institution faces limited campus space for meeting future requirements to offer new courses
- Training faculty to meet challenging higher education requirements

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The institution believes in offering quality education aimed at building knowledgeable and skilled individuals. The college is affiliated to Bengaluru City University and follows syllabus prescribed by it. University and Institutional activities are synchronised and Academic Calendar is prepared for effective delivery. To emphasize skill development, syllabus is supplemented with courses designed by Internal Board of Studies, which co-ordinates academic and institutional initiatives for effective delivery and management.

Principles of OBE and Outcomes are well-defined to map skill attainment in a systematic manner. Mapping

helps in designing lesson plan-pedagogy, pre-reading and further reference using LMS. Workload assessment and subject allotment is done by HoDs in preceding semester to enable quality delivery. Industry practitioners are invited to teach specialised subjects.

For controlled curriculum delivery, in Commerce department, subject co-ordinators are appointed for co-ordination and uniformity in syllabus coverage. Diagnostic Tests are administered at beginning of semester to identify Learner levels and relevant programmes are offered. Innovative Teaching Practices are used to integrate emerging areas and bridge industry-academic gap. Faculty are empowered through Internships, peer feedback through Micro Teaching and improved delivery by Tagged Teaching with industry practitioners. Plans for Continuous internal assessment is done which includes, Formative and Summative and helps assess extent of learning among students.

IBoS ensures Academic flexibility and integrates extension, co-curricular and extra-curricular activities into curriculum. It helps designing of content and offering of Add-on/VAP/Certificate Course and MOOCs through deliberations with stakeholders. For enhanced student skillset, institution offers Project work/fieldwork along with those mandated by university.

Extension and Community service programmes are part of curriculum and sensitises students towards societal aspects. Cross-cutting issues are a part of university curriculum and same are integrated in institutional initiatives.

Curriculum delivery monitoring is through work diary and follow-up meetings at department level and also by involving student owners. A comprehensive feedback mechanism, helps in continuous enrichment of curriculum and development of competencies to meet industry expectations. Insights of Stakeholder Feedback is utilised for improvements across programmes. Attainment levels are measured by incorporating stakeholder feedback and assessment performance, same is reflected in academic progress of students and later life success.

Teaching-learning and Evaluation

The institution has continuously made efforts in extending academic services to learners with the binding principle of inclusivity and equity in its approach. The admission process of the college is transparent and abides by the reservation policy of the Government. Students from varied backgrounds apply through a well-defined online and offline process and the admission rate against the sectioned intake every year has been 97%.

To have effective student engagement and quality delivery, the class size is maintained at 80 (as against intake of 100 prescribed by the University) with 75 qualified faculty working for a total student strength of 2947 with a ratio of 39:1. The teaching – learning experience of students is characterized with identifying learner levels through diagnostic tests followed by using innovative teaching pedagogies with the use of Institutional Management System (IMS) and ICT enabled teaching. The focus of imparting the education is to have practical engagement through experiential learning, field work and hands – on learning process. The outcome has been enhanced capabilities and developing application competence.

The institutional excellence depends on individual capabilities and the college appoints faculty members with good academic credentials and aptitude towards professional development based on workload and sanctioned posts. Currently, the college has 75 full -time faculty with 13 PhD. holders and 12 NET & 07 SLET qualified.

The learning process of the students is assessed intermittently through Formative and Summative assessments

managed by Internal Board of Examiners with a transparent mechanism of sharing the scores with students and discussing their performance. The internal assessment includes unit tests and assignments. Students are given an opportunity to express their grievances regarding assessments either online or offline and the issues are resolved. The result analysis assists the institution in making necessary reforms at the institutional level. The outcome of the efforts is demonstrated through 26 University ranks and 10 medals in Under graduate and Post Graduate programmes over the last five years.

Research, Innovations and Extension

Institution strives to develop a synergetic relationship among its various stakeholders who are an important part of its knowledge ecosystem. Efforts to create and promote Research and Innovation culture through Research Cell and Entrepreneurship and Innovation Cell among faculty and students are made.

Research, Innovation and entrepreneurship initiatives are guided by Research Policy. A sustainable platform for encouraging research, innovation, entrepreneurship and imparting Indian Knowledge System is set up. Consistent efforts of Research and Faculty development Cell has resulted in creation of research culture. Institution has received affiliation of Research Centre from BCU. Multidisciplinary Conference, Knowledge Enriching Workshops/ Seminars from experts are organised for imparting hands-on experience to faculty and students. Faculty are encouraged to take up Minor research studies. Grants of Rs 2, 07,500 is received for carrying out research projects. One minor research is completed and another is in progress. Total of 182 research papers are published by faculty most of them in UGC-CARE list. Financial assistance is extended for paper presentation and publication, attending seminars/conferences. Higher Education Allowance is provided to faculty quifying NET,SLET and completing M.Phil and PhD. Research poster presentation competition is organised to encourage student's research.

Entrepreneurship Cell and Incubation Centre organise interactive sessions, guest lectures, seminars and workshops to promote entrepreneurship and help students transform from job seekers to job creators, 80 programs have been conducted. College alumni have become successful entrepreneurs and an inspiration for others to emulate. Three Domain specific patents have been obtained by faculty.

College has extremely active extension units- NSS, NCC, Youth Red Cross, Rangers and Rovers. 79 extension activities have been carried out. The NSS officer has been deputed as State NSS Officer, our student has received National Youth Award for 2019-2020 and NCC cadets have participated in RD Training Camp. Awareness programmes initiated in local community in association with local Residents' Welfare Association on issues like waste management, digital literacy, voluntary blood donation and rendered services during the pandemic. These impact-oriented activities reached out to underprivileged and marginalised sections of society. 41 functional MoUs, linkages collaborative initiatives and student faculty exchange programs are made.

Infrastructure and Learning Resources

The institution is strategically located with easy accessibility and provides good academic and learning ambience. It ensures that, an all-inclusive environment for effective delivery is supplied with excellent infrastructural facilities. Classrooms, Utility halls, BCA labs, Business Lab, learning lab, Network Resource Centre provide ICT facilities for practical demonstrations and enhanced learning process. Common and conversation spaces, Auditorium, Conference Hall, Seminar Hall, Open auditorium, Galleria, Incubation Centre

and Counselling centre available for academic and extra-curricular activities.

The institution has adopted the latest automation system that provides efficient library facilities that is well-equipped with a total carpet area of 391 Sqm with an adequate reading space for 90 students and a dedicated reference section for faculty and research scholars. 16 CCTV cameras are installed for monitoring library activities. An E-Resource Centre (Network Resource Centre) equipped with 33 desktop computers with ACT Fibernet connection (100mbps speed) is established. Visually impaired students have access to Braille books. Institutional Library Membership of two kinds are available namely ISEC Library, IIMB Library. The library has a total collection of 92167 books of multiple disciplines. It is well maintained by using Dewey Decimal Classification (DDC) system for proper arrangement and easy retrieval of documents. Institution is committed to provide effective IT infrastructure and services for the holistic development of students. Upgradation of computers is taken up periodically. Printers and scanners are also upgraded with new additions to the various departments, labs and office. College purchases and upgrades computers and other IT equipment as per the requirement. The Library and Network Resource Centre remain open from 7.30 a.m. to 9.00 p.m. Facilities of e-mail, net surfing, loading of web-based applications are provided. Virtual Learning Environment is provided through Ipomo (Interactive Mobile Platform), Aircast (College App) and Mycampuz (Institution Management System). The college has 36 ICT facility including class rooms, labs, seminar halls and conference hall. Separate rooms for indoor activities, a well-equipped Rifle Shooting Academy, a modern Gymnasium and Yoga Centre, with latest gadgets has been set up.

Student Support and Progression

College has been working on quality assurance holistically with an emphasis on creating positive experiences and progression for students, personally and professionally.

To build an inclusive and accessible opportunity to students from different strata of society, Scholarships and Freeships are extended along other support services such as Training & Development and Employability enhancement through Value added, Certificate, bridge courses, Competitive exams training and other relevant programs. 6584 students have received government and non-government scholarship. Furthermore, support is extended in terms of Mentoring, Personal and Career Counselling, Communication improvement Language Lab, developing Soft, IT, Life Skills and Value based education. More than 48% students have benefited through competitive exam and career counselling, 17% students have qualified in state, national and international level examinations. Well - rounded preparation leads to vertical movement either by placement in reputed organizations, developing entrepreneurs or enrolment in higher education programs nationally and globally lead by Vikasa – Training and Placement Cell and Centre for Career Development. A total of more than 44% students have been placed and progressed for higher education.

Academic learning is complemented with Co – curricular and Extra – Curricular activities in pursuit of building character at its core with an objective of preparing students for life. The various clubs, fora, committees, study centres, statutory cells and Centres of Excellence build industry connect, community engagement and empathy towards society and nature. Activities are kept afloat by providing dedicated physical spaces and required moral support. 334 students have won awards and medals for outstanding performance in sports and cultural activities.

Students are given a voice to express their opinion and grievances, if any through online or offline platforms and suggestion boxes. To create a healthy learning atmosphere and ambience, statutory cells viz., Grievances Redressal, Internal Complaints Committee, Anti -Ragging, SC/ST, OBC and Minority Cell provide timely

redressal.

Brand ambassadors of the institution are Alumni who have progressed and made mark in wide-ranging fields. Registered association and its members contribute significantly towards academics, financial support and volunteer in space of training, judging events, orient about extra and Co – curricular activities, mentoring and pre – placement preparations.

Governance, Leadership and Management

Institution has a transparent Governance system. The Governing Council of the Institution meets on a regular basis to discuss issues related to the overall development of the institution. Further HOI and IQAC ensures holistic development of students as it is emphasized in institutional vision & Mission Statement. Decentralization & participative management in both Academic and Administrative front is effectively practiced. Perspective Plan is prepared for 5-year time period by identifying the thrust areas for deployment of plan and incremental improvements across the institution. The college has conducive working environment with 54 active Committees/Fora/Clubs/Centers ensuring excellence in curricular, co-curricular and extra-curricular initiatives. Effective & transparent Internal and External Audit System on periodical & regular basis. Resource Mobilization Policy and E- Governance Policy for mobilization of funds and implement of Governance through Management Information System through IPOMO Meta Floor, Tally ERP and College website. The management adopts effective Welfare Measures for both faculty & Students. The Appraisal of Faculty Performance is conducted on regular basis through confidential report through HOI, students' feedback & Self appraisal by Post Graduate Department. Financial support is extended to faculty members for attending Conferences, Seminars, webinars, FDP's, Orientation, Refresher Course, short-term course for professional Development of individuals. A total of 167 faculty members have received financial support for the last five years. Higher Education allowances are provided for 19 faculty members for the current academic year and retired staffs are facilitated after superannuation. Professional Development, Faculty Development and Administrative Training Programs are attended by more than 500 staffs in the last five years.

The IQAC conducts Academic and Administrative Audit, ISO certification & NIRF effectively. The institution has a vibrant IQAC which initiates many innovative practices and organizes quality initiative programs through collaborations with other Institutions & Professional bodies.

Institutional Values and Best Practices

Institution aims to build an environmentally sustainable campus that is plastic free, produces minimal waste, conserves energy and practices self-sustainability in areas of power, water and cleanliness through notable projects on campus: Energy and Water Conservation Facilities on campus such as LED Bulbs, Sensor based energy, Solar Energy, Bio Gas Plant and Rainwater Harvesting. Institution has effective Management of degradable and Non degradable waste in the campus. Campus is Divyangjan friendly with the setting up of tactile paving ramps, rails and rest rooms and Scribes. Institution has an Annual Gender Sensitization Action Plan for various programmes to create awareness on the issues related to Gender Sensitization. Gender audit for students and faculty is conducted for gender mainstreaming that aids institution in identifying and comprehending gender patterns in its human resource management, organizational culture, and composition. Institution conducts several activities to build and promote an environment for ethical, cultural, spiritual, human values and promote harmony among both students and staff. Institution also has a Gender Policy that lays down course of action for enrolment of girl students, increase in the employment of women teaching and non-

teaching staff and Increase in the women leadership.

Linguistic Diversity is maintained by offering English, Optional English, Hindi, Kannada, Sanskrit and Tamil to students. French and Japanese courses offered to M.Com (IB) Program as part of curriculum. Institution has Gandhi, Ambedkar, Vivekananda and Basava Study Centres to instill a sense of patriotism, Gandhian philosophy of communal unity and brotherhood, shaping the personality, development of leadership skills and value system in younger generation. Rotaract Club enables the students to develop a sense of social responsibility and understand how to engage themselves in community service by educating and serving neighbourhood community by organising several programmes. College maintains Regional Harmony through Collaborative activities through MoU's, Seshadripuram College Co-operation Circle (CC) of United Religious Initiative to spread harmony, Observation of Regional, National and International commemorative days for encouraging inclusivity , Celebration of Indian festivals, Interfaith harmony week and Panel Discussion. Extension activities in the neighbourhood community is organized to sensitize students on social issues and thereby maintain Socio- Economic Harmony.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SESHADRIPURAM COLLEGE
Address	No 27, Nagappa Street Seshadripuram Bengaluru-560020, Karnataka, India.
City	Bengaluru
State	Karnataka
Pin	560020
Website	www.spmcollege.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	B.G.Bhaskara	080-22955354	9902566000	080-23467607	principalspmcollege@gmail.com
IQAC / CIQA coordinator	Priyadarshini N	080-22955379	9742350196	080-23467607	priaa.n@gmail.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized 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	25-06-1985	View Document
12B of UGC	30-05-1989	View Document

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 27, Nagappa Street Seshadripuram Bengaluru-560020, Karnataka, India.	Urban	1.41	39132

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/ Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom, Commerce And Management	36	Pre University	English	620	618
UG	BCom, Commerce And Management	36	Pre University	English	60	58
UG	BCom, Commerce And Management	36	Pre University	English	60	60
UG	BBA, Business Administration	36	Pre university	English	140	138
UG	BCA, Computer Science	36	Pre University	English	180	180
UG	BA, Arts	36	Pre University	English	100	0
PG	MCom, Commerce And Management	24	Under Graduate Degree	English	50	33
PG	MCom, Commerce And Management	24	Under Graduate Degree	English	30	11
PG	MCom, Commerce And Management	24	Under Graduate Degree	English	50	45
Doctoral (Ph.D)	PhD or DPhil, Commerce	36	Post Graduate Degree	English	0	0

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	5				13				54			
Recruited	2	3	0	5	1	12	0	13	17	37	0	54
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				23
Recruited	11	12	0	23
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				2
Recruited	1	1	0	2
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.	1	3	0	0	2	0	2	5	0	13
M.Phil.	1	0	0	0	1	0	0	0	0	2
PG	0	0	0	1	9	0	16	31	0	57
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	1	0	1
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
	6	10	0	16	

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	553	17	0	0	570
	Female	423	5	0	0	428
	Others	0	0	0	0	0
PG	Male	21	0	0	0	21
	Female	68	0	0	0	68
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	0	0	0	0	0
	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	154	151	140	134
	Female	102	123	132	102
	Others	0	0	0	0
ST	Male	25	21	23	20
	Female	19	21	16	14
	Others	0	0	0	0
OBC	Male	519	470	460	432
	Female	411	421	419	404
	Others	0	0	0	0
General	Male	975	916	915	955
	Female	739	751	695	692
	Others	0	0	0	0
Others	Male	2	2	0	0
	Female	1	1	0	0
	Others	0	0	0	0
Total		2947	2877	2800	2753

Institutional preparedness for NEP

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>The institution has been working towards building a quality - determined holistic and multidisciplinary education system in phases with a focus on developing 21st century capabilities holistically. The plan focuses on amplifying the infrastructure in terms of physical infrastructure viz., classrooms, ICT enabled teaching amenities, laboratories, studio, and spaces for Workshop based activities. A new program in Humanities to transform towards becoming a Multi - stream institution by starting Bachelor of Arts programme with combination of Psychology, English and Journalism & Mass Communication. In the next phase, it envisions a learning approach integrating Science, Technology, Engineering, Arts and Math</p>
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(STEAM) components partly wherever applicable in terms of curricula and skilling. The future programs envisaged include Master of Business Administration and Master of Computer Application with emphasis on the industry relevant specialization. The institution is affiliated to Bengaluru City University and follows the CBCS . With the support of Internal Board of Studies members representing varied verticals, an all-inclusive development of the learners' is emphasized. Efforts are incessantly made to embrace an all – rounded development approach of learners' by integrating project-based learning, Service-Learning Internship, Organizational Study, Character Education through Study Centres of Swami Vivekananda, Ambedkar, Gandhi and Basava imparting human values of righteousness, peace, unconditional love, harmonious co -existence and other life governing principles. In addition, the activities are mapped with the United Nations Sustainable Development Goals (UN SDGs), environmental stewardship is built through the Nature Club – Ecomitra, Community connect programs are enthused through NSS, NCC, Rangers & Rovers, Youth Red Cross, Rotaract Club and Seshadripuram College Cooperation Circle (CC) of United Religions Initiative (URI) in building responsible citizens creating a harmonious society. The institution has an effective Career Counselling support service through the Training and Placement Cell and the Centre for Career Development to assist learners understand their career and passion pathways. Furthermore, the Mentoring system enables handholding of students in this journey of flexibility and the choices made. The vision of the institution accentuates on having MoUs and Collaboration to effectually inculcate Interdisciplinary/ Multidisciplinary/ Transdisciplinary research culture with an objective of reimagining and reinventing solutions to the challenges locally, nationally and globally. Faculty capacity building is also at the forefront to engage in collaborative research work corresponding with the global standards. The institution provides a platform to students in – class as well as out - of - class through participation in courses in an experiential approach. In a classroom set up students are given an opportunity to discuss about cases with their peers and present the same in groups bringing in varied

	<p>points of view and learn to appreciate the personal and professional perspectives along with engaging in dialogue with experts from the industry and academia. Additionally, field visits, watching videos, and interaction during internships and projects and practical engagement with stakeholders breaks the silos and assists in developing global citizens with agility and resilience.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>The institution is affiliated to Bengaluru City University and efforts are being made by the University in registering on NAD. In this direction, the institution has made efforts in organizing Conferences/ Workshops on NEP 2020 and also encouraged participation of HoIs, Department heads, faculty, administrative staff and students to participate in NEP 2020 related activities. The affiliating University, Bengaluru City University has initiated the process of Post Graduate students' registration on the ABC website. Students are informed about the registration process and the usefulness of the process. Students have created ABC ID and the college has documented the details for record purpose. The student details are submitted to Bengaluru City University Registrar Evaluation office. Despite the limitation of being an affiliated institution, efforts are made to internationalize higher education by signing MoUs with foreign institutions and Universities in Grimsby, United Kingdom and Poland. The Centre for Global Excellence (CGE) has been constantly striving in development of Global Citizenship mindset among the learners by offering interactive sessions with delegates visiting the college. The institution has offered Student Exchange program with Grimsby Institute of Further and Higher Learning, U.K., Certificate course on Productivity and Employability Skills on campus in association with Institute of Productivity U.K. and nominating students and faculty for the Indo – Sri Lanka Youth Exchange Program in association with the National Youth Service Council (NYSC), Sri Lanka. The CGE has also hosted delegates from Thailand, U.S.A., Japan, Sri Lanka, Poland, and United Kingdom. The faculty are encouraged to participate actively in the Internal Board of Studies (IBoS) of the institution as there will be limited participation in designing the University curriculum. The syllabus for Value Added programs, Certificate</p>

	<p>programs, Add – on courses and Workshops are designed by the faculty based on the deliberations of the IBoS. The faculty design customized course manuals for the Under Grad programs, develop reference content and additional current industry relevant information. Faculty follow the Outcome Based Education principles in designing formative and summative assessments to a large extent. The teaching pedagogy and assignments have an element of innovativeness as various approaches are experimented by the faculty. The institution has been organizing workshops and Seminars related to NEP 2020 and the Academic Bank of Credit. A one – day Workshop on “Implementation of Unified University & College Management System (UUCMS), National Academic Depository (NAD) and Academic Bank of Credit (ABC) for Principals of First Grade Colleges” was organized on 15th February 2023 witnessing the presence of eminent resource persons from the Department of Higher Education, Government of Karnataka and other officials from Bengaluru City University.</p>
<p>3. Skill development:</p>	<p>Institution has made effort in providing adequate skills to empower students. Technical and soft skill have been integrated as Value Added Program, Add-on and Certificate programs through theory and practical sessions. To keep the students upskilled, Certification course has been provided in a hybrid mode. Soft skills such as Business Etiquette, Time Management, Personal Branding, Interpersonal Skills, Quantitative Ability, Logical Reasoning, Data Interpretation and Verbal Aptitude are developed through Value Added Programmes. The Institution actively facilitates career counselling through “Vikasa” Placement Cell, Centre for Career Development and Alumni Mentoring by assisting in recruitment opportunities through “Srishti” Entrepreneurship Cell by organising various programs to promote the spirit of Entrepreneurship among the students to start their own enterprise. The Institution has various study centres like Vivekananda, Gandhi, Ambedkar and Basava Study Centre in developing value system, moulding Personality, Leadership qualities, Rights and Equality, Peace and Integrity among the students by organizing various programs through these Study Centres. Technical and soft skills have been</p>

	<p>integrated through theory and practical sessions conducted in hybrid model. The institution is making effort as integral part to inculcate technical skills related to digital fluency, Analytics for Business and Fintech courses. Institution supplements the curriculum by providing Value Added Program across all streams to improve the cognitive skills and attitudinal skills by contributing to holistic development of the students, improving their employability skills and make them industry ready.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>The institution believes in integrating Indian Knowledge system and the essence of our culture in the teaching along with the knowledge of their course curriculum. In today's fast and rapidly changing global economy with the advancement in science and technology, knowledge of our tradition and culture helps in self-realisation and motivation. The institution intends to integrate the Global Ideologies of Peace, Harmony and Sustainable development which is also the core foundation and belief of Indian value System. The solution for a new education system lies in the Indian Knowledge Systems. This is attained through various institutional initiatives aimed to support holistic progress of the students. English, Kannada, Sanskrit, French, Japanese, Tamil is offered to expose students to National and International linguistic diversity. The use of student's native language is not restricted in the classroom. Institution has students from both English and Kannada background. Hence, faculty assists in better understanding of concepts by using English and Kannada. In B. Com programme some of the concepts are explained in bilingual mode (English and Kannada). Department of Samskrit has been conducting spoken Samskrit classes to encourage fluent speaking of the language. Samskritotsava is celebrated on Samskrit Day to celebrate the richness of this divine language. Samskrit department faculty conduct Bhagavad Gita classes to faculty which inculcates the right and unbiased perspective of observing and knowing oneself as well as the entire creation by connecting to God. Kannada Sangha of the College has newsletter, blog and conducts programs to promote the literature and regional language. Through fora like Samskrutha Vedika, and Hindi Parishad efforts are made to expose, learn, appreciate and promote Indian Languages and its rich</p>

	<p>heritage, bring in linguistic harmony through its various learning initiatives such as guest lectures, seminars, conferences, workshops, competition. College provides Yoga training Programs, align the mind and body and celebration of Yoga Day. Institution has been making efforts to promote Indian culture through music, traditional dance forms, folk dance. Workshops on Traditional Indian folk-art forms for interested students are organised. Centre for Indian Ethos is an initiative of the Post Graduate to develop citizens with values and culture of India with an holistic approach. The institution through Disha Bharath (NGO) conducts workshop to promote Indian Values among its students on a regular basis. The College has study centres such as Gandhi, Vivekananda, Ambedkar and Basava Study Centre, NSS, NCC, Rangers and Rovers, Rotaract Club and other community engagement fora which helps students to develop value framework and inculcate respect towards the societal values. Institution celebrates National and International Commemorative days such Environment Day, Yoga Day, Kargil Vijay Divas and many more bringing in about Global Citizenship through Indian approach.</p>
5. Focus on Outcome based education (OBE):	<p>Institution has made great efforts to give students the right training they need to be empowered. In an effort to significantly alter the program outcomes, efforts have been made to include skills that are in line with market demands. Technical skills assist in career advancement given the increased importance of information and data analytics in the current job market. In order for students to succeed in interviews, competitive exams and the workplace, a platform is provided where they can develop a variety of skills. These skills include grammar, communication, logical reasoning, aptitude, pre-placement training, mock interviews, tally ERP, and advanced Excel courses. The aforementioned abilities are taught in conjunction with agency. As part of value-added and add-on courses, certificate courses, MOOCS courses, technical and interpersonal skills have been incorporated in their curriculum. The institution has integrate OBE in the Lesson Plan, formative and summative assessments are taken care of by setting the question paper based on Bloom's Taxonomy. Outcomes are mapped through defining Cos and POs followed by measuring attainment levels. On the</p>

other hand, measurement of the impact and outcome this education is providing is also carried out. The institution also ensures to consider innovative teaching practices like experiential learning, service learning, field visits, collaborative programs. In the due course, in order to produce good outcomes, learner levels are also measured. Diagnostic test is carried out, psychometric assessment, faculty internship is carried out. The departments, Centre for teaching- learning, Faculty Development Cell and Centre for professional Development works towards OBE. Internships are channelized through Internship committee, MOUs and Institutional Membership through Centre for Industrial Interface, Micro Teaching and practice in teaching through Centre for teaching- learning. According to the curriculum, students receive instruction from working professionals in their field. The program contains provisions for a schedule and required attendance. Placement cell will receive the student input from class teachers via the HOI. There have been valiant attempts to increase student engagement and focus courses on learning goals to personalize education. The college's Career Counselling and Placement Cell works together to advance students' intellectual and personal development. Development of both hard and soft skills is incorporated into the delivery of curricula. College campus has Wi-Fi facility and classrooms are equipped with ICT. Library resources are adequate for supporting students. Institution encourages students to participate in short-term projects, seminars, field trips, industrial visits, internships, placements, orientations, and other activities to gain practical business experience. The NEP 2020 emphasises on knowledge with wisdom. Given the increased importance of information and data analytics in the current job market, advanced Excel skills would be extremely beneficial for career advancement. In addition to their academics, students need many other skills, such as grammar, communication, logical reasoning, aptitude, pre-placement training, mock interviews, Tally ERP, advanced Excel, and others, in order to succeed in interviews, competitive exams, and in their careers. All students receive the aforementioned training in conjunction with agency while pursuing their academics.

6. Distance education/online education:

Institution follows curriculum prescribed by the University. Hence, currently it is not feasible to offer open and distance learning. However, because the university curriculum restricts how the course is delivered, the requirement for the mandatory Massive Open Online Courses (MOOC) on platforms like SYAYAM, NPTEL, AICTE, and CEC paves way for encouraging Open and Distance Learning (ODL) mode of learning. Institution has to be promotive of ODL mode of learning to make learning more flexible for students who would prefer or are in need of open and distance learning. Value-added courses now place a lot of emphasis on subjects like languages, soft skills and technical courses. College has been offering courses that are crucial for students' development and give them the 21st-century skills they need, including digital marketing, excel, communication, and aptitude. The faculty makes use of E-Resources, ICT, blended learning for effective teaching. In order to actively engage the students, the teachers use flipped classroom as an instructional strategy. Virtual skills lab at the institution is very active which has hosted numerous events in the form of webinars where different topics that are necessary for industry readiness have been tackled. Various ICT tools are used viz., WhatsApp Poll, Google Forms, Google Classroom tools, iPOMO Bimba, Zoom, Whatsapp class groups, Group Emails and Mobile-based learning as part of innovative teaching practices. During the COVID19 pandemic, projects, internships and organisation study were carried out online. Business lab is modified for curricular and beyond class room activities. The benefits of open and distance learning augments opportunities for being able to gain access to students who are geographically dispersed. Due to the University curriculum the option remains unexplored other than what has been prescribed. Given the opportunity the institution won't leave any stone unturned to take the institution to next level by providing open and distance learning programmes.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been

Yes. Seshadripuram College Electoral Literacy Club

set up in the College?	was established in the year 2022. The club is formed with the primary goal of educating the student community about democratic rights, including the right to vote in elections. Programs are conducted to create awareness about electoral procedures.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes. The Institution has a functional ELC with the office bearers Mr. Manjunath H, Assistant Professor, ELC Coordinator; Mr. Karthika K S, Physical Education Director, ELC Member; Mr Harish G, Assistant Professor, ELC Teacher-Member and student members- Ms. Amrutha M S, Ms Pavitra U, Mr Kamalesh S, Mr Vikas KM, Ms Likitha K, Ms Likitha E S, Ms Haritha Shree D, Ms Kushalambiga T, Ms. Vidyashri S N, Mr. Abhijit R of final year B.Com.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	Students participated in Voter Awareness Walkathon held on 9th November 2022. This walkathon was organized in order to create awareness among the general public pertaining to voting rights and selecting appropriate ruling party.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	The ELC takes initiatives that are socially relevant to electoral related issues especially Awareness Drives and Enrolment Drives to promote citizens' participation in electoral processes. A Special Enrolment Drive was organised on 17th November 2022 at Seshadripuram college quadrangle. This programme was organized by Electrol Literacy Club, National Service Scheme in association with Election commission of India. BBMP, Gandhinagar Constituency.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	The students above 18 years who are to be enrolled as voters are sensitized about democratic rights which include casting votes in elections. Voters Awareness Programme was held on 21st December 2021 in association with BBMP, Election Commissioner of India. Members of Election Commission of India were in the Institution in order to guide all students on importance of voting. The members helped in getting the Voters ID done for all the students above

18 years of age and enrolled in the electoral roll.

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
2947	2877	2800	2753	2676

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

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

Response: 114

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
75	57	64	62	63

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
178.99	182.32	292.33	397.84	317.84

File Description	Document
Upload Supporting Document	View Document

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:

Institution is affiliated to Bengaluru City University and follows the syllabus prescribed by it. Academic Calendar is prepared in alignment with the university calendar as part of Institutional planning. HoI deliberates with HoD's, Convenors and Administrative Staff about planning delivery and documentation process of academic and other activities.

Curriculum Planning at Institutional level.

1. Institutional **Calendar of Events** is designed in order to have operational efficiency of academic and administrative activities.

2. **Program wise workload** is calculated followed by sending staff requirement to Management.

3. HoDs discuss with faculty to prepare **unitized Lesson Plan** in **Departmental Meetings**.

4. **Subject Coordinators** discuss course delivery, syllabus completion and formative assessment.

5. Principles of OBE are used to design **Lesson Plan** including pedagogy, chapter wise timelines to be followed, use of ICT enabled teaching, pre-reading and further reference materials using **Learning Management System**. To monitor progress of syllabus completion.

6. HoDs **allot subjects** to faculty based on their discipline expertise and competencies at end of preceding semester. Industry Practitioners are invited to teach specialized courses.

7. Department heads submit respective **Time Table** to college Time Table Committee and necessary adjustments are made on daily basis. The draft Time Table is reviewed by all faculty for corrections if any.

1. Physical and Knowledge infrastructure requirements are assessed in a meeting with librarian and administrative office.

9. Institution defines **Course and Program outcomes** followed by measurement of attainment levels.

Curriculum Delivery at Institutional level.

1. Institution **commences Classes** as per University Calendar by sharing class room allotment, Time Table, Class Teachers and Mentors List.

2. **Learner Levels** are assessed with a Diagnostic Test followed by classification of students as Slow and

Advance Learners (UG) and High Performers, Advance and Resilient Learners (PG).

3. **Bridge Courses** are offered to Non-Commerce and Non-Science students to enhance foundational knowledge of the course subjects.

4. Faculty **Work Diary** which is periodically verified by HODs and HOI. At PG level, Curriculum delivery monitoring is done through follow-up meetings by involving student owners.

5. To enhance the quality of classroom delivery, PG Faculty use **Micro Teaching** technique.

6. A **well-structured Mentoring System** is practiced to enhance the engagement levels of students holistically.

7. **Remedial Classes** are scheduled for students with low performance.

8. For continuous improvement of faculty and Curriculum Delivery, **Feedback** from various stakeholders is collected and to evaluated.

9. Review questions are provided in the **Course manual** (UG) and **Question Bank** (PG) to the students.

Continuous Internal Assessment (CIA)

- CIA covers Formative and Summative assessments including unit tests, assignments (Individual and Group), Co-Curricular activities (UG) and Attendance by Internal Board of Examination (IBoE).
- Internal assessment is scheduled followed by Question Paper Audit by Departmental heads.
- Unit Test answer booklets and assignments are evaluated.
- Course faculty discuss internal assessment performance of students and share.
- Finalized copy are uploaded on UUCMS portal.
- Mock practical exams and Mock Viva voce exams are conducted for students.
- During COVID 19 pandemic, assessments were done online, to have continuity of learning.

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

1.2 Academic Flexibility

1.2.1 Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM,

NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 33

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document

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

Response: 79.04

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

2021-22	2020-21	2019-20	2018-19	2017-18
2866	2110	2177	1345	2610

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

1.3 Curriculum Enrichment

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

Response:

The institution has been striving towards building talented and competent professionals who can comprehend and contribute to the advancement of society. The institutional level initiatives are designed

keeping in view the societal, national and global challenges in an endeavour to build a sustainable and equitable society along with the curriculum prescribed by the affiliating university to address the cross-cutting issues for the holistic development of the learners.

The CBCS and NEP course matrix for all programmes allows for a seamless integration of issues pertaining to Gender, Environment and Sustainability, Human Values and Professional Ethics. Some of the aspects covered are:

Professional Ethics

The texts used in UG and PG courses deal with comprehension and integration of various principles, ethics, norms, regulations to be followed in order to manage and overcome issues faced by modern business organisations and to meet global challenges. Some of the aspects discussed in curriculum are:

- Imbibes the ethical mindset- socially, economically and legally.
- Develops concerns towards stakeholders in terms of selling products to consumers.
- Learn the ethical principles to lead a healthy life.
- Understand the impact of unethical practices, personally and professionally.
- Tax evasion.
- Ethics in Research
- Digital/Cyber Security norms
- Prepare transparent reports
- Ethical behaviour towards employer and the society
- Impact of Ethics on organisational culture.
- Respecting privacy and the need for confidentiality
- Ethical reporting practices.
- Awareness about ethics and transparent governance, globally
- Develop clarity of thought and a healthy mindset.

Gender

Gender sensitisation is an integral component of various courses offered in the institution. Through novels, essays, poems, role plays, documentaries and articles, students are introduced to and made aware of topics related to gender equality, discrimination and violence against women. Curricular aspects related to gender are:

- Employment and Entrepreneurship opportunities for all genders.
- Empowerment of women by government and other bodies
- Breaking gender silos
- Overcoming the social challenges against women and other genders.
- Understand differences in compensation, career opportunities-nationally and globally.
- Create a mind-set of Diversity, Equity and Inclusion

Human Values

Institution believes in imparting value education along with curricular aspects to instill moral norms and help them become responsible citizens. Framework of values and principles to lead an ethical life.

- Imbibe principles and moral values as a way of life.
- Integrity and Honesty as basic values while performing personal and professional work.
- Culture of togetherness, cohesiveness and respecting the perspectives of others.
- Respect people, culture, tradition, belief system and points of view.
- Build character along with career.
- Transform from being a person to a personality.

Environment and Sustainability

Environment and Public Health raises knowledge about environmental issues like global warming and deforestation. The curriculum aims at societal goal that broadly relates to the ability of people to safely co-exist on earth for a long time.

- Imbibe sustainable thought process
- Behaviour and actions to be governed keeping in view the environment.
- Business decisions and operations affecting the environment leading to climate change
- Need to reduce the carbon footprint.

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: 51.17

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

Response: 1508

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

1.4 Feedback System

1.4.1 *Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website*

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

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

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 97

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

2021-22	2020-21	2019-20	2018-19	2017-18
1043	1045	991	983	981

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1079	1090	1010	1010	1010

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

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

Response: 83.35

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

2021-22	2020-21	2019-20	2018-19	2017-18
432	448	444	426	417

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
540	545	505	505	505

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

2.2 Student Teacher Ratio**2.2.1 Student – Full time Teacher Ratio
(Data for the latest completed academic year)****Response:** 39.29**2.3 Teaching- Learning Process****2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process****Response:**

Student's learning experiences are the result of well-planned teaching-learning process. The student Centric methods used by faculty in the Institution are:

EXPERIENTIAL LEARNING: The college emphasizes experiential learning and has created student-cantered learning programs. Practical exposure is provided through lab activities, hands-on experience, self-

directed learning like flipped class room. While introducing new courses, faculty use concept-based learning, inquiry-based learning, critical thinking, hands on experience, field visits, problem-based, project-based, case study based learning and critical thinking.

- **Department of Commerce and Management** initiated activities through Business Lab like Business Plan preparation, Board Games, Industrial Visits, Internships, Field Visits and Workshops.
- **Department of Computer Science** uses Coding, Gaming, Website Designing and Creation.
- **Language departments** brings alive the poetry/sonnet/play/novels in classroom to get a feel of the characters through Role Plays, Movie Screening, Workshops and Magazine Editorial Boards.
- **PG Department** students are given exposure to hands on understanding of topics across varied courses which includes Gamification, Board Games, Mini Projects, Financial Modelling through Excel, Internships, Industrial Visits, Field Visits, Dissertation Projects, Workshops, experiencing different country cultures, Budget Analysis, Feasibility Report, DEMAT Account Trading and **assignments** on Current Industry Trends are given.

PARTICIPATIVE LEARNING: Participative learning and problem-solving methodologies have been implemented in teaching pedagogy to develop student's innovative and creative thinking skills. Curricular aspects that strengthen theoretical knowledge to meet the needs of modern learning are included in the following activities:

- **Peer learning:** Individual and group learning are encouraged through Group Discussion, Individual and Group Presentations, Group Assignments, Quiz, Students' Seminars/Webinars and students are made part of planning, participation and execution of group activities.
- **Participative learning:** Activities such as Small Group Instruction, Interactive Sessions with Industrial Experts, PPT, Flipped Classroom, flipped charts and Bring Your Own Device, movie analysis is conducted.

PROBLEM SOLVING METHODOLOGIES: To build the ability to solve industry, life and business problems by critical thinking, case lets are discussed and analyses of challenging situations are discussed to explore the nuances of business environment and poster presentation competition on research-based topics are held. **Project based Learning** like Mini Projects and Project Dissertations, Research Day, Critical thinking/ think about it are carried out.

The institution effectively integrates ICT Tools for enhancing student learning experiences like:

- **Use of Power Point Presentation** to prepare lectures and presentations by refining materials to salient points and content
- **Spread sheet** to allow students to organize, calculate and analyse data. These skills provide a critical foundation in preparation for future studies and workplace.
- **Web based learning** to understand stock market trading, opening of DEMAT Account, browsing income tax website, company websites and global bodies like UN, WTO.
- **Teaching on software**– Python/Zotero/Coding and SPSS.
- **Screening of Videos** enables increased motivation and deep learning.
- **Browsing of E Resources** to accelerate learning for research activities
- **Digital Infrastructure** like LCD projector/screens and speakers /printers for enhanced teaching-learning experiences.
- **Hybrid learning** - online teaching learning through - Google meet / Zoom for continuity in

teaching and learning during pandemic.

- **Virtual Skills Lab** for activity-based learning.

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: 95.54

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

2021-22	2020-21	2019-20	2018-19	2017-18
77	61	67	65	66

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

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

Response: 38.94

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

2021-22	2020-21	2019-20	2018-19	2017-18
34	26	24	24	17

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

2.5 Evaluation Process and Reforms

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

Response:

The institution has a transparent and robust mechanism for conduct of internal assessment and resolving grievances if any regarding the system.

I Mechanism of internal assessment-

- Internal Assessment Planning is done at the beginning of each semester. IQAC and Internal Board of Examination (IBoE) schedules a meeting for planning and organizing Internal Assessment in line with external examinations of the University.
- The IBoE under the supervision of HOI and HoDs conducts two tests, assignments (Individual and Group), to a total of 30 marks for CIE per course.
- Timelines for tests and assignments are integrated in the Academic Calendar for UG and PG and same is communicated to students and faculty.
- As per schedule, IBOE sends a circular to all paper setters for submission of question paper followed by Question Paper Audit.
- The IA unit test timetable is posted on notice board and on class groups (Whatsapp) followed by room allotment, invigilation duty list, attendance sheets for the smooth conduct of unit tests.
- After completion of exam, the scripts are submitted to IBoE and distributed to subject teachers for Evaluation. The evaluated scripts are shared among students for performance discussions.
- The consolidated marks which includes Formative and Summative Assessments, is uploaded in IPOMO for checking any discrepancies and finally uploaded on university portal.

Online assessment

During COVID 19 pandemic, students were given online assignments, presentations, online tests, subject wise google form tests to ensure learning continuity.

1. Mechanism of external assessment:

External examination is conducted as per university specified norms.

- University sends online exam fee notification to college, which is communicated to students through public address system.
- Updating of course wise credits for Open electives, languages and all courses on UUCMS portal.
- Individual course approval is done through principal login.
- Course mapping and course plan is done through HOD login.
- Consolidated student attendance and IA marks is uploaded.
- Once approved, student hall ticket is generated which is available to students.
- Requisition for answer booklets and submitting details of faculty for question paper collection is sent to Registrar, Evaluation.
- Student room allotment is done and details displayed on notice board.
- Updation of day wise theory attendance along with packet number and bundle number generation.
- Exam commencement.
- Result announcement.
- Notification for online application for revaluation and photocopy for all course is announced.
- Offline grievance redressal form is available in administrative office. Closure of grievance is also recorded in grievance file.

Examination Grievance Redressal System**Internal Examination****UG/PG**

- Submission of form to course faculty (Online or Offline)
- Review by course faculty of IBoE
- Complex problem review by HoD/HoI- Timeline 48 working hours
- Closure of grievance is recorded in the grievance file.

External Examination UG/PG

- External examination grievance is dealt by college administrative office through grievance forms.
- The grievance form received by office is forwarded to Registrar Evaluation with a covering letter indicating the issue and with related documents.
- Timeline for resolution is 15-30 days.
- Tracking and follow-up of grievances is taken up by administrative office.
- Closure of grievance is recorded in grievances file.

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

2.6 Student Performance and Learning Outcomes

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

Response:

The Institution follows the Outcome Based Education principles and defines the Course Outcomes for all the programs. The faculty follow the Bloom's Taxonomy to define them and extend the same to the evaluation process as well. The PO's are defined by the affiliating University and individual course faculty define the CO's which is reviewed by the HOD's of the respective Department.

There are various ways of communicating the Outcomes to stakeholders as follows:

- **Orientation Day-** Awareness about CO's and PO's are communicated and explained to the students and parents at beginning of the first year during orientation program.
 - **Availability of CO's and PO's -** The copies of Course Outcomes and Program Outcomes are maintained in the respective departments, Library, Director's Office, Principal Office and Administrative Office for reference.
- **Institutional Website** – The Course, Program and Program Specific Outcomes are displayed on the College website to enable stakeholders to have access. The links of the website are www.spmcollege.ac.in and www.pgspmcollege.ac.in
- **CO-PO Attainment Handbook-** Institution follows a mechanism to calculate the Attainment Levels of CO and PO. The same is stated in the College CO-PO Attainment Handbook.

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

2.6.2 Attainment of POs and COs are evaluated. Explain with evidence in a maximum of 500 words

Response:

To assess student learning attainment levels.

Define CO's and PO's – Program Outcomes (POs) and Program Specific Outcomes (PSOs) are accomplished through curriculum. Course Outcomes (COs) are defined for each course and they are mapped to POs and PSOs.

Methods of mapping measurement levels (Direct and Indirect Method)

- **Course- Program outcome Matrix:**

Establishing CO-PO matrix is an essential step in achieving OBE. Course-program outcome matrix indicates the co-relation between the courses and programs offered.

- **Course Outcomes (for all courses) and Setting Target levels for Attainment of Course Outcomes:**

Course outcomes are the statements that describes the knowledge & abilities acquired by the student at the end of each course. After discussions at the department level the CO's are framed and defined course-wise.

Level-1: <40% students scored more than class average.

Level-2: 50% - 60% students score more than class average.

Level-3: >60% students score more than class average.

Set Target level for Attainment of Program Outcomes:

PO attainment target level is set/defined (at Level-3) by department head in consultation with their faculty. It implies that, department is aiming at minimum level-3 (Good) in the performance of the graduates.

CO Attainment Methodology and the results of CO Attainment: Same target is identified for all COs of a course.

External Examination

Average attainment = No of Average Student scoring more than class Average/Total No. of students.

External examination attainment level = Average score as per scale (refer Step 2) x0.7(1)

Internal Examination

Average attainment = No of Average Student scoring more than class Average/Total No. of students.

Internal examination attainment level=Average score as per scale (refer Step 2)x0.3.....(2)

CO Attainment= **External examination attainment level (1)+ Internal examination attainment level (2)**

PO Attainment Methodology

PO attainment= **Direct method (0.7) + Indirect method (0.3)**

Direct Method= **Sum of CO's of all courses / No. of Courses**

Average score as per PO scale x 0.7 (refer point 3 for PO Scales)

Indirect Method= **Average score of Exit Survey and Employers Feedback**

Average score as per PO scale for exit survey and employers feedback x 0.3

Indirect Method = Sum of students response reached the expected level in answering the survey/ No. of Stud

1. **Calculation of Attainment levels using the above CO and PO Methodology:** MS Excel spreadsheet is used to calculate the attainment levels of CO's and POs for all courses in institution. Attainment levels are shared with respective department heads.

1. **Actions for Course Attainment:** Courses having attainment lesser than level **Level-2**, shall be addressed by planning remedial measures such as assignments, tutorials and remedial coaching by the respective department heads.
2. **Actions for Program Outcome Attainment:** PO having attainment level lesser than **Level-3**, will be addresses by planning remedial measures for the corresponding courses with respect to PO.

Improvement areas Attainment Levels are discussed in the Staff Meeting were the HOI highlights on the gap arears and low attainment levels and in turn request the HOD to follow up. The HOD's discuss the pros and cons and define strategies to overcome the gaps.

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

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

Response: 83.03

2.6.3.1 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
860	800	732	705	647

2.6.3.2 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
950	944	914	878	823

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

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process	
Response:	
File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

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

Response: 2.08

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

2021-22	2020-21	2019-20	2018-19	2017-18
2	00	00	00	0.075

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

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

Response:

Institution believes in creating a dynamic environment for creation and transfer of knowledge and an ecosystem for research and innovation. Research and Innovation and Entrepreneurship Cells, various committees and fora of college are basic models for innovation, creation and transfer of knowledge.

I Ecosystem for Innovation

- 1.Seshadripuram College Incubation Centre** is an initiative to promote entrepreneurship and make them employment creators. Centre extends mentoring and other required facilities for budding entrepreneurs to start their enterprises.
- 2.Shrishti, Innovation and Entrepreneurship Cell**, platform to groom and nurture entrepreneurial mindset among students. Efforts of cell has resulted in few students starting their own successful ventures like Yamuna Shastri and Mohit Rathi. The cell facilitates industrial interactions, industrial solutions and social impact that supports stakeholders in creating knowledge and innovation.
- 3.Institutions IPR Cell** is a move in the direction to create awareness and educate on IPR among

faculty and students of college.

Outcome of these initiatives of institution is filing of 3 patents by faculty.

II Initiatives for Creation and Transfer of Knowledge

Creation of Knowledge

- **Seshadripuram Research Foundation**, an initiative of Management to promote and nurture research culture among faculty and students. Facilities such as publication of articles in Journals, plagiarism checking software extended.
- **Anveshana Research Cell**, provides opportunities to develop research capacity and encourages presentation and publication of research work.
- **Research Policy** provides a comprehensive framework for governance and conduct of research activities by faculty and students.
- **Financial assistance** is extended to faculty for participation and publication of papers in seminars, conferences and journals.
- Faculty and students are permitted to apply for **Research Fund**. Faculty can submit a research proposal. On approval, funds are released by HOI.
- **Course Manual** is customised manual based on university curriculum developed exclusively by faculty.
- **Interactive mobile platforms** developed by institution to ensure learning continuity and employ resources for e-learning during pandemic, first of its kind in state.
- **Institutional Library membership** with British Council, ISEC, DELNET and IIMB.
- Preparation and sharing materials, Presentations through class whatsapp and group e-mail.

Transfer of Knowledge

- **Centre for Industry Interface**, enables industry partnerships to provide hands-on expertise and get practical experience.
- **Expert Talks**- a forum for industry engagement for better understanding of industry expectations and preparedness.
- **Placement Cell/Centre for Career Development**- modelling careers of students and develop employability and enterprise skills.
- **Pragati- Professional Development Cell** rolls out certificate programmes for skill and competency enhancement.
- **Industry Collaboration and linkages** provides interface to bridge industry-academia gap. Institutional Membership with IJCCIK, IIMM and IAA have assisted to remain relevant.

- **Prakarsha Mantapa**, blog by Department of Kannada, to showcase artistic abilities.
- **Unnathi/Centre for Professional Development** supports continued learning through internships and expert interactions.
- **Business Lab(UG)** facilitates practical skill learning.
- **Learning lab-** industry readiness activities through Virtual Skills lab.

Indian Knowledge System.

- **Centre for Indian Ethos** imparts knowledge of Indian philosophy, holistic development of citizens with values and culture.
- Weekly **Bhagavadgeetha classes** for all faculty.
- **Soudamini Samskrutha Vedika** offers certification programme in Spoken Samskrutha.
- Lectures, sessions and seminars on Indian culture, traditions and knowledge system organised.

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: 74

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
21	13	11	15	14

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

3.3 Research Publications and Awards

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

Response: 1.6**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
22	60	25	62	13

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Link to re-directing to journal source-cite website in case of digital journals	View Document
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: 0.7****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
24	09	16	15	16

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document

3.4 Extension Activities

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

Response:

Numerous Extension activities are planned with twin goals of providing education about wide range of social issues as well as strengthening community involvement.

NCC, NSS, Youth Red Cross, Rangers and Rovers, Gandhi Study Centre, Vivekananda Adhyana Kendra, Ambedkar Study Centre, Ankura Forum for Women, Equal Opportunity Cell - Samata, Nature Club -Ecomitra, Community Engagement Cell - Samhita and Rotaract Club throw light on core values and Ethos of the Institution.

Leadership and Personality Development

THE NCC unit aims to groom students into models of discipline and develops in them character, leadership, patriotism, a secular outlook and the spirit of selfless service to the nation. Events like Run for Fit, International Peace Day, International Yoga Day, Tree Plantation and activities of similar nature are organised to achieve the objectives. **Students were selected for RD camps and parade.**

THE NSS unit helps the students to understand the community by identifying their needs and problems and develop a sense of social and civic responsibility. Students were part of events like Lecture Sessions on Mahatma Gandhi, Youth Sathyagraha, Sarvodaya Day celebration, Plantation of Sapling, Voters Awareness Programs and several activities that address and imbibe the knowledge of societal issues and problems. **Students are actively involved in the activities of an NGO- 'Bharavase' initiated by an alumnus. BBMP has appreciated the initiatives of the unit.**

ROTARACT CLUB of PG department organizes community engagement activities in alignment with United Nations Sustainable Development Goals that provides opportunity for students to enhance knowledge and skills that will assist them in addressing physical and social needs of their communities. Events such as Environmental Stewardship from Shrimad Bhagavad Gita Perspective, Blood Donation Camp, Live Webinar on Mental Health Matters, International Webinar on Tolerance-An Ingredient for peaceful co-existence, Distribution of hygiene kits to underprivileged kids at various schools and NGOs and other activities. **PG Students are nominated as Rotarians.**

RANGERS AND ROVERS unit aims in creating service orientation and self-reliance among students,

simultaneously promoting leadership qualities and physical fitness. **Jamboree Award was received.**

Gender Sensitization Programs

WOMEN EMPOWERMENT CELL – ANKURA helps upliftment of girl students, socially and intellectually. Awareness camps like gender sensitization, sexuality and sexual relationships and Women’s Day Celebration were organised. Ankura also functions as Internal Complaint Cell and deals with many issues of that nature. **Enrolment of girl students in the college has improved.**

Civic Responsibilities and Humanitarian Concern

YOUTH RED CROSS SOCIETY initiates Blood Donation Camps. **Number of blood donors have increased significantly.**

COMMUNITY ENGAGEMENT CELL- SAMHITA organises rally, lecture sessions on cybercrime, promotes health and wellbeing activities, celebrates World Health Day. **Tie up with organizations/NGO to carry forward humanitarian work in future.**

NATURE CLUB- ECOMITRA organises programs with the objective to create awareness about cleanliness, environmental protection, effective use of resources and to sensitize students about environmental issues. **Segregation of waste, wormy composting, bio gas plant installation has carried out.**

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:

Institution is committed towards enhancing students' 360-degree learning experience and inculcate relevant values and preparedness for life. Various Extension activities are organised with a dual objective of sensitizing

Youth Red Cross – For the Humanitarian services to the fellow human beings in Health-related services to the community, Institution has received 3700 total units of blood in the last six years and therefore saving the lives of 14800 people. As a token of appreciation, The Indian Red Cross Society has awarded the Letter of Appreciation to the Institution for its exceptional service for the community in organising Blood Donation Camps.

Rotaract – The Rotaract Club of the Institution, provides opportunities for young people to address the needs and concerns of the community. The Rotaract Club (PG) has been organising programs in alignment with United Nations Sustainable Development Goals by observing Global and National Commemorative days and thereby building the leaders of tomorrow. The Rotary Bangalore Centennial has recognized the efforts of the institution and has awarded the Letter of Appreciation.

National Cadet Corps - Functioning since 1978, NCC Army Wing is an infantry unit under 2 Karnataka Battalion, Karnataka and Goa directorate. NCC unit is a pride of the college, numbering to 160 cadets presently. The NCC unit teaches students to follow a disciplined life and internalize patriotism. Somshekar, the student of the institution got National Youth Award for the year 2019-20. Capt. Rakesh T.R, Special Forces officer, a proud alumnus of the institution has been awarded SHAURYA CHAKRA in 2022.

National Service Scheme – To inculcate, Community Engagement, selfless service and building service mindset, the NSS unit of the college organize various activities every year to channelize the energy and idealism of the younger generation into creative pursuits, Letter of Appreciation from Bruhat Bengaluru Mahanagara Palike for Walkathon Jatha was awarded to the NSS unit of the College.

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

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

Response: 79

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry,

community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
26	12	13	13	15

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

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: 41

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The Institution has adequate infrastructure and other facilities for,

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

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

Response:

The institution established in 1973, is strategically located with easy accessibility and provides good academic and learning ambience, supplemented with sufficient infrastructure to have all-inclusive atmosphere.

I Physical facilities for Teaching-Learning:

- 1.Total 51 class rooms.
- 2.31 classrooms, 4 Computer Labs, Business Lab, Learning lab and 1 Digital Library with ICT facilities.
- 3.Common spaces such as Room no 325, Auditorium, Conference hall, seminar hall, Open auditorium and Galleria, available for academic and extra-curricular activities with ICT.
- 4.Language lab facility provided in Computer labs.
- 5.Generators and UPS for continuous power supply.

II. Audio Visual Equipment

- 1.234 Personal Computers and 7 laptops.
- 2.24 Printers and 3 photocopiers available in administrative office, library and various departments.
- 3.21 LCD, 17 LED, 1 palmtop and 1 portable projectors, 35 screens, 12 speakers and 1 slide changer.
- 4.150 Web cameras of 2 MP and 1 with 50 MP available for online recruitment process and other activities.

1. Internet and Wi-Fi

- 1.Internet and Wi-Fi facility provided across selected zones like computer laboratories, Network Resource Centres and various departments.

- 2.Speed of internet across all zones is 100 MBPS.
- 3.Airtel Dongle

IV. Library Resources

- 1.Library has separate reading room, reference section for teachers and research scholars.
- 2.Library has collection of 92,167 books.
- 3.Access to N List Consortia with 6000+ e-journals and 8 Lakh+ e-books of various genres.
- 4.Web based Library Software with OPAC is provided for users.
- 5.Library software is upgraded from Easylib to PLV software.
- 6.MyChamp app to get library resources information.
- 7.Barcode scanner for capturing library footfalls.

V. Cultural Activities:

- Inter-class and inter-collegiate cultural activities organised in classrooms, Seminar halls, Conference Hall and Auditorium.
- For theatre-based events, Auditorium, Kuvempu Rangamandira and quadrangle, Multipurpose Room and seminar hall used.

VI. Sports:

- 1.Separate rooms for **Indoor activities** like chess, carom board, weight and power lifting and table tennis.
- 2.**Rifle Shooting Range** available for practice. Facilities for hand ball and throw ball in college quadrangle. Softball, Volley ball and Kabaddi practice in Gundu Rao Grounds (located close to institution) which is a Government ground.
- 3.Modern **Gymnasium and Yoga Centre**, with latest equipments, different batches for boys and girls.

1.Extension Activities:

- 1.NCC Unit uses college quadrangle for Training. Separate room available for documentation and holding meetings.
- 1.Common room for activities of NSS, Youth Red Cross and Rangers and Rovers.
- 2.Learning Lab of PG Department used by Rotaract Club.

VIII. Physical and Mental well-being

1. Health Centre with full time medical doctor and support staff.
2. Counselling centre with free-lance positive mental health counsellor.
3. Separate rest room for girls in third floor with bed, bedding and pillow at times of ill health and menstrual cramps.

Other facilities

- Drinking water facility
- Faculty lounge, Common washrooms for men and women.
- Washrooms for differently abled.

- Dedicated spaces for IQAC, Internal BoE, Department staff rooms and Heads of Department.
- Incubation centre
- Administrative office with help desk and pantry.
- Conversation Spaces in PG Department corridors.
- Placement office, Tactile path for visually challenged, ramps for physically challenged and aged, 2 canteens, Elevators and ramps, Activity space near language dept.

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

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

Response: 7.72

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

2021-22	2020-21	2019-20	2018-19	2017-18
33.44	0.35	24.69	18.81	28.46

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.2 Library as a Learning Resource

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

Response:

Technological advancements have brought a sea of changes the way educational institutions function in terms of teaching, learning pedagogy, access to learning resources and all spheres. The institution believes in adopting the latest automation system in delivering efficient library facilities.

The institution has a well-equipped library with a total carpet area of **391 Sqm** with an adequate reading space for **90** students and a dedicated reference section for faculty and research scholars. **16** CCTV cameras are installed for monitoring library activities.

The institution has established an E-Resource Centre (Network Resource Centre) equipped with 33 desktop computers with ACT Fibernet connection (100mbps speed) for the benefit of staff, researchers, and students. Visually impaired students have access to Braille books in the library.

- **Institutional Library Membership:**

- ISEC Library
- IIM-B Library

- **My Champ Android Mobile App:** The app enables students to access the resources of library at their finger point. Each member assigned with login credentials to access the library remotely. The

app allows users to know the status of their library transactions, provides access to OPAC through which the user can search the catalogue of library and e-books link is created in the app to access the e-resources.

Details of Automation

ILMS Software	Easylib Library Automation Software (till 2021) PLV Software (A Cloud based Web Application for ILMS) (2021-2022)
Nature of Automation	FULLY Automated
Version	4.2.0.1 (EasyLib) PLV Software
Year of Automation	2002

The E-resources of the institution are as follows:

The college has subscriptions to INFLIBNET's NLIST Consortia since its inception in 2012 and renews membership annually to cater to the information need of the users of library.

- **INFLIBNET's NLIST Consortia**
- **National Digital Library of India**
- **DELNET**
- **Educational CDs**
- **British Council Online Individual Membership.**

The following facilities are made available to faculty and students; -

- Reprographic Facility
- High Speed Internet Access for Staff and Students

- Purified Drinking Water Unit
- Photocopying and Printing Service
- Baggage/Property Counter

The library has a total collection of **92167** books of Social Sciences, Arts & Humanities, Computer Science disciplines. It is well maintained by using Dewey Decimal Classification (DDC) system for proper arrangement and easy retrieval of documents.

Library Statistics:

Sl. No.	Particular	Total Number
1.	Total No of Books as per Accession Register	92,167
2.	UGC Books (Separate Accession Register)	4383
3.	Total Books in the SC/ST Book Bank	493
4.	Total Books Career Guidance and Competitive Exam	5064
5.	Gratis Books	1267
6.	Braille Books	13 Titles (55 Volumes)
7.	Course Manual (Institutional Publication)	50364
8.	CD's & DVDs	171
9.	e-books	199550+ (NLIST Consortia)
10.	e-journals	6000+ (NLIST Consortia)
11.	Journals	32
12.	Magazines	36
13.	Newspapers	17

Services offered to students

- Circulation Service
- Reference Service
- Book-Kits Programme
- Braille Books for Visually challenged students
- SC/ST Book Bank
- Photocopying and Printing services
- Internet facility
- Digital resources facility
- Subscription to INFLIBNET NLIST Consortia
- Books on a deposit scheme for examinations
- Overnight Borrowing of Reference Books.
- Inter-Library Loan
- OPAC
- Generation of ID Cards to the staff & students

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

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection *Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words*

Response:

Institution is committed to provide effective IT infrastructure and services for the holistic development of students. Upgradation of computers is taken up periodically. Printers and scanners are also upgraded with new additions to the various departments, labs and office. College purchases and upgrades computers and other IT equipments as per the requirement.

1. Wi-Fi

1. The institution had subscribed for National Mission on Education (NME) by BSNL with 2 MBPS speed. To cope up with the increasing need of internet, the institution has subscribed for ACT fiber net connection with 100 MBPS speed.
2. Wi-Fi facility is provided to students at all computer labs.

1. Facilities

1. The Computer Labs and Network Resource Centre remain open to the staff for the academic and research work and the students are offered the facilities of e-mail, net surfing, loading of web-based application, besides helping them in preparing projects & seminars throughout the week.
2. The computer laboratories are upgraded whenever it's required.
3. Computer labs are well-equipped with branded PC's adequately with all necessary software and connected with UPS and the entire campus is connected with auto start generator.
4. The institution computer labs, Library Network Resource Centre, personal computers and laptops in departments and administrative office are maintained by the computer programmer and fixes all technical issues. At the centralized level, in the management, a Hardware engineer extends guidance in all aspects of IT decisions.
5. Computer systems available in the laboratories and the Network Resource Centre in the library are fully utilized not merely to conduct practical classes for BCA students but also to conduct Certificate courses like Microsoft Office, Tally with GST, Digital marketing etc. for all students on a regular basis.
6. There are printers in administrative office, all departments, IQAC room, Principal's chamber, Director's office and library.
7. There is fax facility in the college along with Photocopiers in the administrative office and library.

1. **Virtual Learning Environment** - The institution initially had DigitaCampus(Campus Management System) for providing Virtual Learning Environment. Now the same is provided through Ipomo (Interactive Mobile Platform), Aircast (College App) and Mycampus (Institution Management System).
2. During pandemic, the institution has purchased Zoom license for delivering online classes, webinars and varied activities.
3. Study materials are shared with students on WhatsApp group.

1. ICT Facility

1. The campus had started with 12 rooms with ICT facility with the numbers increasing to 36 (including class rooms, labs, seminar halls, conference halls) with ICT facility.

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: 14.24

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

Response: 207

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

4.4 Maintenance of Campus Infrastructure

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

Response: 23.3**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
60	20	107	97	35

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	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 institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 100

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

2021-22	2020-21	2019-20	2018-19	2017-18
2947	2877	2800	2753	2676

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

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

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

Response: A. All of the above

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

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

Response: 47.58

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
2062	1311	729	1222	1363

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

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

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

Response: A. All of the above

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

5.2 Student Progression

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

Response: 46.82

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
469	396	328	270	290

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
860	800	732	705	647

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

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

Response: 17.08

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

2021-22	2020-21	2019-20	2018-19	2017-18
181	51	52	30	26

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

5.3 Student Participation and Activities

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

during the last five years

Response: 334

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
76	13	45	134	66

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

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

Response: 121

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
108	48	166	153	130

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:**

Seshadripuram College Old Students Association (SCOSA) is a registered body under Karnataka Societies Registration Act 1960. SCOSA is a platform through which the alumni get in touch with their Alma Mater and their classmates. Scholarships for the economically backward and meritorious students are provided. The association offers support and volunteer to render services across varied platforms with a firm objective of ensuring that future generations have the opportunity to build their career and life with excellence.

Alumni Corpus - Every student contributes towards the alumni fund Rs 600 (UG) and Rs 1000 (PG) at the time of admission and the same corpus is maintained in the form of fixed deposit and the interest generated is used for organizing programmes and activities.

Internal BOS: PG internal BOS has an alumni representative from the industry to assist the institution in being industry relevant and develop global citizens for the 21st century.

SCOSA, Alumni Scholarship Fund: Contributions are made by the alumni towards the scholarship fund throughout the year which is utilized for providing scholarship for meritorious students from economically weaker background.

Volunteering**1.Training for Workshop and Project Preparation**

Sessions on Fundamentals of Accounting, Virtual Training on excels Shortcuts, Profile Mapping are organized. They conduct workshops, Orientation and training sessions on Yoga, Theatrics, Entrepreneurship and Project Report Preparation.

2. Resource Person

Distinguished alumni are invited as resource persons to present their expertise views on the curriculum related aspects.

3. Judges for Inter- class and Inter College events

Knowledge sharing sessions is organized by the institution and alumni having expertise in their domain volunteer in association with Commerce and Management Forum and Orientation Program by Magazine Committee. They also volunteer in organizing and Judging events in Cultural Fest of the college.

4. Mentoring for Placement and Entrepreneurship

- Alumni organize Mock Group Discussions, Personal Interviews and groom the students which

helps in increasing the employability opportunities among them.

- Alumni also assist the students in their transition from college to Corporate by sharing their journey of business, success stories and assist in recruitment opportunities either at their own businesses or with other networks.

Newsletter - The Magazine committee, comes out with SCOSA monthly magazines which reflect the contributions made by the alumni

Annual Get-together - Institution connects to reconnect with its alumni on Second Saturday of March every year. Distinguished alumni and Rank holders are felicitated.

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

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

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

Response:

Vision and Mission of the institution is translated through a Perspective plan and Ethos of the institution with its various Clubs/Fora/committees/ Study Centres and Centre for Excellence which design need based and relevant programs under the leadership of the Heads of Institution, which are monitored for improvement through the Governing bodies of the Institution.

NEP implementation

- Institution believes in adoption of a comprehensive and multidisciplinary approach in integration and delivery of curriculum, which connects diverse areas of study to demonstrate a topic, subject, or issue.
- Institution has dedicated Centre for Career development focusing on soft skill development and outcome of learning in the paradigm of Outcome Based Education.
- Institutions offers languages like Kannada, Hindi, English, Sanskrit, Urdu, Tamil and Telugu to students to choose their language to learn according to their comfort.
- Institution follows the Outcome Based Education principles and efforts have been made to boost student involvement and focus courses on learning objectives to personalize education.
- Institution encourages Learning Lab activities to bring more effectiveness in teaching.

Decentralization and Participative Management.

Institution features a hierarchical structure with multiple levels that allows all stakeholders to participate in decision-making and management of the College. To ensure operational efficiency, effective participative governance and collaborative leadership, the key decision-making bodies include the Governing Council, Heads of Institution, IQAC, Heads of Departments along with the administrative office.

Administrative staff manage end to end processes in the Institution in alignment with various Stakeholders. The roles and responsibilities are defined based on the designation and report the work status to the office Superintendent.

Faculty members are given opportunity to represent in various committees/fora, various Study Centres and Centres for Excellence in PG are nominated by the HOI along with the administrative Staff, Student representatives and other Stakeholders where ever applicable. Once in two years, the composition of different committees is changed to ensure uniform exposure of duties for academic and professional development.

Academic Roles – Faculty are encouraged to organise innovative programs, provide support beyond class room learning among the students, monitoring internal assessment of the students, subject Coordinators /

Internal Board of Studies /Internal Board of Examination/ act as guides, mentoring, career counselling, support the students in enhancement of learning curve and are supported to lead as Department heads and programme coordinators.

Students are given leadership roles in Student Councils, IQAC Steering Committee, Student owners, Class Representatives and Rotaract office bearers. College enables its students to come up with new ideas to organize programs successfully or take initiatives where their leadership and entrepreneurial abilities are reflected. Through Participative Management, the building of second line leaders has been practiced extensively.

Others – The college involves stakeholders in various bodies such as NGO's and legal representatives in Internal Complaints Cell, Local Community representatives in IQAC, Alumni and Industry representatives in PG Internal Board of Studies.

All the activities of the institution are governed through the **Institutional perspective Plan** and its Effective Deployment in enhancing the Operational efficiency through Decentralisation of responsibilities and Participative Management for inclusive management.

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

6.2 Strategy Development and Deployment

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

Response:

- Seshadripuram College envisions to be an institution of academic excellence. In accordance with its vision and mission, the college designs the perspective plan and undertakes regular follow-up actions to ensure its successful implementation of all academic and administrative engagements.
- The College fulfils its primary responsibility of imparting quality education through institutional effectiveness through institutional bodies at various levels, carrying out academic and administrative activities.
- Perspective Plan is prepared for 5 year time period. Thrust areas are identified for deployment of plan and incremental improvements across the institutional activities such as

- Introducing new programmes across disciplines.
- Development and designing curriculum.
- Enhancing efficiency in curriculum delivery.
- Implementation of performance based education effectiveness and measurement.
- Adaptation of Innovative teaching practices and evaluation.
- Student Support and Facilities
- Infrastructural improvements
- Enhancing Employee Welfare
- Strengthening Alumni engagement.
- Ensuring financial transparency.
 - Deployment of perspective plan and functioning of the institution is through an institutional mechanism consisting of
- **Management office bearers and Trustees** - responsible for approval of all proposals, budget and financial support.
- **Governing Council**- a representative body of management for monitoring all activities of higher education.
- **Heads of Institution**- Execution of all curricular, co-curricular and extra-curricular activities.
- **Academic and Administrative staff**- supporting all academic and non-academic activities.
- **Committees/Fora/Clubs/Centres**- ensuring excellence in curricular and co-curricular and extra-curricular initiatives.
 - The plans and actions of the institution and achievements materialise with the active involvement and engagement of stake holders viz., students, faculty, administrative staff, parents, alumni, Government/Statutory bodies
 - All the activities and functioning of the institution are governed by Policies, SOPs and Code of conduct.
- Policies and SOPs are defined for successful functioning of Fora/Clubs/Committees/Centres and strengthening of academic and related activities.
 - For effective communication and dissemination of information throughout the institution- Directives, Circulars, Office orders, Notifications and memos are used.
- **Appointments and Professional Development**
- Hiring/recruitment system- Before the commencement of the academic year, Management asks for status of staff requirement. HoI forwards a Consolidated Staff requirement letter to management.
- Advertisements for recruitment is published in leading state dailies.
- Hiring process is centralised. Personal Interview and demonstration is conducted.
- Letter of Appointment is issued to selected candidates.
- Candidates report to duty on the mentioned date.
- **Performance Appraisal** is systematic and conducted every year. Appraisal done in following manner
 - Faculty feedback is collected at end of every semester from students.
 - Confidentiality reports of all staff-teaching and non-teaching sent by HoI to Management.
 - Faculty do Self-appraisal at PG (to be implemented in future at UG)
- **Service Rules**- service register is maintained for all appointed faculty. All statutory service requirements are complied, as per according to KCSR rules w.r.t leaves, promotions etc.

- **Grievance Redressal Mechanism-** there is mechanism in place for addressing the grievances of teaching, non-teaching faculty and students.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2 Institution implements e-governance in its operations

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

Response: A. All of the above

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

6.3 Faculty Empowerment Strategies

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

Response:

The institution has taken various effective measures for the welfare of teaching and non-teaching staff that improves their health, efficiency, economic betterment, and social status. The functioning is governed through Staff Welfare Policy.

I Welfare Measures for Teaching and Administrative Staff are classified as under:

1. Monetary Benefits:

- Annual Medical insurance of Rs.1 lakh is provided for all employees.
- Gratuity benefits
- ESI benefits for all eligible staff (Salary below Rs. 21,000/-) for non-teaching staff only.
- Contributory Provident Fund
- Leave Encashment are provided for Earned Leave.
- Group Insurance for accident is facilitated.
- Fee concession is provided for employee's children in our own and sister institutions.
- On time full salary credited to staff during COVID 19 pandemic.

2. Non-Monetary benefits:

- COVID Test and COVID Vaccination drive was conducted for all staff, students, alumni and general public during COVID-19 pandemic.
- In-house Medical facilities with a full-time resident doctor and an assistant are available for immediate medical attention.
- Maternity leave benefit of 180 days with salary as per statutory limits. Faculty can extend their maternity leave with due permission.
- Counselling services for faculty by college counsellor.
- Ladies rest room is facilitated during the time of illness.
- Felicitation of retired staff at Annual Get Together
- Gold Coin is presented to the retired employee on the day of felicitation
- Uniform for support staff
- Annual get-together of staff and management as a token of gratitude.
- Recognition of staff on completion of Ph.D.

II Performance Appraisal System

1. Confidential Reports

The management shares confidential reports template with the HOI seeking feedback of teaching and administrative staff within a specified time line. The HOI shares appreciation and concerns regarding the faculty and administrative staff on Ipomo (Campus Management System) platform followed by discussion with respective HOD in order to mentor and improve their performance. PG staff feedback is sent by the Director through Institute Management System- MyCampuz.

2. Faculty feedback from students

Faculty performance feedback is collected from the students,

semester wise.

3. Self-Evaluation

The post graduate department apart from the confidential reports uses a self-evaluation method. A self-assessment tool is used based on the tenure of the faculty covering 7 competency areas. Faculty are expected to identify the gap areas and design an action plan for the same. The department also collects feedback from students about faculty every semester through Google forms. Feedback results are analysed and improvement areas are discussed for further course of action.

III Career Development / Progression

Institution facilitates Career Development opportunities to staff through following avenues:

- Higher Education Allowance to faculty with M.Phil and Ph.D and those who have qualified KSET and NET exams
- Financial reimbursement for research papers published, seminars, conferences and workshops attended.
- OOD facility to attend seminars, conferences, workshops and refresher courses.
- Faculty Development Programs, Professional Development Programs and Awareness Programs are organised through Faculty Development Cell and Centre for Professional Development.
- Sabbatical to pursue higher education.
- Faculty Internships
- Foreign Language classes.

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: 52.02

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
32	45	27	32	31

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

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

Response: 96.15

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

2021-22	2020-21	2019-20	2018-19	2017-18
121	80	89	75	60

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
29	26	26	20	20

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

6.4 Financial Management and Resource Mobilization

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

Response:

Resource Mobilisation

The institution's fee collection is principal source of revenue generated through self-financed programmes. The financial resources available are utilised with proper planning and budgeting as such there is no deficit of funds and a healthy reserve of funds is maintained.

- The overall institutional budget is prepared at the beginning of the financial year to meet the estimated expenditure and placed before the Finance sub-committee of the Management for discussion and approval.
- The budget is sanctioned under different heads with provision for re-allocation if required.
- Major fora like Cultural, sports, Commerce and Management are required to submit budget proposals for activities planned for the academic year.
- For all expenditure, prior approval from the management is obtained through HoI.
- Proposal for budget to conduct meaningful curricular, co-curricular and extracurricular programmes are encouraged.
- However, such expenditure is strictly monitored by college and management accountants.
- Proper bills/receipts/vouchers are to be submitted for all expenditure.

Resource Mobilisation Policy:

- Aims towards mobilization of resources from various sources and optimal utilization of the same to provide better services to all stakeholders.
- It focusses on attaining the institutions goals while maintaining accountability and transparency.
- The policy applies to varied institutional operations to attain educational goals through optimal use of resources in the college's knowledge acquisition journey.
- The IQAC will be responsible for monitoring and reviewing the documentation of Mobilisation and Utilisation of resources and prepare a detailed report of funds received and utilised during the academic year which, will be present by the HOI at the Governing Council meeting.

Optimal utilisation of resources:

The institution ensures optimum utilisation of its physical, financial and knowledge infrastructure and learning resources by making them available for use by students, faculty and staff of college and for other organisations conducting academic, co-curricular and extra-curricular activities.

Internal and External Audit

Internal Audit

Internal audit of the institution is conducted by the internal auditors from the management every six months and day to day accounts are maintained by Accountant in Tally ERP. The institutional mechanism for internal audit is

- Vouching of receipts and postings to ledger, TDS deductions and payments.
- Scrutiny of scholarship disbursement register.
- Preparation of receipts and payment statement.
- Audit of Bank reconciliation statement, fee reconciliation statement, vouchers, attendance, movement register, budget, reimbursement and other statements.
- Compliance Report on queries raised by the auditors is prepared and submitted to the Principal.

External Audit

Half yearly audit is conducted by the external auditors M/S Cherian Mathews and Associates. The institutional mechanism for external audit is:

- Thorough scrutiny of payments and receipts.

- Verification of heads of account in Tally ERP
- Capital expenditure verification with bills, Quotations received and comparative statements.
- Finalization of balance sheet by external auditors after examination of books of accounts.

External: Government/University

- Annual inspection of financial statements by Local Inspection Committee appointed by affiliating university.
- A periodic audit is conducted by the Office of the Joint Director of Collegiate Education, Karnataka.
- Audit of the Office of the Accountant General based on stipulated time and period.

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:

IQAC has promoted quality in the institution at various levels for providing better academic support.

I Teaching, Learning and Evaluation:

- **Teaching, learning** process has been reviewed and reformed over the last five years.
- **Lesson Plan and Work Diary:** Initially, the college aligned the academic activities with calendar of Bengaluru City University and unitised lesson plan was prepared well in advance and the delivery of the contents were entered in work diary. Lesson Plan and Work Diary are now maintained through Campus Management System where unitized lesson plans are designed across all programmes including teaching pedagogy to be used and pre-reading and reference materials on the CMS platform. Course wise, faculty maintain work diary to monitor the progress of syllabus completion.
- **ICT tools:** Various ICT tools are used viz., Whats App Poll, Google Forms, Google Classroom tools as part of innovative teaching practices. The Quality of delivery is enhanced by digital resources. There is an increase of ICT enabled classrooms and smart class rooms/ labs. Business lab

is modified for curricular and beyond class room activities.

- **Micro Teaching:** Micro teaching is practiced in the PG department from the past two years that aid in experimenting and learning each of the teaching skills of a teacher.
- **Diagnostic Test:** Students are administered with diagnostic tests like innovative assignments, online assignments and presentations in order to determine their various learning levels at both UG and PG level.
- **Synchronous and Asynchronous learning:** During the time of Pandemic, the first of its kind **IPomo Bimba- A mobile based learning platform** where the classes were conducted online and the recordings of the same were made available to students was introduced.
- **Web-based learning:** To understand stock market trading, opening of DEMAT Account, browsing income tax website, company websites and global bodies like UN, WTO.
- **Experiential learning, participative learning and problem-solving methodologies** are used for enhancing learning experiences.
- **Evaluation:** In place of ordinary/ traditional evaluation methods, the institution has integrated the principles of Outcome-Based Education where Formative and Summative assessment methods are used for evaluating the performance of students. Formative Assessment is made where students are administered with diagnostic tests.

Learning gaps are determined by the assessment and the changes in teaching methodology will be made as per requirement.

Summative Assessment is performed to determine whether the entire program is successful in providing the student with knowledge.

II Learning Outcomes: The Institution and departments in compliance with the objectives of OBE, measures PO, CO, and PSO each year at the end of each academic year. Data collection for the above will happen through out the academic year and Direct and Indirect methods are used for mapping Cos and POs. IQAC identifies the gaps and focus on improvement areas.

III Feedback: The IQAC monitors the progress and improvements made in different spheres of the institution with a focus of internalising and institutionalising equality. Feedback received across all academic and administrative aspects are analysed followed by considering improvement areas and practices to be sustained.

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

6.5.2 Quality assurance initiatives of the institution include:

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

Response: A. Any 4 or more of the above

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

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

In order to harness fairness of treatment of all gender, the institution follows the following process to foster Gender Equity:

- **Gender Policy:** The institution has a Gender Policy that lays down course of action for the below: -
- **Gender Audit:** For the purpose of gender mainstreaming that aids institution in identifying and comprehending gender patterns in its human resource management, organizational culture, and composition, Gender audit for students and faculty is conducted through Forum for Women Empowerment & Internal Complaints Committee- Ankura. It identifies significant gender gaps and challenges and recommend ways to bridge them through improvements and innovations proposed in the Annual Gender Sensitization Plan which serve as a baseline for executing them through various activities.
- **Annual Gender Sensitization Action Plan:** In order to create awareness and disseminating information and knowledge among the staff and students on the issues related to gender discrimination, various programmes/ activities will be planned every year.
- **Gender Equity and Sensitization in Curricular aspects:** Gender sensitisation is an integral component of various courses offered in the institution. Through novels, essays, poems, role plays, documentaries and articles, students are introduced to and made aware of topics related to gender equality, discrimination and violence against women. Curricular aspects related to gender are:
 - Employment and Entrepreneurship opportunities for all genders.
 - Empowerment of women by government and other bodies
 - Breaking gender silos
 - Overcoming the social challenges against women and other genders.
 - Understand differences in compensation, career opportunities-nationally and globally.
 - Create a mind-set of Diversity, Equity and Inclusion

- **Promotion of Gender Equity through Co-Curricular activities:** Activities such as awareness programs, counselling sessions, lecture sessions, competitions, seminars, workshops, interactive sessions, panel discussions, entrepreneurship development programs, certificate program on Self-defence, celebrating International Women’s Day and National Girl Child Day and regular meetings are conveyed to discuss on the matters of gender equity in the institution.
- **Facilitates for women on campus:** A modern Gymnasium and Yoga Centre, with latest gadgets has been set up with different batches for boys and girls. There is a Ladies Lounge and separate rest room for girls in third floor with bed, bedding and pillow at times of ill health and menstrual cramps.
- **Outcomes:**
 - Increase in enrolment of girl students
 - Increase in the employment of women teaching and non-teaching staff
 - Increase in the women leadership roles in the middle and senior level.
 - Effective action taken for the audit outcomes

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

7.1.2 The Institution has facilities and initiatives for

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

Response: A. 4 or All of the above

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

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

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

Response: A. All of the above

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

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

Response:

Vision and mission of institution focuses on building a nation of youth with noble thoughts, positive attitude, morality and social responsibility. Institution is proactively taking efforts to promote better

education, economic upliftment of needy and setting communal harmony. The institution strongly believes in creating a healthy and inclusive environment respecting various belief systems, culture and traditions with utmost respect and tolerance. The institution efforts are directed towards building a harmonious society considering regional, national, global commonalities and differences. Several activities conducted to build and promote an environment for ethical, cultural, human values and promote harmony among students and staff.

Cultural

- Ethnic Day celebrated to build tolerance and harmony towards cultural and regional diversities.
- Inter class competitions and fashion show organised to manifests roots of Indian Culture and attire.
- Kalaarnava-Inter College cultural competitions to uphold traditional Indian dance and music.
- Jaanapada Siri programme to promote regional heritage.
- Indo-Srilanka Youth Exchange programmes to build tolerance to cultures and religions, promote global exposure and harmony.

- Collaboration with IJCKK to understand Japanese culture, tradition and language.
- Workshop on Inculcating Indian Culture through collaboration with Disha Charitable Trust.

Socio-Economic

- Extension activities in neighbourhood community to sensitize students to social issues and its impact.
- Active role of NSS volunteers in offering community services during pandemic.

- Annual Cosplay Competitions.

- Assistance for applying scholarships- State, Central Government and other agencies.
- Distribution of SET Merit Scholarship- Free ships for >95% and scholarship between 91 to 94.99%.

Regional:

- Collaborative activities with IFGPE, I love to Care India Charitable Trust, Let us Dream
- United Religious initiatives to spread harmony.

- Observation of commemorative days for encouraging inclusivity.
- Celebration of Interfaith harmony week and Panel Discussion.
- Organisation of Peace Dialogue initiatives.
- Prakarsha Mantapa- blog release by Kannada Sangha.

Linguistic:

- Linguistic diversity maintained by offering English, Optional English, Hindi, Kannada, Samskrit and Tamil.
- French and Japanese courses offered under M.Com (IB) Program as part of curriculum. Enroll offered to staff and other students.
- Linguistic harmony and tolerance encouraged through inter-class literary competitions.
- MHRD approved Saral Hindi Certificate course.
- Offering Spoken Samskrit classes and certificate course.
- Courses and certificate programmes of Kannada Departments to expose students to rich heritage of language.

Communal Harmony:

- Dasoha initiative by Basava Adhyayana Kendra.
- Observing Kargil Vijay Diwas.
- Celebration of national and state festivals.
- Instilling Gandhian philosophy of communal unity and brotherhood through Gandhi Study Centre.
- Vivekananda Adhyayana Kendra organises workshops, lectures and sessions for shaping personality, development of leadership skills and value system.

Sensitization to Constitutional Obligations

- Rotaract Club enables development of sense of social responsibility, engaging in community service.
- Ambedkar Study Centre organises programmes to create awareness regarding constitutional rights and duties, reforms and amendments in constitutional rights and its implications.
- Inter collegiate programmes and interactive sessions for better involvement of youth in politics.
- Code of conduct for students and staff.
- Organizing workshops, guest lectures, Panel discussion focusing on Upholding Human Rights and Dignity
- Voters awareness campaign and enrolment of new voters drive.
- Organizing professional ethics programs for students and staff.
- Offering Indian Constitution as part of curriculum.

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

7.2 Best Practices

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

provided in the Manual

Response:

Best Practice 1 – Internships

1. Title of the Practice

Internships: **P**otential to **E**xperience **T**ransformation (**POET**)

2. Objectives of the Practice

Institution aims to assist students focus on professional growth, explore career path, be industry – fit and contributory individuals in workplace and society. The specific objectives of the practice are:

- To gain industry knowledge, develop perspective of real life and employability skills.
- To explore interest areas, make appropriate career decisions based on understanding of strengths and improvement areas.
- To experiment, commit mistakes and learn under industry mentors.

3. The Context

New age workplace has expectations with customised talent and skillset specifics. Change in industry expectations about disciplinary knowledge, social skills, workplace etiquettes, time scheduling, and aligning work – life balance have been the concerns to the institution. One of the solutions to fix this concern was to motivate students to sign up for Internships.

4.The Practice

Internship Committee offers variety of Internships to students across all programs. The nature of internships could be paid or unpaid, virtual, or offline and under diverse categories viz., Professional Internship, Organization Study and Service-Learning Internship along with Faculty Internship.

Committee connects with organizations and alumni seeking opportunities followed by registration of student with specific domain interest. Internships are scheduled post class hours striking a balance between academics and practical exposure.

Students are oriented about the internship role and faculty handhold through this journey to align with workplace norms.

Internship completion certificate is submitted, and organizations are recognized for the support. The alumni provide interning opportunities to learners and mentor them to be industry ready.

It is imperative for faculty to know industry trends and gap is bridged through Faculty Internships, post class delivery. Faculty sign up for internship with an organization based on domain expertise followed by submission of report along with completion certificate.

5. Evidence of Success

The number of students interning has significantly increased across all programs and years from 100+ to 1000+. Organizations such as Bayer, Fidelity, TCS have converted Internships to full - time placements because of the high performance showcased by the interns. The internship completion has prepared students for their annual placement drive in a dynamic manner. The learning experience has helped students handle the hiring process effectively. The industry knowledge, professional skills, team dynamics and inter - personal skills has assisted students identify themselves to the job role and be contributors from day one.

6. Problems encountered and Resources required.

The journey of internship gives a reality shock about workplace. In case of virtual internships access to laptops and internet connectivity has been a concern and female students faced the challenge of commuting to far locations.

Concerns initially faced were workplace dynamics, jargons, time management, meeting deadlines, technology platform acquaintance and Work – study – free time balancing.

Organizations offer full – time internship, but time schedule becomes an issue as students must maintain adequate attendance as per University.

The challenges of faculty internship are tenure and lack of knowledge in using tech platforms.

Best Practice 2 – Alumni Engagement

1. Title of the Practice- SCALE - Seshadripuram College Alumni Engagement

2. Objectives of the Practice

Institution follows a 360° approach by involving the Alumni and play a prominent role in improving the quality of education across all levels. The focal objectives of the Alumni Engagement are:

- To build networking and professional development opportunities.
- To shape current and future students with their Subject Matter Expertise.

3. The Context

To explore industry – interface and engage with high impact work experienced leaders, alumni connect was strengthened. This support network of alumni was the unsurpassed linkage to bring professional contacts and create new beginning of success for current and future students. Contribution across varied activities ranging from academics to co – curricular, extracurricular, financial support, and volunteering services.

4. The Practice

Alumni enrol as **Life Members** and have continued association with the institution across diverse activities. First step of involvement is through **Internal Board of Studies** with subject matter expertise in

designing curriculum for Value Added, Certificate and other courses. Alumni represent on **IQAC** for continuous improvement and as office bearers of **Seshadripuram College Old Students' Association (SCOSA)** spreading values internalized during their journey.

Alumni extend **career insights and advice** and **share lessons of their journey** followed by **training students** in areas such as Yoga, Martial arts, and Entrepreneurship. Additionally, **financial support** is extended through Alumni Scholarship to economically weaker students.

Alumni connect with leadership team, portraying strength of college, translating discussion to reality of hiring and internships and extend support in **Pre – placement process** through Mock interviews, Group Discussion, Company Pitch, aptitude, and interview and share reference materials and also provide **job referrals to past and present students**.

They involve in **co – curricular and extracurricular activities** through **orientation** and **judging** in events and **volunteer** as Quiz Masters, Master of Ceremony, photographer, event manager, and other activities.

SCOSA Monthly newsletter publishes talent of students aiming to inspire future generations.

5. Evidence of Success

Institution has witnessed contribution of 15000+ alumni community across wide-ranging spheres. The training program curriculum has helped students crack interviews confidently and increasing the hiring conversion. Through IQAC and SCOSA meeting interaction, industry and society relevant programs are mapped and implemented.

Competency building programs delivered by alumni has developed self-confidence among students with growth trajectory.

Alumni volunteering has motivated current students to actively participate and take ownership in all activities. Alumni form > 10 percent of staff in college at teaching and administrative roles, with an objective of giving back to alma mater. Alumni from reputed organizations interact with students sharing strategies for success and managing challenges.

6. Problems encountered and Resources required.

The alumni undoubtedly contribute to the institution tirelessly with their invaluable insights, perspectives, and volunteering. At times, depending on the industry they work, busy schedules and paucity of time makes it difficult to pitch in. The alumni are available during the weekends preferably and that acts a challenging factor in organizing connect programs along with other activities.

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:

PACE - Preferred and Acclaimed College for Commerce Education

Institution has been striving with a robust conviction towards catering education to the needs of learners from varied demographics. Since the time of inception, in its evolutionary process the essence of institution has been To Educate and To Empower learners.

Among the **best Commerce colleges**, institution is ranked No. 1 among affiliated colleges in Bengaluru, No. 3 in state of Karnataka and 41st in the country by India Today MDRA Ranking 2022, Education World India Higher Education Ranking 2022 – 23 has ranked the college as 2nd Best Commerce College in Karnataka and 16th Best Commerce College in India.

College began its journey by offering **Bachelor of Commerce program in 1973** and till date nearly **15000+ students** have graduated. Moreover, the **situatedness** of institution in heart of the city with unparalleled connectivity through different modes of transportation has been a college of choice by the stakeholders. In addition to traditional Bachelor of Commerce program institution offers B.Com. Honours and B.Com. Accounting and Finance and Bachelor of Business Management programmes and Post Graduation Master of Commerce, Master of Commerce (Finance & Accounting) and Master of Commerce (International Business) programmes and Doctoral program in Commerce.

Major volume of **college strength of 80 %** comes from Commerce discipline with good **demand ratio for application being 1:4** in comparison to fellow institutions in the industry. Institution has **highest number of faculty** in Department of Commerce and Management with more than 45 faculty. Seshadripuram College is one of the **largest commerce and management stream colleges under Bengaluru City University** with over 2000 students. During the admissions to the Post Graduate programs for the university quota, Seshadripuram College seats get filled on priority, just as the Management quota seats.

Learning model emphasizes on making the pupils future ready with high **employability and aspiration quotient**. Irrespective of the external conditions the institution has witnessed an upsurge in the **demand for admissions year on year**. The institution has been a hub of learning with quality and dedicated faculty creating **immersive learning experience**. Furthermore, **upskilling and reskilling** of learners across all skillsets viz., domain, soft and life skills are integrated into the learning process methodically preparing them for a new world of work and building enterprises. With a **forward-looking approach** the emphasis has been on making students Technology ready and move from the era of documentation to connection. This networking happens through various **Memorandum of Understanding** and collaborations through **Pragati – Professional Development Cell, Centre for Industry Interface, Dhruthi - Internship committee and Centre for Global Excellence**. In addition, **Institutional Membership** with professional bodies has helped in understanding the industry expectations such as Indo – Japanese Chamber of Commerce and Industries Karnataka, Indian Institute of Materials Management, and Indian Accounting Association. The college has also signed **MoUs** with Institute of Cost Accountants of India, Luminous

Consulting for Japanese classes, PAN India, NICT, and other bodies.

Morning class schedule has assisted students to **'earn while they learn'** and gain market and industry exposure through Internship opportunities, part – time jobs and managing family businesses. It has also assisted in **building professional career pathways** for its learners in the space of Chartered Accountancy, Company Secretary, Cost and Management Accountancy, Certified Public Accountant, and other options. The college has produced good number of professionals such as Chartered Accountants and have made a mark at the **All -India ranking** level. For instance, Ms. Pravallika has secured **44th rank in the CA final 2022 exams** and Ms. Swathi S. bagged **2nd rank in the CS final Examination 2022**. The college has witnessed demand from students managing family businesses as it assists them in understanding the business nuances and apply in their industry for further progression.

The outcome of the **academic excellence** has been bagging **26 ranks** and **10 medals** in the University examinations in the discipline of Commerce over the last five years with **results of over 90 %**. The Postgraduate programs have bagged **highest number of ranks** in the University exams year on year.

Students are equipped with the conceptual knowledge and application competence to manage the 21st century workplace and preparing leaders of tomorrow. **Industry relevant courses** are designed under Value Added Programs, Certificate courses and add – on courses to equip students for the new age world. The college is known for the **placement opportunities** provided, with reputed recruiters such as KPMG, TCS, Deloitte, Northern Trust, Bayer and the like with attractive packages. The talent acquisition pool come from varied backgrounds and are acquired by Tier 1, 2 & 3 companies building inclusivity and bringing learners to mainstream.

The institution offers support for **Internships** across industries in wide-ranging ways of Professional Internship and Organization Study either through online/ offline and paid/ unpaid options and mentor in working on Projects.

The college has an ecosystem with effective functioning of **Centres of Excellence** viz., Centre for Teaching and Learning, Industry Interface, Global Excellence, Mentoring, Indian Ethos, Career Development and Professional Development to build an effective functioning mechanism developing responsible, ethical and discipline ready citizens.

The Centre for Global Excellence has been providing students global exposure through **Student Exchange programs**. For instance, **Indo – Sri Lanka Youth Exchange** program in association with the Ministry of Youth Affairs and Skill Development, **Sri Lanka**, and **Taster program** on “Productivity and Employability Skills” at Grimsby Institute of Furter and Higher Education, Grimsby, **U.K**. In addition, **eminent resource persons** from **different countries** such as United States, United Kingdom, Japan, Poland, Thailand, and other places visit the institution building a global pitch.

The Commerce and Management department publishes department **newsletter Commerce Voice** at the UG level and **Mudra** at the PG level.

College is also recognized and acclaimed for the Bachelor of Computer Applications programme over the last decade. In view of having multidisciplinary education, B.A. program is commenced followed by efforts to start M.B.A., M.C.A. and other Science programs soon.

In conclusion, commerce discipline journey has been innovative and resourceful building leaders of the

future with a moral compass.

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

5. CONCLUSION

Additional Information :

Institution works in alignment with the goals and belief statement of Seshadripuram Educational Trust emphasising on fulfilling the personal aspirations and emerge as a global conglomerate in nurturing citizens learning to live together in peace, harmony and tolerance and re-emphasizes it through the institutional anthem. Institution has produced 30,000+ graduates across disciplines over last 50 years contributing in wide-ranging industry verticals from Media & Entertainment to Emerging Technologies. The student strength has been the highest among self-financing affiliated colleges under Bengaluru City University and also has a low student dropout rate and staff attrition in industry.

Academic sphere, Internal Board of Studies consists of representatives from industry, academia and Alumni designing industry – relevant curriculum for various courses apart from curriculum prescribed by university. In addition, college goes an extra mile through Service-Learning Internship in NGOs, Professional Internships in companies along with Field work, Project work, Practice- in- teaching, and other Experiential learning modes. Furthermore, stakeholder feedback has been assisting in enhancing learning effectiveness and integrating changes through the IQAC.

As collaborative endeavour institution has over 30+ MoUs, collaborations and Institutional Membership with industry and professional bodies, NGOs, Academic and Professional associations at national and international level creating an impactful realistic perspective to stakeholders.

Academic fineness is maintained through faculty continuously undergoing Capacity development, Micro - Teaching and Faculty Internships leading to enhanced competency institutionally. Administrative end – to – end process is led by office from admissions to Alumni Relations, preventive maintenance and records management.

Centre for Global Excellence shapes leaders of tomorrow by working with international partners and organizing industry and culture relevant programs such as Indo -Sri Lanka Youth Exchange Program, Productivity and Employability Skills Taster Program at U.K., collaborative programs with Indo – Japanese Chamber of Commerce and Industries Karnataka, Thailand – India dialogue, interaction with Deputy Consul General of Thailand and Japan and inviting speakers globally. Further, PG Department activities are aligned with United Nations Sustainable Development Goals. The initiatives are rolled out under the banner of Seshadripuram College Cooperation Circle of United Religions Initiative (URI), IFGPE, Centre for Indian Ethos and other bodies.

Concluding Remarks :

The journey of a learner is made productive by offering an integrated pathway enabling development in all spheres of life. The ultimate goal of the institution is to prepare students for life and be contributory citizens. In addition to educating, training and imbibing research and development mindset, the ethos on campus accentuates on developing Self – awareness, Character building, human – nature relationship, developing tolerance, global responsibility and compassion. The study centres of Swami Vivekananda, Gandhiji, Ambedkar and Basava imbibe value system with long term orientation towards societal needs. The URI Cooperation Circle observes Inter faith Harmony week to promote among people regardless of their faith.

A stakeholder approach is followed with bottom – up approach valuing the voice of all the participants in the eco – system. Staff and students are empowered to participate in activities and decision making through Student council, Owners, Editorial board, Convenors of clubs and fora and staff participating in IQAC, Convenors of Clubs, centres, committees, staff secretary and other roles. The other stakeholders contributing to the development of the institution being parents, alumni, NGO and local representative, employers and industry. In this due process, the well being of staff and students is prioritized by organizing health camps, counselling services, yoga and meditation, medical doctor services and Shrimad Bhagavad Gita classes to strike a balance between soul, body and mind.

The mentoring system builds a strong bond between the mentor and mentee through One - on – one, Group and Distance (during COVID 19 pandemic) mentoring with dialogue on actionable and measurable goals with a hope of brain - gain.

Meeting eminent visitors such as Nobel Peace Prize Laureates His Holiness The Dalai Lama, Indian Activist Sri Kailash Satyarthi, Bangladeshi Social Entrepreneur Sri Muhammed Yunus and other great personalities Padma Bhushan awardees Sri Anna Hazare, Indian inventor Dr Sam Pitroda and others has ignited a fire of commitment towards the fellow beings and the society at large.

Ultimately, the vision of the institution is to make the world a better place with contributory citizens with Reflective Intelligence and high Value Quotient.