

Annual Quality Assurance Report (AQAR) 2013-14

Indian Academy Degree College

Bangalore

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. *(Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)*

Part – A

1. Details of the Institution

1.1 Name of the Institution

INDIAN ACADEMY DEGREE COLLEGE

1.2 Address Line 1

Hennur Cross, Hennur Main Road

Address Line 2

Kalyan Nagar

City/Town

Bangalore

State

Karnataka

Pin Code

560043

Institution e-mail address

principal@iadcollege.com

Contact Nos.

080-22022933, 080-22022900

Name of the Head of the Institution:

Dr.E.Jerome Xavier

Tel. No. with STD Code:

080- 22022933

Mobile:

9448252019

Name of the IQAC Co-ordinator:

K.Uma Lakshmi

Mobile:

99450 60192

IQAC e-mail address:

iqac@iadcollege.com

1.3 NAAC Track ID (For ex. MHCOGN 18879)

KACOGN13919

1.4 NAAC Executive Committee No. & Date:

(For Example EC/32/A&A/143 dated 3-5-2004.

This EC no. is available in the right corner- bottom of your institution's Accreditation Certificate)

EC/49/A&A/75 dated June 15, 2009

1.5 Website address:

www.iadcollege.com, www.iasms.in

Web-link of the AQAR:

www.iadcollege.com/AQAR2013-14.doc

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	A	3.09	2009	5 Years
2	2 nd Cycle				
3	3 rd Cycle				
4	4 th Cycle				

1.7 Date of Establishment of IQAC :

DD/MM/YYYY

09/09/2009

1.8 AQAR for the year (for example 2010-11)

2013-14

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((for example AQAR 2010-11 submitted to NAAC on 12-10-2011)

AQAR	(i)	22/08/2010
AQAR	(ii)	17/09/2011
AQAR	(iii)	09/10/2012
AQAR	(iv)	28/09/2013

1.10 Institutional Status

University State ☐ Central ☐ Deemed ☐ Private ☒

Affiliated College Yes ☒ No ☐

Constituent College Yes ☐ No ☒

Autonomous college of UGC Yes ☐ No ☒

Regulatory Agency approved Institution Yes ☒ No ☐

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education ☒ Men ☐ Women ☐

Urban ☒ Rural ☐ Tribal ☐

Financial Status Grant-in-aid ☐ UGC 2(f) ☒ UGC 12B ☒

Grant-in-aid + Self Financing ☐ Totally Self-financing ☒

1.11 Type of Faculty/Programme

Arts ☒ Science ☒ Commerce ☐ Law ☐ PEI (Phys Edu) ☐

TEI (Edu) ☐ Engineering ☐ Health Science ☐ Management ☒

Others (Specify)

1.12 Name of the Affiliating University (for the Colleges)

Bangalore University

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University

University with Potential for Excellence

UGC-CPE

DST Star Scheme		UGC-CE	<input type="text"/>
UGC-Special Assistance Programme	<input type="text"/>	DST-FIST	<input type="text"/>
UGC-Innovative PG programmes	<input type="text"/>	Any other (<i>Specify</i>)	<input type="text"/>
UGC-COP Programmes	<input type="text"/>		

2. IQAC Composition and Activities

2.1 No. of Teachers	<input type="text" value="09"/>
2.2 No. of Administrative/Technical staff	<input type="text" value="01"/>
2.3 No. of students	<input type="text" value="02"/>
2.4 No. of Management representatives	<input type="text" value="01"/>
2.5 No. of Alumni	<input type="text" value="02"/>
2.6 No. of any other stakeholder and community representatives	<input type="text" value="01"/>
2.7 No. of Employers/ Industrialists	<input type="text" value="01"/>
2.8 No. of other External Experts	<input type="text" value="01"/>
2.9 Total No. of members	<input type="text" value="18"/>
2.10 No. of IQAC meetings held	<input type="text" value="06"/>
2.11 No. of meetings with various stakeholders:	
Non-Teaching Staff	<input type="text" value="6"/>
Students	<input type="text" value="5"/>
Alumni	<input type="text" value="2"/>
Faculty	<input type="text" value="37"/>
Others	<input type="text" value="4"/>
2.12 Has IQAC received any funding from UGC during the year?	Yes <input type="text"/> No <input checked="" type="checkbox"/>
2.13 Seminars and Conferences (only quality related)	
(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC	
Total Nos.	<input type="text" value="6"/>
International	<input type="text"/>
National	<input type="text" value="2"/>
State	<input type="text"/>
Institution Level	<input type="text" value="4"/>

(ii) Themes

1. Two day National Seminar on “**Higher Education Transformation: Changing Contexts & Institutional Responses**”
2. Two Day FDP : National level Workshop on “**Inferential Statistics**”(Year 2013 being the First International Year of Statistics)
3. One day workshop on “**Preparing for NAAC Re-Accreditation**”
4. One day Workshop on “**Work place Communication**” for Administrative Staff
5. One day Workshop on “**Inter-Personal Skills**” for Laboratory Assistants
6. One Week Student Leadership Workshop “**Step-Up**” for Student Council Members

2.14 Significant Activities and contributions made by IQAC

1. Implementation of IQAC Recommendations

- a. Wi-Fi enabled campus
- b. Bluebook System for Internal Assessment & Feedback
- c. Grant for 11 minor science research projects from UGC
- d. Office Automation System for e-Governance, “Knowledgepro”
2. **Automated System for Student Feedback** on Faculty developed internally and implemented
3. **Course File development**, a comprehensive referral document for executing Teaching-Learning Process, work diary and academic audit has been implemented.
4. **Initiation of departmental programs** in terms of Curriculum Review, Faculty Development, Seminars and Community Extension & monitoring of the same. The deliberations of curriculum review sessions are communicated to university.
5. **Collaborative Programs with other departments.**
 - a. Student Leadership Training “Step-Up” (**Dept of MBA**)
 - b. Awareness Program on “Judiciary Support for Women Safety” (**Women’s Council**)
 - c. Voter ID Registration Camp (**Alumni Association & Student Council**)
 - d. Development of Automated system of student feedback on Faculty (**Dept of Computer Science**)
 - e. Community Survey on “Higher Education Penetration among the Under Privileged Sections of the Society” (**Dept of Commerce-PG Studies**)
 - f. Organization of “Open Day” for Parents and collecting Parental Feedback on Curriculum & Institutional Services (**Parent-Teacher-Association**)
 - g. Obtaining Stakeholder Feedback: Student, faculty & Expert feedback (**Academic Departments**) , Alumni feedback (**Alumni Association**), Employer feedback (**Training & Placement**)
6. **Result Analysis meetings** with Departments to identify the shortcomings and measures to overcome.
7. Two day National Seminar on “**Higher Education Transformation: Changing Contexts & Institutional Responses**”
8. Two Day FDP : National level Workshop on “**Inferential Statistics**”(Year 2013 being the First International Year of Statistics)
9. Institutional Workshops on “**Preparing for NAAC Re-Accreditation**”, “**Work place Communication**”, “**Inter-Personal Skills**”, and Student Leadership Workshop “**Step-Up**”.
10. **Weekly Progression Report** through working Committee Members of IQAC in departments which helps in **keeping track of activity progress in departments.**
11. **Procurement of Departmental Annual Quality Assurance Reports (D-AQAR)** which forms the basis for AQAR submission to NAAC.
12. **Conducting Academic Audit** based on D-AQAR (Departmental audit), Course File (Teaching-Learning process)

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
To initiate quality enhancement programs in the areas of curriculum review, seminars, FDPs and community extension in departments	HOD meeting had been held with IQAC and the requirements are communicated, which resulted in accommodating the quality initiatives in the departmental calendar and subsequent implementation.
To propose Institutional Recommendations for Wi-Fi enabled campus, Office automation systems and Bluebooks for Internal Assessment.	The recommendations were accepted by governing council and are implemented 1.Campus-wide Wi-Fi Facility 2.Knowledgepro for office automation 3.Bluebooks for internal tests
To conduct one National Level FDP on Research Tools/ Techniques (2013 being the year of International Statistics)	IQAC Organized Two Day FDP :National level Workshop on “Inferential Statistics” on 13th & 14th Sept 2013.
To conduct one National Seminar on contemporary issues in Higher Education	IQAC Organized Two day National Seminar on “Higher Education Transformation: Changing Contexts & Institutional Responses” on 28th & 29th April 2014 & publication of the seminar proceedings (ISBN 978-81-920859-9-9)
To conduct institutional level workshops for functional efficiency of non-teaching staff, laboratory assistants and Leadership training programs for student council members and HODs.	1. One day Workshop on “Work place Communication” for Administrative Staff on 24th August 2013 2. One day Workshop of “Inter-Personal Skills” for Laboratory Assistants on 22nd August 2013. 3. One Week Student Leadership Workshop “Step-Up” for Student Council Members from 24th to 28th February 2014 Leadership training program for HODs was not conducted due to non-availability of resource person in the current year.
To develop in-house automated feedback system reducing paper	Automated System for Student Feedback on Faculty is developed in association with Dept of Computer Science. The feedback for the year 2013-

usage.	14 is taken from the students using the software.
To engage the students in community extension programs	<ul style="list-style-type: none"> • Voter ID registration camp in association with Alumni Association & Student Council on 1st & 2nd March 2014 in association with Bangalore Political Action Committee (B.PAC- which is headed by Dr.Kiran Majumdar Shaw, MD, Biocon Industries) covering the Sarvagna Constituency where Institution is located and other constituencies as well. Over 1100 people registered & it has helped students to interact with public. • Conducted survey on Higher Education Penetration among economically disadvantaged in association with Commerce-PG Studies in November 2013. • Student participation in Gandhi Jayanthi Jagrithi Rally, departmental Community Extention programs.
To create awareness among student & staff regarding Judiciary support system for Women's Safety in the wake of increasing atrocities against women.	With Women's Council, Awareness program on "Judiciary Support for Women Safety" has been organized in association with Vanitha Sahayavani (Women Helpline) & police department, Hennur and Banaswadi)
To evolve a comprehensive scheme for teaching-learning-assessment plan & Review	Course File development as a comprehensive referral document for work diary. Course Files are submitted to IQAC by faculty members containing teaching plan, pedagogy, teaching material, activity and assessment plan.
Arranging for stakeholder feedback	<ol style="list-style-type: none"> 1. Student Feedback on curriculum, teaching-learning, student support services 2. Alumni Feedback on curriculum at Annual Alumni meet on 10th October 2013. 3. Parental Feedback on curriculum & institutional services on "Open Day" on 2nd Feb 2014 3. Employer Feedback on curriculum through Training & Placement cell 4. Expert/Faculty Feedback on curriculum 5. Faculty/Staff Feedback on Institution <p>The curriculum feedback report is discussed in the curriculum review meetings with Subject Matter Experts and recommendations are communicated to</p>

	the University. Feedback on Teaching-Learning helps to improve the process through corrective & preventive action.
Faculty training in Quality Management Systems (QMS) & Preparing for Autonomy	<p>1.ISO 9001:2008 standard in August 2013 at TUV-Nord, Bangalore.</p> <p>Internal Auditor Training Program</p> <ol style="list-style-type: none"> Ms.Uma Lakshmi.K, Coordinator, IQAC Ms.Sangeetha Annie George, Management Representative (MR) Ms.Shobha, Faculty Member, Dept of Commerce <p>Lead Auditor Training Program</p> <ol style="list-style-type: none"> Ms.Uma Lakshmi.K, Coordinator, IQAC has completed Lead Auditor Training Program in September 2013 on ISO 9001:2008 standard. <p>2.Three Day Seminar on “Preparation for Autonomy”at Christ University from 12th to 14th March 2014 attended by:</p> <ol style="list-style-type: none"> Dr.Senthil Kumar R, Member, IQAC Ms.Uma Lakshmi K, Coordinator, IQAC
To conduct Workshop for Faculty on preparing for NAAC Re-Accreditation	One day workshop for Faculty on “Preparing for NAAC Re-Accreditation” by Prof. A.P. Padhi, Former Vice-Chancellor, Berhampur University on 26 th Oct 2013.
IQAC networking with other Institutional IQAC teams by inviting them to the institution or by visiting other institutions.	<p>On forums within the Indian Academy & outside IQAC members had constructive interactions with other Institutional IQAC members</p> <p>1. IQAC National Seminar on Higher Education Transformation had participation & paper presentations by significant number of IQAC members across the country sharing their Best Practices</p> <p>2. During training programs & seminars in other institutions, IQAC members had the opportunity to interact with IQAC coordinators/members of other institutions</p> <p>3. Invited talk on “Role of IQAC in enhancing Quality in Higher Education” by Ms.Uma Lakshmi, Coordinator, IQAC at the FDP organized by IQAC of RJS First Grade College, Bangalore on 12th Oct 2013</p>
To sensitize Staff & Students on	1.Paper presentation by Dr.M.Devendra, IQAC

Issues in Higher Education Quality and share the ideas	<p>member & Mr.Chandan.V on “Total Quality Management in Higher Education” at UGC sponsored two day National Seminar on “Service Sector and Quality Management in India” at Yogi Vemana University in Kadapa, AP on 21st & 22nd Feb 2014</p> <p>2. Paper presentation by Ms.Yamuna B & Ms.Maheswari.N ,students of MBA along with Mrs.Uma lakshmi, Faculty member on “Massive Online Open Courses (MOOCs): Evaluating Learner Engagement Practices” at AICTE sponsored two day National Conference on Research Trends in Computer Applications and Information Management” at Acharya Institute of Management Studies” on 24th & 25th Jan 2014</p> <p>3. Paper presentation by Mr.Price Joel, student of MBA on “Global (Local) Competency & Employability of Indian MBA Graduates” at IQAC National Seminar on Higher Education Transformation on 28th & 29th April 2014</p> <p>4. Paper presentation by Mr.Mohanraj G, student of MBA on “Employability among MBA Graduates” at IQAC National Seminar on Higher Education Transformation on 28th & 29th April 2014</p>
To conduct one Academic audit & one departmental audit.	<p>Departmental AQAR & course File are submitted by departments, based on which Departmental Audit & Academic Audit is conducted.</p>

* Attach the Academic Calendar of the year as Annexure.

2.15 Whether the AQAR was placed in statutory body Yes ☒ No ☐

Management ☒ Syndicate ☐ Any other body ☐

Provide the details of the action taken

AQAR had been placed in the Governing Council meeting and is approved.

Part – B

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG	11	2	12	----
UG	07	----	07	
PG Diploma	08		07	
Advanced Diploma				
Diploma				
Certificate		1	14	13
Others				
Total	26	3	40	13

Interdisciplinary	0		0	
Innovative				

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

Core and Elective options existing.

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	19
Trimester	
Annual	08

1.3 Feedback from stakeholders*

Alumni ☒ Parents ☒ Employers ☒ Students ☒

(On all aspects)

Mode of feedback : Online ☒ Manual ☐ Co-operating schools (for PEI) ☐

**Please provide an analysis of the feedback in the Annexure*

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

1. Syllabus of **Integrated MTA** has been revised from 2013-14.
Industry oriented practical aspects are introduced.
2. Language: **Hindi**, 2013-14. As part of three years revision, full syllabus is revised.
Medieval & Modern literature are given due weightage.
3. Psychology: 2013-14 for **Second semester, BA** syllabus has been revised.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

-Nil-

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
102	62	24	16	-

2.2 No. of permanent faculty with Ph.D.

13

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
25	16 *	03	-	01	-	02	-	31	-

*In view of new PG courses approved, MSc (Maths) and MA (Economics)

2.4 No. of Guest and Visiting faculty and Temporary faculty

05

-

-

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	11	49	26
Presented papers	07	23	06
Resource Persons	01	05	02

2.6 Innovative processes adopted by the institution in Teaching and Learning:

1. Use of NPTEL lectures
2. Using multimedia technology
3. Using Virtual Labs for Science Practicals
4. Accessing Consortium of Educational Communication(e-CEC)
5. Students are encouraged to register for MOOCs
6. Cloud Technology for creating student groups, sharing lecture notes and class work submissions.
7. Alumni-Student interaction forums
8. Assignments in the form of worksheets

2.7 Total No. of actual teaching days during this academic year

212

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

1. Being an affiliated college, Semester examinations are conducted by University as per the ordinance of the university.
2. However for the internal examinations, the following pattern is implemented.
 - Bluebook for Internal assessment

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

01

01

01

2.10 Average percentage of attendance of students

78

2.11 Course/Programme wise distribution of pass percentage:

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
BSc						
Nov-13 (I Sem)	47		32%	11%	-	43%
June-13 (II Sem)	60		45%	2%	2%	48%
Nov-13 (III Sem)	48		31%	6%	10%	48%
June-13 (IV Sem)	61		46%	13%	2%	61%
Nov-13 (V Sem)	59		53%	3%	22%	78%
June-13 (VI Sem)	65		65%	2%	-	66%
BA						
Nov-13 (I Sem)	30		3%	20%	13%	37%
June-13 (II Sem)	48		10%	17%	17%	44%
Nov-13 (III Sem)	42		5%	17%	17%	38%
June-13 (IV Sem)	49		10%	43%	8%	61%
Nov-13 (V Sem)	47		26%	36%	6%	68%
June-13 (VI Sem)	17		82%	6%	-	88%
BCom						
Nov-13 (I Sem)	353		14%	15%	14%	44%
June-13 (II Sem)	334		14%	16%	4%	34%
Nov-13 (III Sem)	298		23%	18%	7%	48%
June-13 (IV Sem)	228		15%	15%	14%	45%
Nov-13 (V Sem)	214		23%	28%	12%	62%
June-13 (VI Sem)	226		34%	22%	3%	59%
BCA						
Nov-13 (I Sem)	157		15%	17%	4%	36%
June-13 (II Sem)	154		23%	15%	4%	42%
Nov-13 (III Sem)	122		27%	22%	7%	56%
June-13 (IV Sem)	110		15%	13%	4%	31%
Nov-13 (V Sem)	108		31%	9%	3%	44%
June-13 (VI Sem)	127		47%	6%	1%	54%
BBM						
Nov-13 (I Sem)	136		5%	13%	6%	24%
June-13 (II Sem)	190		9%	9%	8%	26%
Nov-13 (III Sem)	162		14%	32%	9%	56%
June-13 (IV Sem)	125		12%	17%	11%	40%
Nov-13 (V Sem)	95		17%	23%	8%	48%
June-13 (VI Sem)	130		44%	16%	-	60%
MSc(Micro)						
Dec-13 (I Sem)	19		84%	-	-	84%

June-13 (II Sem)	15		60%	13%	-	73%
Dec-2013 (III Sem)	15		80%	7%		87%
June-13 (IV Sem)	22		45%	27%	-	73%
MSc(Bt)						
Dec-13 (I Sem)	21		71%	5%	-	76%
June-13 (II Sem)	37		49%	14%	-	62%
Dec-2013 (III Sem)	37		62%	3%		65%
June-13 (IV Sem)	56		91%	-	-	91%
MSc(Appl Gen)						
Dec-13 (I Sem)	4		50%	-	-	50%
June-13 (II Sem)	11		55%	9%	-	64%
Dec-2013 (III Sem)	11		64%	9%	-	73%
June-13 (IV Sem)	11		36%	-	-	36%
MSc(BioChem)						
Dec-13 (I Sem)	Result not announced					
June-13 (II Sem)	37		30%	19%	-	49%
Dec-2013 (III Sem)	37		11%	8%	-	19%
June-13 (IV Sem)	29		48%	14%	-	62%
MSc(Org Chem)						
Dec-13 (I Sem)	45		11%	4%	-	16%
June-13 (II Sem)	41		7%	2%	-	10%
Dec-2013 (III Sem)	41		15%	-	-	15%
June-13 (IV Sem)	22		23%	5%	-	27%
MCom						
Dec-13 (I Sem)	Result not announced					
June-13 (II Sem)	60		80%	5%	-	85%
Dec-2013 (III Sem)	60		90%	-	-	90%
June-13 (IV Sem)	57		98%	-	-	98%
MTA						
Dec-13 (I Sem)	Result not announced					
June-13 (II Sem)	9		56%	11%	-	67%
Dec-2013 (III Sem)					-	
June-13 (IV Sem)					-	
MIB						
Dec-13 (I Sem)	Result not announced					
June-13 (II Sem)	9		22%		-	22%
Dec-2013 (III Sem)	8		63%	13%	-	75%
June-13 (IV Sem)	11		27%	9%	-	36%
MFA						
Dec-13 (I Sem)	Result not announced					
June-13 (II Sem)	34		56%	9%	-	65%

Dec-2013 (III Sem)	33		42%	12%	-	55%
June-13 (IV Sem)	30		90%		-	90%
MBA						
Dec-13 (I Sem)	Result not announced					
June-13 (II Sem)	101		39%	4%	-	43%
Dec-2013 (III Sem)	101		63%	5%	-	68%
June-13 (IV Sem)	106		91%	1%	-	92%
BS		-	-	-	-	-
PGD GeoInfo	Nil	-	-	-	-	-
PGD Psych Co	Nil	-	-	-	-	-
PGD IB	Nil	-	-	-	-	-
PGD Insurance	Nil	-	-	-	-	-
PGD Retail	Nil	-	-	-	-	-
PGD IT	Nil	-	-	-	-	-
PGD HA	Nil	-	-	-	-	-
PGD Analyt Ch		-	-	-	-	-

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes :

IQAC has an integrated Quality Assurance System wherein the Quality parameters specified by NAAC from time to time are communicated to departments which helps in setting departmental objectives and formulating plan of action. This complements the Quality management systems of ISO 9001:2008 monitored by Management Representative (MR).

IQAC in consultation with faculty members has developed a Course File document with annexures containing teaching plan, methodology, teaching material, assessment plan, action plan for remedial classes, advanced learners, result analysis and review by self and others. While Course File contains plan & design of teaching-learning-evaluation process, work diary is to record the execution so as to compare the expected and the actual outcome.

Based on Quality Parameters of NAAC , communication of quality benchmarks by IQAC to departments

Departmental AQAR of Preceding Year & Academic Audit Report

Preparation of Departmental Objectives & Calendar of Events

Course File Preparation by Faculty with Teaching Plan, content, assessment mechanism & submission to IQAC

Teaching Execution recorded by faculty in Work Diary & monitored by HOD, Vice-Principal & principal

Academic Audit by IQAC

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	00
UGC – Faculty Improvement Programme	13
HRD programmes	12
Orientation programmes	92
Faculty exchange programme	03
Staff training conducted by the university	08
Staff training conducted by other institutions	09
Summer / Winter schools, Workshops, etc.	26
Others	

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	47	-	09	-
Technical Staff	17	-	04	-

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

1. **Organizing workshops for sensitizing/ Promoting research culture**
IQAC had Organized FDP: Two day National level workshop on Inferential Statistics conducted on 13th & 14th Sept 2013.
2. **Initiates for conducting National seminars across the departments & publication of proceedings** as a reference material.

Department	Theme of the National Seminar
Commerce-UG	"NPAs in Commercial Banks" on 20th Dec 2013
Management Studies – UG	"Gender based issues in Human Resource Management" on 8 th March 2014
Commerce-PG Studies	"The Emerging Trends in Derivative Market" on 24 th April 2014
Indian Academy School of Management Studies	National Seminar on Emerging Issues in Human Resource Management on 25 th & 26 th April 2014
IQAC	"Higher Education Transformation: Changing Contexts & Institutional Responses" on 28th & 29th April 2014
Humanities	"Recent Trends in Indian Politics" on 30 th April 2014

3. Communicating information related to admissions to MPhil, PhD programs ; funded research projects under UGC & other bodies
4. Communication regarding seminars, conferences in other institutes to Faculty members & Students.
5. Initiatives to involve students in research projects under the guidance of senior faculty members under DSDR & in writing research articles.
6. Exposure to students on literature review through Journal Club activities.

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number		01		
Outlay in Rs. Lakhs		30 Lakhs		

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number		11		
Outlay in Rs. Lakhs		16.68 Lakhs		

3.4 Details on research publications

	International	National	Others
Peer Review Journals	19	15	
Non-Peer Review Journals			
e-Journals			
Conference proceedings	01		

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	2013-14	VGST- Major	30,00,000	10,00,000
Minor Projects	June 2014-Dec 15	UGC	16,68,000	
Interdisciplinary Projects				
Industry sponsored	2013-15	Saint-Gobain India	55,000	40,000
Projects sponsored by the University/ College				
Students research projects (<i>other than compulsory by the University</i>)	3-4 months 2013-14	VGST- SPICE, KSCST	30,000+ 9,500	39,500
Any other(Specify)				
Total				

3.7 No. of books published i) With ISBN No.

Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAPCAS

DST-FIST

DPE

DBT Scheme/funds

3.9 For colleges

Autonomy

CPE

DBT Star Scheme

INSPIRE

Yes

CE

Any Other (specify)

3.10 Revenue generated through consultancy

*Rs.55,000

*Microbiology department's Saint-Gobain Project?

3.11 No. of conferences organized by the Institution

Level	International	National	State	University	College
Number	Nil	04	Nil	Nil	51
Sponsoring agencies		1.Axis Bank 2. Canara Bank 2.Indian Academies 3. NPTEL/IIT			Indian Academy Degree College

3.12 No. of faculty served as experts, chairpersons or resource persons

10

3.13 No. of collaborations

International

National

05

Any other

3.14 No. of linkages created during this year

10

3.15 Total budget for research for current year in lakhs :

From Funding agency

42,0750

From Management of University/College

22,13,27

Total

64,20,77

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	
	Granted	
International	Applied	
	Granted	
Commercialised	Applied	
	Granted	

3.17 No. of research awards/ recognitions received by faculty and research fellows
Of the institute in the year

Total	International	National	State	University	Dist	College

3.18 No. of faculty from the Institution
who are Ph. D. Guides
and students registered under them

01

04

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF

SRF

Project Fellows

Any other

3.21 No. of students Participated in NSS events:

University level

State level

National level

International level

3.22 No. of students participated in NCC events:

University level

54

State level

03

National level

International level

3.23 No. of Awards won in NSS:

University level

State level

National level

International level

3.24 No. of Awards won in NCC:

University level	<input type="text"/>	State level	<input type="text" value="02"/>
National level	<input type="text"/>	National level	<input type="text"/>

3.25 No. of Extension activities organized

University forum	<input type="text"/>	College forum	<input type="text" value="20"/>
NCC	<input type="text" value="02"/>	NSS	<input type="text" value="06"/>
		Any other	<input type="text"/>

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

The College ensures the involvement of the community by seeking necessary approvals & assistance through formal correspondence with the Local bodies. Some of the areas in which the Institution engages such co-ordination and active participation of the community, in the recent past, are in the following:

1. Effective traffic management initiatives through the Bangalore Traffic Police, by providing traffic barricades and through rallies and campaigns on safe driving
2. Voter Registration camp in association with the BBMP and B-PAC
3. The students organized AIDS awareness programs through street plays conducted in the campus of a local hospital
4. Student Rallies on Gandhi Jayanti Day, promoting Gandhian values (Malur – 2012) (Devanahalli, Bangalore Rural – 2013) in association with the students and staff of local schools and Colleges.

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	10,300 m ²	7 acres	Management	5,53,454
Class rooms	35	-		
Laboratories	26	-		
Seminar Halls	3	Renovation	Management	56,36,106
No. of important equipments purchased (≥ 1-0 lakh) during the current year.		2 nos	VGST	2nos
Value of the equipment purchased during the year (Rs. in Lakhs)		2.52 Lakhs	VGST	2.52 Lakhs
Others				

4.2 Computerization of administration and library

Administration

1. E-Governance through Knowledgepro software systems
2. Departmental email ID for official communication
3. Biometric systems for staff attendance & payroll management

Library & Information Centre:

NPTEL lecture content management

1. Introduction of In/Out Register Software
2. Teacher Console software to monitor the browsing behaviour of users on computer Systems
3. New Advanced Reprographic Machine with colour printing
4. SMS alerts to library users

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	21900	41,45,072	1375	3,41,745	23,275	44,86,817
Reference Books	2245	16,70,950	180	71,768	2,425	17,42,718
e-Books	01	15,000			01	15,000
Journals	30	1,50,000	07	25,000	37	1,75,000
e-Journals						
Digital Database	02	3,00,000			03	3,00,000
CD & Video	500	50,000	69	6000	569	56,000
Others (specify)			2 TB Hard disks for NPTEL lectures	20,000	2 TB Hard disks for NPTEL lectures	20,000

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Depart-ments	Others
Existing	257	BCA-03 Labs-107nos MBA-20 nos Language Lab-20nos R&D Lab-10nos Electronic Lab-08 nos	Yes	Library & Computer Labs	BCA-03 Labs MBA-01Lab Language Lab-01 R&D Lab-01 Electronic Lab-01 Library	18 computers	92 computers	
Added	01		Wi-Fi enabled campus			Knowledge pro	LCD, OHP	01 placement
Total	258							

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

1. KnowledgePro- Office Automation Software
2. Wi-Fi enabled campus for internet access
3. Two day National level FDP: workshop on NPTEL in association with IIT-Madras.
4. Students' registering for Massive Online Open Courses in Coursera

4.6 Amount spent on maintenance in lakhs :

i) ICT	8,82,264
ii) Campus Infrastructure and facilities	70,21,404
iii) Equipments	6,87,539
iv) Others	-
Total :	85,91,207

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

1. During Orientation programs students are briefed about the Student Support Services
2. Student Handbooks which are issued during orientation carry the details of Student Support Services
3. Student support services are published on College website
- 4. Feedback on student support services, analysis & communicating the suggestions to Head of the Institution**
5. During the Academic progression any enhancements in services, respective departments/ units inform students through class circulars & notice board
6. During class teacher meetings with students & during mentoring, special needs of students are redressed.

5.2 Efforts made by the institution for tracking the progression

The HODs, Principal and Class teachers constitute the primary source of facilitation for student progression toward higher education; this group offers counselling to students about options available in higher education and Career prospects in such courses

Various study material and electronic resources available in the library provide additional impetus in student progression in their respective careers and in higher education

Interaction with the alumni, senior academicians and industrial experts during their visits to the College, offer an additional platform for students to explore their academic and career choices

The IACPE also plays an important role in enabling students to choose their academic progression/employment opportunities

Special lectures on career counselling, employment opportunities, market realities are conducted regularly.

5.3 (a) Total Number of students

1023

(b) No. of students outside the state

165

(c) No. of international students

176

Men	No	%
	674	66

Women

No	%
340	34

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
440	141	30	541	0	1152	378	136	24	485	1	1023

Demand ratio %: UG 104.5, PG: 100.14

Dropout % UG 2.1% PG : 1%

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

The Indian Academy Centre for Professional Excellence is annexed to the College to organize coaching classes for students who show interest in appearing for professional examinations like CA-CPT, CA-IPCC, UGC- CSIR-NET, etc. Adequate resources in the form of study materials, question banks and preparation booklets for UGC-CSIR-NET, SLET, GMAT, CAT, GRE, TOEFL etc are available through the library in the College. Additionally, faculty members & alumni who are qualified and have taken these examinations in the past are also available for guidance through group interactions. A new initiative to assist students who aspire to become Chartered Accountants (C.A.) was launched by conducting a year-long coaching program for B.Com, B.B.M., B. Sc students in 2012-13. This maiden initiative has resulted in 6 students out of 20 qualifying to pursue the C.A. program. Those who have qualified in the C.A. examinations are provided with coaching in IPCC levels. We have appointed qualified C.A. as faculty to train and assist students on a full-time basis. The IACPE is geared to bring more structured initiatives to offer support & guidance to students in preparing more such competitive exams in the future.

No. of students beneficiaries

50

5.5 No. of students qualified in these examinations

NET	14	SET/SLET		GATE		CAT	
IAS/IPS etc		State PSC		UPSC		Others	

5.6 Details of student counselling and career guidance

Academic Counselling: The class teacher, Mentors and HODs provide academic guidance & support on a regular basis. Selected students, as per the recommendations of the Class Teacher, advised by Senior Teachers/Principal (Academic Advisors).

Senior students & alumni, under the guidance of faculty, also assist and advise students on coping with academic challenges.

Sessions are organized for outgoing students to make them aware of various career opportunities available to them. They are also guided and counselled on how they can make right choice of the opportunities.

Personal Counselling:

The Class teacher is the primary source of access to students for personal support.

The College has a Professional Counsellor (Mrs. Hellen, Department of Psychology), who is available for Professional Counselling Support on a case-by-case basis.

Career Guidance: The College has an **active Centre for Student Placement Services & a Centre for Professional Excellence** to spearhead the career guidance, competency building and placement activities.

While the Centre for Professional Excellence takes initiatives to build competencies, skills and the employability of the students, the Centre for Placement Services takes care of all placement activities including career guidance, pre-placement training on **Preparation of Resumes, Interview- facing skills, Mock Interviews, Group Discussions etc.** These Centres also regularly interface with the Industry & external expertise to help students identify the gaps in their skill sets and enable them to acquire these skills. Such continued association with industry partners has led to their participation in our campus recruitment processes resulting in many job placements for our students.

In addition to the pre-placement training and support, we have also equipped our library with many books, periodicals and other study material in career- based subjects.

We have also introduced the continuous involvement of experts who train students in soft skills such as **Interpersonal skills, Corporate Communication, Team-building skills, Personality Development and other competencies.**

No. of students benefitted

136

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
32	136	75	02

5.8 Details of gender sensitization programmes

Lecture Session on “Sexual Harassment at workplace” by Prof. M.K.Lodhi

National Seminar on “Gender based issues in Human Resource Management “ by
Department of Management- UG Studies on 8th Feb 2014

Awareness program on “Judiciary Support for Women’s Safety” in association with
Police department, Hennur Cross & Banaswadi, Vanitha Sahayavani, women Helpline by
women’s council & IQAC

Women’s day Programme inviting eminent people to sensitize on gender equity &
opportunities

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	53	2,97,000
Financial support from government	39	10,91,086
Financial support from other sources	15	1,50,000
Number of students who received International/ National recognitions		

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed:

Sl. No.	Major Grievance Reported	Redressal
1.	Insufficient number of Library cards and Non-availability of borrowing facility for Reference	Increase in the number of library cards issued; Extension of Borrowing facility for Reference books
2.	Examination – Revaluation Issues	A Committee specific to examination
3.	Inconsistency in the availability of safe drinking water	RO water System installed to ensure continuous supply of potable
4.	Photocopier not working in the library	New photocopier installed
5.	Canteen facility at the ground floor of the building.	An extended canteen facility is provided at the ground floor in addition to the existing canteen facility on the fifth floor
6.	Lack of access to internet in the laboratories and classrooms	Enabling of Campus Wi-Fi
7.	Discrepancies in entry of Internal assessment marks	The issue was rectified by communication with the concerned staff in the affiliating University
8.	Requirement for Commerce laboratory	A Commerce lab was established
9.	Inadequacy in audio/visual equipments	Two seminar halls were renovated with addition of air-conditioners, advanced AV setup & acoustic management

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision

To offer Dominant, career oriented comprehensive education combined with Humanistic, Scientific and Social learning.

Mission

To provide cutting edge, career-oriented academic programs in a supportive and stimulating environment for the intellectual and ethical growth of a diverse student community, with an unwavering commitment to Excellence in Education, Sensitivity to Students and a Spirit of Community.

6.2 Does the Institution has a management Information System

Yes.

Institution has Management Information System in place. It has the following features :

Student Admissions: categorizing based on program, gender, rural/urban, indian/Foreign & social class, educational background; scholarship decisions, free-ships, Bridge course design

Student Attendance: Monthly reports, corrective action through mentoring

Result Analysis: Semester Report, corrective & preventive action for better performance/ setting new benchmarks

Admission, Examination & Evaluation procedures

Departmental Weekly Reports to IQAC: To track the progress against plan of action by departments

Enquiries: off-line, online ; Staff/Student Grievance redressal; Feedbacks

Faculty Profiles, Student Profiles

Biometrics: Monthly reports, staff attendance & time tracking and payroll management

Faculty Self Appraisal

Student Feedback on Faculty

Financial Reports: Departmental & Institutional Budgets, Annual Income/Expenditure Reports

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

1. Feedback on curriculum taken from students, Faculty, Subject Matter Experts, industry and parents
2. Curriculum Review Workshops/ Meetings with subject matter expert in departments, where the curriculum feedback inputs are discussed
3. Communicating the outcome of curriculum review workshop to the Chairman of the studies in the university.
4. Faculty Members who are members in BOS of the university make the institutional representation in communicating the suggestions.
5. Faculty members who are not members of BOS are encouraged to participate in Syllabus Revision/Blow-up sessions of University
6. For value added programs offered by the Institutions curriculum is developed internally by the respective department.

6.3.2 Teaching and Learning

Recruitment of top class faculty with strong academic credentials and sound track record, and with passion and commitment for teaching and continuous learning.
Regular Faculty Development with emphasis on technology interface, creativity and innovation
Conception and implementation of academic operations with **Student- Centric** approach
Provision of excellent infrastructure, with planned budget allocations for sustenance and for continuous up-gradation of infrastructure
Provision of **multiple learning opportunities** through varied human and technological resources & interventions, to suit **different aptitude levels** among students.
Continuous monitoring and dynamic revisions in academic operations based on stake holders' feedback and in response to societal demands
Focus on holistic education aimed at all round development of students

6.3.3 Examination and Evaluation

1. Continuous Internal Assessment of the students through two internal tests, assignments, seminar presentations and project work.
2. Internal marks are awarded as specified by the affiliating university.
3. Examination Committee coordinates with departments, university section and support staff for smooth execution of examination.
4. Examination Grievance Redressal committee addresses the internal evaluation grievances in consultation with concerned department . For grievances of university examination, the committee facilitates the redressal through application for revaluation.
5. Bluebook- Transparency in Internal Assessment

6.3.4 Research and Development

1. Commitment for creation of conducive infrastructure & support systems
2. Create & sustain a culture of Enquiry and Knowledge Advancement
3. Creation of Institutional framework with recognitions by regulatory bodies (ex. UGC 12B, 2(f) status)
4. Create opportunities for seeking research grants from funding agencies
5. Accommodative approach to support research initiatives with long term objectives
6. Academic autonomy to faculty
7. Promotion of interdisciplinary research
8. Integration of Research with Teaching

6.3.5 Library, ICT and physical infrastructure / instrumentation

Library: Organizing orientation sessions on Library resources

ICT integration of library services

Customized working hours to suit user requirements (During exams & Preparatory holidays)

Automation of user management through smart card integration.

Help desks

ICT: The Institution encourages the extensive use of ICT and computer-aided teaching/learning materials through the following:

Provisions of adequate number of computers and peripherals for both the students and the faculty

Wi-fi access throughout the campus

Faculty Development Programs to promote ICT integration in teaching- learning process

Orientation of students to ICT-based in the teaching-learning process

Provision of ICT facilities in laboratories and the library

Providing access to Digital library through the College website and the availability of classroom data through the Campus management software

Availability of project reports, exam planners and other classroom modules and information materials through the digital library

Plug & play facilities in the Seminar Halls, Auditoriums, Libraries and other common academic areas.

Physical Infrastructure/Instrumentation: The College has five departments for maintenance and upkeep of infrastructure, facilities and equipment. They are Department Operations & Maintenance (O&M) Services, Department of Housekeeping Services, Department of Transport Services, Department of Security Services, and Department of Networking and Computer Services. Each department is manned with technically qualified people.

6.3.6 Human Resource Management

1. Structured and dynamic processes driven by humane approach
2. Engagement of qualified work force with effective technology interface
3. Practice of best recruitment and retention policies
4. Nurturing the culture of Continuous Learning
5. Willingness to invest on continuous development of human resources
6. Annual appraisals (based on multipronged, objective and fair) & reward mechanisms
7. Opportunities for the individual growth and advancement

6.3.7 Faculty and Staff recruitment

Since the quality of teachers plays an important role in the Teaching-Learning aspects, greater emphasis is laid on recruiting teachers with strong academic qualifications and credentials. The HR Department in association with the Principal, IQAC & the Management at IADC, has developed a sound recruitment process to recruit and retain quality resources within the system. The College also has identified various strategies to orient and train teachers to cope with the challenges and dynamic & continuous up-gradation of curriculum

Recruitment Strategies:

Principal, the HODs and HR Department. The quality requirements and the academic credentials are decided as per the guidelines of the UGC and by preparing detailed Job Descriptions.

Post this activity, advertisements are placed in leading Newspapers and Job-portals to attract talent to suit specifications.

After subjecting applications to appropriate scrutiny, the short-listed candidates are invited for Personal Interviews which are conducted by the Selection Committee consisting of External experts & HODs, the Principal and Management representatives.

Candidates who are recommended by the Selection Committee are forwarded in the process of Selection and required to present Live Classroom Demo sessions, which are monitored by the selection committee, after which the selected/recommended candidates are offered Placement.

We accommodate relevant guidelines for minorities and SC/ST reservations, as prescribed by the Regulatory Bodies, in all Recruitment policies.

6.3.8 Industry Interaction / Collaboration

Promotion of Academia-Industry interface with effective communication of its virtues in mutual development & Nation building

To network with industry to engage them in generating competent human resources for the global workforce

Create experiential learning opportunities for students through industry network

Creation of frame work for offering quality Consultancy to Industry through faculty and students of the institution

Effective participation of students and faculty in industry's CSR initiatives

6.3.9 Admission of Students

A very structured admission process is in place that is merit based and transparent providing greater access and equity to students. Appropriate provisions are made with prescribed relaxations in the eligibility criteria to ensure access to students belonging to less privileged sections of the society. As per provisions, it is ensured that at least a minimum number of students from each of the categories such as Minorities, SC-ST backgrounds; Sports Achievers, etc are given admission opportunities.

The College also makes sure there is healthy gender balance in student composition, Over the years, the Institution has developed a few initiatives, such as the introduction of online admission systems that enable students from across geographical boundaries to access course-specific application procedures & regulations, integration of online fee payment system, and methods to track the status of application etc.

Student diversity is ensured by placing necessary importance of admission of students not only from the vicinity of the College but also from other parts of the State, the Country and also from across different countries of the world

6.4. Welfare Schemes for:

Teaching	Annual Paid vacation to both teaching and non-teaching staff
Non teaching	Partial/Full fee waiver to wards of employees Subsidized housing & accommodation facilities for select categories Group insurance Maternity and paternity leave ESI facility Provident fund Gift vouchers on important occasions Emergency healthcare facility Transport facility Casual leave of 12 days
Students	Merit & Merit-cum-Means Scholarships Fee waivers (in full & partial), freeships Extended instalments for fee payment Group Insurance for all students Career counselling, Personal counselling, Psycho-Social counselling etc Access to first aid and emergency medical care Free health camps for the benefit of students and employees Book bank schemes for SC/ST students Cafeteria facilities at subsidized rates Assistance in identifying housing facilities for International students

6.5 Total corpus fund generated

31317694.79

6.6 Whether annual financial audit has been done

Yes

☒

No

☐

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	yes	LIC, TUV Rhienland(ISO)	Yes	MR, IQAC
Administrative	Yes	LIC, TUV Rhienland(ISO) Chartered Accountant	Yes	Chartered Accountant

6.8 Does the University/ Autonomous College declare results within 30 days?

For UG Programmes

Yes

☐

No

☒

For PG Programmes

Yes

☐

No

☒

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

- Minimum requirements in Student Attendance & Internal assessments as proposed by the Affiliating University are strictly adhered to. Major Evaluation reforms of the university adopted by the Institution are as follows:
- OMR answering system is introduced for some non-core papers.
- Internal assessments of candidates are done through grading system.
- Photocopy of evaluated answer

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

The College, established in 1994-95, has registered a spectacular growth over the years both in terms number of student enrolments and in terms the quality of academic operations. From its modest beginning in a leased building the College has now acquired an impressive infrastructure spread over 8 acres in multiple locations. The academic operations are run in two buildings with well-planned and designed infrastructure consisting of laboratories, lecture halls, seminar halls, auditoriums and all other modern amenities required for running a top-class academic Institution. Currently, Indian Academy Degree College is one of the premier academic institutions offering an array of UG and PG courses in multiple disciplines with close 3000 students on its rolls. IADC is Permanently Affiliated to Bangalore University. Its consistent growth marked by impressive numbers of student enrolments and high-quality academic delivery and long-standing affiliation with the Bangalore University has enabled the College to achieve 2(f) and 12(B) status under UGC Act. As a next logical step in the progress of the Institution, the College's top management has already started working towards acquiring autonomy status for IADC.

6.11 Activities and support from the Alumni Association

The College has a fully functional registered Alumni Association in the form of Indian Academy Alumni Association (IAAA) that was established in the year 2008. The association meets at regular intervals and is represented by office bearers who are elected annually, under the leadership of a designated faculty member. Through the Association, alumni are interfaced with the Institutional, academic & infrastructural development of the College. The IAAA is a **focal point of contact, amongst the alumni, that serves as a platform for networking**. Through the Association, the alumni are encouraged to participate in Cultural and Social activities of the Institution.

- The Alumni of the College actively engage **in offering Guest Lectures and conducting Workshops.**
- The alumni **provide career guidance and organise pre-placement activities** for students
- The association also assists the College **in conducting extra-curricular activities like sports, cultural competitions and co-curricular activities**
- The alumni also actively participate in **initiating and conducting community development activities**
- The alumni who occupy key positions in the industry help us in **interfacing their organisations in campus placement activities and competency- building**

12 Activities and support from the Parent – Teacher Association

1. Parental communication regarding the progress of their wards through e-mails & SMS
2. Invitation to Parents to interact with Management, Class teachers, HODs and supporting staff on an open forum (“Open day”)
3. Parents’ register maintained with class teachers to enter the inputs/ suggestions.
4. Parental Communique is issued to parents which contains contact information of faculty mentor, class teacher, HOD and the Institution.

6.13 Development programmes for support staff

1. Training Programs for administrative staff, lab assistants and housekeeping staff to enhance skills in their functional area.
2. To impart knowledge about working on computers- making them computer literate

6.14 Initiatives taken by the institution to make the campus eco-friendly

a. Energy conservation

We recognize the urgency of reducing our dependence on finite and polluting fossil fuel energy. Towards this end, our College has pursued energy conservation strategies to reduce operational demands and will continue to do so. Some of the strategies that we have used include:

Low-energy internal and external lighting (both CFL and LED).

The class rooms that are well ventilated, with enough windows, that so as to save electricity.

It is ensured that the monitors of the computers in the library are switched off when not in use so as reduce electricity consumptions.

Keep light fixtures clean – a cleaner bulb is a brighter bulb.

Turn off unnecessary lights in the office.

Keep deep blinds, shades and drapes closed during the hottest part of the day in the summer.

Lift service is switched off one day in a month.

The second Saturday of every month is observed as energy conservation day in the College. Faculty members and students commute by public transport on that day and make minimum use of power on that day.

Various competitions like poster painting and essay writing were held to observe World Environment Day in association with KSCST to create awareness among the students about Energy conservation.

A rally has been organized to create awareness about world environment with the theme of ‘raise your voice-not the sea level’ among the general public with the help of students and KSCST.

b. Use of renewable energy

Renewable energy is generally defined as energy that comes from resources which are naturally replenished on a human timescale such as sunlight, wind, rain, tides, waves and geothermal heat.

Solar panels are mounted to harness the solar energy and used for heating water used in labs.

The institution has planned to install solar powered lights in the campus surrounding areas and solar water heater in the hostels.

With the aim of achieving zero waste, in-house composting has been initiated from the kitchen

waste generated in the hostels.

c. Water harvesting:

Rainwater harvesting is the accumulation and deposition of rainwater for reuse before it reaches the ground water.

The College has made a pipeline that carries the rain water directly to our sump. The College has spent 5 lakhs to set up an RO system that provides around 2500 litres/day of clean drinking water to the students and the wastage water from the system is collected separate tank and used for gardening.

Installation of PIR (Passive Infrared Sensor) and daylight sensor - refurbishing toilets and bathrooms and fitting them with water saving taps and urinal controls.

d. Efforts for Carbon neutrality

Going carbon neutral is an easy way to take responsibility for the greenhouse gas emissions that is created every time we drive our cars, take a plane, or turn on our computers. It is based on the principle that, since climate change is a global problem, an emission reduction made elsewhere has the same positive effect as one made locally. The College has taken the following measures:

Saplings of plants are given as gifts to the guest speakers to promote “Go Green” thereby encouraging people to make our surroundings green.

The College practices energy conservation once in a month where all the students and faculty come to College using public transport or bicycles.

Printing is done on both sides of the paper, Library automation has been implemented

LCD monitor is being used instead of CRT monitor.

Restriction of lift usage on Saturdays, Activation of sleep mode on computers and monitors and turn off printers, copiers at the end of the day

When replacing heating or cooling systems, ENERGY STAR equipments are selected

Students are encouraged to use bicycles, which also helps to improve their health and save fuel.

Student volunteers are trained to make newspaper bags and distribute to street vendors to promote ‘Say No to plastics’.

The second Saturday of every month is observed as energy conservation day in the College.

Faculty members and students commute by public transport on that day and make minimum use of power on that day.

f Plantation

The College is doing the following for plantation:

Terrace Gardening is being done by the volunteers of the Environment Club, that is constituted of students

Manuring the plants for sustained yield is being effectively managed by the use of compost of solid waste digesters and vermi compost manufactured by students.

Saplings of plants are given as gifts to the guest speakers to promote “Go Green” and thereby encouraging people to make our surroundings green. Action plan:

The College has planned to use bio fuel plant saplings received from KSCST in its campus.

Plantation of recommended saplings in parks in association with KSCST is being planned.

g. Hazardous waste management

Hazardous waste can be broadly defined as any material that cannot be used further or is unwanted, and poses a risk to the community or to the environment if not properly handled. These materials include chemical, biological and, sharps, contaminated glassware, each hazardous waste stream requires special handling to protect the health and safety of personnel generating and handling the waste, their colleagues and the wider community. The Science departments in the College produce a few chemicals and biological samples during their practical sessions.

The Life Sciences departments perform Molecular Biology experiments, isolation of microorganisms on culture media, blood samples, etc.

Spent culture is treated with bleach.

The solid biological waste, such as agar plates, is autoclaved.

The chemical wastes include the waste media, wastes of Agarose gels, used cotton, chemicals like ethidium bromide are disposed in specific containers.

Sharpnels like needles, blades, syringes and sample cartoons wastes are also disposed in specific containers. All the above waste is packaged in specific covers according to the specifications of the firm **SembRamky Management Pvt. Ltd.** at Raghavendranagar who collect the waste every alternate day.

The waste is processed by the firm at KIADB, Industrial area, Nelamangala.

The College is planning to donate old working computers to the needy school children in rural areas. Initiatives are taken for practical learning of hardware through old computers by the rural school children.

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

The College has embarked on many quality initiatives, during the last five years that have contributed to the achievement of Institutional objectives.

A few of these notable initiatives which have significantly enhanced the academic delivery and operations, in addition to widespread appreciation are recorded here:

INDIAN ACADEMY CENTRE FOR PROFESSIONAL EXCELLENCE (IACPE)

The Centre for Professional Excellence (CPE) is established to complement the objectives of IADC by promoting Excellence, Relevance and Professionalism in all academic operations:

The CPE complements the objectives of the principal Institution (IADC) in the following methods:

- Identifying specific skill gaps in the employability of students
- Develop affordable & relevant quality mechanisms and processes to impart these specific skills in students; that complements regular curriculum delivery
- Forge collaborations with Industry and with other reputed institutions to interface their resources and expertise with IADC
- To create additional learning opportunities for both students and faculty
- To create consultancy opportunities to faculty of IADC
- To identify & integrate technologies that would enhance academic operations in IADC
- To develop, implement specific faculty and staff competency-building initiatives
- To enrich the student progression through the identification of a range of career choices for each student, partnering with students in their respective career choices by offering appropriate training, coaching, career guidance etc
- To promote and complement campus recruitment initiatives
- To assist the Institution in capacity-building and resource mobilization
- To assist the Institution in building community engagement among students
- To play a complementary role in creating strong value system among students

INDIAN ACADEMY CENTRE FOR ENTREPRENEURIAL LEARNING (IACEL)

The IACEL was established to promote entrepreneurial skills among students. This initiative is based on the realization of increased opportunities for entrepreneurs in today's Liberalized, Globalized, and Free market era. As IADC offers many courses in multiple disciplines it provides innumerable opportunities for students from diverse backgrounds to come together in their entrepreneurial efforts.

The IACEL acts as a catalyst in entrepreneurial development through the following initiatives:

- Incubation centres, Benchmarking and capital mobilization
- Collaborating with nodal entrepreneurial networks like: the Entrepreneurship Development Institute of India, Association of Biotechnology Led Enterprises (ABLE), Association of Women Entrepreneurs of Karnataka (AWAKE), Department of Science and Technology (DST)
- Arranging for interactive lectures/workshops with guest speakers of eminence primarily consisting of successful entrepreneurs.
- Arranging field/industrial visits for students to have hands-on experience in entrepreneurship.
- Encouraging students to participate in Conferences, Events, Seminars, etc to get practical insights on entrepreneurship.
- Arranging for seminars/webinars on contemporary topics of entrepreneurship.

- Organizing Annual Business Plan Competitions for students to unearth their latent talent and to provide a platform for expression of entrepreneurial skills.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

S.No.	Plan of Action	Action Taken Report
1	To initiate quality enhancement programs in the areas of curriculum review, seminars, FDPs and community extension in departments	Conducted as per the plan.
2	To propose Institutional Recommendations for Wi-Fi enabled campus, Office automation systems and Bluebooks for Internal Assessment.	Bluebook system implemented from 2013-14 academic year, while Wi-Fi facility available in IASMS floor was upgraded to campus wide Wi-Fi in early 2014.
3	To conduct one National Level FDP on Research Tools/ Techniques (2013 being the year of International Statistics)	Conducted as per plan.
4	To conduct one National Seminar on contemporary issues in Higher Education	Conducted the seminar & received 63 papers which are published as proceedings with ISBN number.
5	To conduct institutional level workshops for functional efficiency of non-teaching staff, laboratory assistants and Leadership training programs for student council members and HODs.	Leadership training program for HODs was not conducted due to non-availability of resource person in the current year. It is planned to be conducted during semester break. Other programs were completed.
6	To develop in-house automated feedback system reducing paper usage.	Developed The feedback for the year 2013-14 is taken from the students using the software.
7	To engage the students in community extension programs	Students were actively involved in institutional, departmental & IQAC extension activities.
8	To create awareness among student & staff regarding Judiciary support system for Women's Safety in the wake of increasing atrocities against women.	Conducted as per plan & was highly interactive.
9	To evolve a comprehensive scheme for teaching-learning-assessment plan &	Course File was developed & implemented.

	Review	
10	Arranging for stakeholder feedback	Feedback taken from stakeholders analyzed & reports were prepared to be used for further action.
11	Faculty training in Quality Management Systems (QMS) & Preparing for Autonomy	Faculty sent for training on ISO 9001:2008 standard & Preparation for Autonomy
12	To conduct Workshop for Faculty on preparing for NAAC Re-Accreditation	Conducted for the faculty members.
13	IQAC networking with other Institutional IQAC teams by inviting them to the institution or by visiting other institutions.	Networking & Constructive interactions with other Institutional IQAC members
14	To sensitize Staff & Students on Issues in Higher Education Quality and share the ideas	Students & Faculty members presented papers relating to higher education quality.
15	To conduct one Academic audit & one departmental audit.	Audit was completed.

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

Best Practices 1:

Title: KNOWLEDGE MANAGEMENT FOR GREATER INSTITUTIONAL EFFICIENCY

Context: Educational Institutions continuously need to create and apply knowledge during their processes and activities. While the growth in the opportunities for qualified talent is on a constant rise, the expectations for top-quality competencies has amplified the need for better, sustainable performance of Educational Institutions. This has forced Institutions to recognize the need for Knowledge Management (KM) initiatives which can be a key asset for the effective engagement of resources, thereby increasing Institutional performance.

KM in Educational Institutions involves the discovery & capture of the knowledge that is created, its filtering, encapsulation and mapping it to the needs of the Institution to derive value from its sharing throughout the Institution.

In response to the realization of not only being able to create knowledge, but also understanding the significance of gathering it in a common repository, for its effective utilization across functions and the various touch points, our Institution has been continuously involved in the development of a strong information management system.

Objectives of the Knowledge Management System (KMS) & its Benefits to the Institution:

1. Effective knowledge management has accelerated development in many areas within our Institution such as the following,
2. Automation and integration of the various functions thereby creating a common platform for all stakeholders within the system

3. Superior accessibility to the resources available within the system: With the introduction of KMS, students are able to access information about their performance, attendance, curricular resources etc with greater speed and efficiency; likewise, faculty and teachers in the Institution are able to access inter-disciplinary resources, create lesson plans with the integration of additional teaching resources, share teaching- learning material in various formats (Video lectures, tutorials, pictorial representation, multimedia content etc) with students as well as peers etc.
4. Providing a common platform for information gathering: Various stakeholders within the system and outside the system are able to gather information about infrastructural facilities available. For example: through the KMS & the online library system, students are able to search titles/books in the library
5. Streamlines processes and promotes collaboration, coordination and communication among the different entities of the Institution such as the Management, Departmental Heads, Teaching & Non-Teaching staff, Students & Parents. Enables transparency & accountability through shared information
6. The KMS has enabled the creation & dissemination of data reports to external Regulatory Bodies & Accrediting Agencies, thereby providing a platform for easy tracking of Academic & Institutional Progression.

Subcomponents of the Knowledge Management System at Indian Academy:

Departmental Knowledge Repository: Each Department maintains departmental data relating to faculty members, departmental schedules, activities, Best Practices Clubs, Resources, Reports etc are maintained in pre-determined formats;

Internal work networks are established through which the different departments across the campuses are able to share such data.

Centralized Repository Server: A centralized Tower Server is established on the campus, with a strong security system (Firewall)

The Campus Wi-Fi system enables different devices and systems to connect to the networks and a secure web portal via a Public Access Server

Centralized Knowledge Management/Campus Automation Software: A Campus Automation System, namely, 'Knowledge Pro' enables the automation of the various processes and functions, serves as a nodal system to collect and organize data through forms & back-end Data Base Management Systems

User Dashboards: The Automation Software provides 'User Dashboards' for each Faculty member/Management Representative/Student/ Guardian. The different users are given specified login areas that they can use to access the information that is respective to them. For example, a student can access information relating to his/her academic calendar, Class Schedule, Course structure/curriculum, Attendance, Records of internal evaluation, additional teaching material, Value-added programs available, Schedules for co-curricular/extra-curricular activities, major events on the campus, fee dues, etc.

A Faculty member, through his/her dashboard, will be able to access information relating to Student Profiles, Individual Student Performance (aids continuous monitoring of Student progression not only for a particular department but also across departments), Peer-Faculty profiles & achievements, inter-departmental activities and resources, a clear framework of job roles and expectations to keep track of individual objectives, HR-related data such as HR rules & regulations, Leave application Changes in the leadership, & Leadership plans etc

User management Controls are enabled to filter and customize data to suit specific users.

SMS & Email integration: the Institution has also partnered with external Group Messaging Service (SMS/E-mail) vendors, through whose services, personalized reminders & messages can be sent to Students & Parents/Guardians.

Personal Phones & devices: The KMS system integrates with the Group Messaging services & applications across various platforms such as Windows, Android, and Blackberry (RIM) etc through which users can access their respective dashboards.

Evolution of Department-wise/Function-wise processes:

Admissions: Student admissions, being one of the first touch points for students and parents, is a

key area that brings with it a greater need for organized information processing. Key information relating to student profiles, student application forms, student backgrounds, eligibility criteria as per University regulations etc is available here. Over the years, the Institution has developed a few initiatives, such as the introduction of online admission systems that enable students from across geographical boundaries to access course-specific application procedures & regulations, integration of online fee payment system, and methods to track the status of application etc

Attendance Management: The Institution has adopted a 'Smart Attendance' Management system, which is a cutting-edge, direct repository for all information relating to student attendance and class schedules. Through this system, parents are able to keep track of the number of classes conducted, Student Evaluation Scores,

Student Progression: Continuous Student progression, being one of the primary objectives of the Institution, is an area that requires constant monitoring. Various aspects such as Class-wise/Course-wise Internal & External Evaluation Scores, Value-added programs, Recruitment schedules & status, etc.

Feedback: Students' Feedback on Teachers', Teachers' Peer Evaluation, Teachers' Feedback on Students/Student progression etc are collected through the various forms and questionnaires through the Campus Automation

Software is collected, reviewed and shared with the necessary stakeholders. The orderly Knowledge Management system creates scope for continuous feedback & monitoring.

Challenges:

The transition from paper-based record keeping to technology-enabled systems brings with it challenges such as irregularities in continuous up-dation of data/information at individual, departmental levels due to unfamiliarity to technology, resistance to change/learn, inaccessibility of technology-enabled devices etc. These challenges are overcome through the following structured strategies: Continuous orientation programs to stakeholders (esp., students & staff), introducing technically-sound external expertise to assist individuals in the initial stages of implementation, scheduling continuous monitoring of progress, engaging continuous technical support for both software & hardware maintenance, hiring a full-time network engineer to steer operations.

Impact of the practice:

Access to both current & past information across the various segments of the College is stored in one location, thereby is accessible to multiple sources parallelly. The reports generated from the automation software enable the Institution to use information effectively for the planning & development of future strategies and action plans. The KMS also helps in easier analysis of data, thereby converting it to meaningful information that can be used to lead to greater operational efficiency.

Best Practice 2:

Title: STRUCTURED COMPETENCY-BUILDING FOR GREATER STUDENT PROGRESSION

Context:

Enrolment in Higher Education is gradually progressing in India following the trend in the developed countries. The Government of India has set a target to enhance the Gross Enrolment Ratio (GER) in higher education to 30 % by

2020 from the current level of around 19%. This initiative, associated with this expansion process is welcome to any organization engaged in the area of service of higher education like us. However, it is gradually being realized that this expansion cannot become limited only to the delivery of University-framed-syllabus to cope the demand of the modern age of knowledge based economy.

Therefore the aspirations of the students, employer and society are on a different and higher scale. To

match all these multidimensional aspirations, Indian Academy Degree College has set up three new departments in the last four years: Indian Academy Centre for Professional Excellence (IACPE), Department of Students' Development and Research (DSDR) and Indian Academy Centre for Entrepreneurial Learning (IACEL). These three departments work in tandem and coordinate with IADC and with the Centre for Placement Services to effectively engage students in filling the knowledge gaps in functional areas and by imparting domain specific and general skill development among students.

Objectives:

- To develop & fill knowledge gaps (industry-relevant) in functional domains
- To impart domain-specific and general skills to enhance employability
- To promote Student progression
- To provide additional learning opportunities through Internships, Domain rotations
- To nurture Industry–Academia collaborations
- To collaborate with other institutions of National and International eminence

The Practice:

The College has established IACPE, DSDR and IACEL with designated full- time, qualified personnel and provided necessary infrastructure to support their respective goals & objectives.

The following activities have been planned and implemented by these three departments during the last four years:

DSDR Initiatives:

The DSDR has been established with an investment of about INR 30,00,000 for ensuring its infrastructural demands and has been in operation since 2010. It is currently running two courses: (1) Application of Bioinformatics Tools and Molecular Cloning in strengthening the fundamentals of the Life Science students and (2) System Biology in exposing them to the modern area of High throughput Technologies called the 'Omics' technologies. The delivery of these programs has been arranged on a high platform (quality) and therefore students lacking a proper foundation in their early stage of learning face a bit of difficulty. However, both the programs are overall well-appreciated among student community. These efforts have assisted in the placement of the students (an increase in the range of 2-3 folds from the year 2012 to 2013) as well as in the better academic performance. The Centre is also shortly starting its research activities where more students potentially may participate and add value in their career.

IACPE Initiatives

B.Com: CA-CPT, Advanced Excel

B.B.M: Finishing School – Student Development Program, Communication, Behavioural skill & Personality Development

B.C.A: Microsoft sponsored- A Certificate Course in DOTNET (.NET), Winapp development Seminar;; a three day workshop on "Ethical hacking"

B.Sc.: Electronics stream: SPICE (Simulation Program with Integrated Circuit Emphasis)

B.Sc.. Life Science Streams: Individual Development Program focusing on grooming, Communication, Behavioural skill & Personality Development, Public Speaking, Resume Writing; Hands-on on Microscopic Techniques at NIMHANS

M.B.A.: Business Plan Workshop; Individual Development Program focusing on grooming, Communication, Behavioural skill & Personality Development; Research and Data Analysis using

SPSS

M.Com, MIB, MFA: Consumer Behaviour Workshop, Corporate Communication, Interview Preparation

IACEL Initiatives:

The IACEL is engaged with developing the entrepreneurial skills among students. It has been associated with Entrepreneurial networks such as the: Entrepreneurship Development Institute of India (EDI), Association of Biotechnology Led Enterprises (ABLE), Association of Women Entrepreneurs of Karnataka (AWAKE) etc. Capital Mobilization, benchmarking and incubation support etc. are a few of its major activities. Several Guest Talks & Lecture sessions are conducted to introduce students to the concept and challenges of entrepreneurship.

It has conducted a Certificate Course in 'Entrepreneurship Development', in association with the EDI. The duration of the course was 72 hours (spread over 3 months) for a mix of UG and PG students.

The response among students' to Entrepreneurship is limited and modest. However, in the days to come, IACEL plans to conduct more awareness & development programs to engage more students and be able to create entrepreneurial activities that are led by students.

These initiatives in general are being structured and delivered with greater consistency as we progress. Initially coordination between formal programs (where curriculum delivery takes place) and skill Development Courses has posed some challenges; identifying appropriate time slots in coordination with the Principal and respective HODs has helped to overcome this challenge. With structured approaches, we have brought a great degree of consistency in implementing Value Addition and in delivering Skill Development courses students. These initiatives have yielded good participative response from students across disciplines. Engagement of quality training resources (often drawn from the industry) have also contributed to the success of these skill augmentation initiatives.

The initiatives are contributing to greater students' progression to higher studies as well to increase employability of students in their chosen core domains.

**Provide the details in annexure (annexure need to be numbered as i, ii,iii)*

7.4 Contribution to environmental awareness / protection

1. Observing "Energy Day" on fourth Saturday of every month
2. Green Audit to monitor the energy consumption and offer suggestions based on the objectives.
3. Solid wastes are collected, segregated and composted in the facilities available in the campus. Faculty members, students, staff and housekeeping workers are oriented on this process.
4. The college location is coming under BDA (Bangalore Development Authority) and the waste water is treated by BWSSB in the nearby water treatment plant for which the college pays.
5. A well defined rain water harvesting model designed by Rain Water Club, Bangalore is in place

7.5 Whether environmental audit was conducted? Yes ☒ No ☐

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

Strengths: The College is Permanently Affiliated College of Bangalore University, also recognised with UGC 12(B) and 2(f) status. The College has also undergone two cycles of ISO 9001:2008 certification and one cycle of assessment and accreditation by NAAC and was awarded with A Grade and a CGPA of 3.09. The College has well-diversified faculty and students' strength. The College is a home of learning for diversified classes of the society from International students from ICCR to students from socially and economically weaker sections of the society. . The College has initiated a large number of institutional scholarships in merit and merit-cum means categories with community participation. As the whole campus is under Wi-Fi connectivity, ICT is intensively used in the teaching-learning process. The College has been offering many Value-added courses and Skill development courses to students to promote functional knowledge and application skills to increase students' academic progression and employability. The student feedback on teachers and curriculum is fully computerized. The College has put a lot of thrust on Research and Consultancy. The College has been **granted 2(f) and 12(B) status by the UGC**. Within six months of having got 12(B) status, the College has been **awarded 11 research projects by the UGC**. Besides, the College has **secured one major research project funded by VGST, Govt. Karnataka**.

Weaknesses: The College is mainly constrained by its limited participation in the curriculum design and development, and evaluation. As the College is an Affiliated Institution, it has to follow the curriculum that is designed and developed by the University. The College has no effective role of participation not only in curriculum design and development but also in the evaluation. However, the College organizes curriculum review meetings, obtains feedback on curriculum from the stakeholders, prepares a report and submits the same to the concerned BOS for consideration. As far as evaluation is concerned, the College has no say except internal evaluation wherein the departments follow certain parameters and procedures.

Opportunities: The College has many opportunities to develop further. India has become a knowledge hub providing several opportunities for educational institutions in the country. The educational institutions can network with the industry in several areas of mutual interest. The College has already entered into MoUs with many corporate organizations located in the city of Bangalore. As per the MoUs, the corporate executives are involved in curriculum enrichment initiatives of the College. The corporate experts have also participated in the campus recruitment process of the College. The fast developing industrial and business sectors such as IT, Pharma, Infra, Reality, Banking, Insurance, etc are the major recruiters of the students of the College. The executives do participate as guest/visiting faculty in some of the courses thereby they bring industry experience to the class room and the students are also deputed to the industry for hands-on training. The College has also taken up some collaborative programs with the industry. The Indian Academy Alumni Association is a vibrant forum contributing to overall development of the College. As many members of Alumni Association are highly placed in the industry, the College also taps the expertise of them for many of its academic initiatives.

Challenges: One of the major challenges is to provide flexibility in curriculum design & development, being an Affiliated College of Bangalore University. The College is fairly successful in overcoming this challenge by offering additional curriculum enrichment courses/ programs to neutralize these limitations. There is a wide diversity of students as they are drawn from different geographical regions of the world. There are cultural variations, knowledge variations, intellectual variations, language variations, etc among the students. Bringing all such divergent groups together and making them a cohesive group to learn and succeed in their career is another challenge faced by the College. The College has also overcome this challenge to a major extent by the initiatives like remedial classes, bridge courses, student projects, finishing school, skill development programs, cultural programs, regular sports and games, etc.

8. Plans of institution for next year

To become an autonomous Institution in a year or two and subsequently to become a degree-awarding/deemed-to-be Private University.

To establish a research facilities and to nurture and develop research culture among the students and staff. Teaching, research and consultancy shall become closely integrated.

To promote consultancy and research among faculty and students.

To promote Industry-Academia collaborations to harvest human resources for curriculum design, development, teaching & Research.

To strengthen library resources and laboratory resources from time - to time along with technology interface as a top priority.

To promote environmental consciousness among students and staff of the Institution.

To emphasise on innovation and creativity in all spheres of activities of the Institution.

Name Uma Lakshmi.K

Name _Dr.Snehalata G Nadiger

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC

_____*_*_*_____

ACADEMIC CALENDAR 2013-14

Sl.No.	Date	Day	Event
1	01.07.2013 to 6.7.2013	Monday to Saturday	Faculty Development Program “Srujana”
2	08.07.2013	Monday	Commencement of classes for III sem and V sem UG programs
3	15.07.2013	Monday	Orientation program & Commencement of classes for I sem UG program.
4	01.08.2013	Thursday	Commencement of classes for III sem PG courses , Launch of VGST project
5	19.08.2013 to 24.08.2013	Monday to Saturday	Unit test for UG Programs
6	27.08.2013 to 28.08.2013	Tuesday & Wednesday	Spectrum Annual Intra Collegiate Fest, off-stage events Spectrum Annual Intra Collegiate Fest, on-stage events
7	30.08.2013	Friday	Founder’s Day
8	05.09.2013	Thursday	Teachers’ Day
9	10.09.2013	Tuesday	Submission of Final Draft of Internship Report – MBA
10	12.09.2013	Thursday	Commencement of III sem MBA
11	16.09.2013	Monday	Commencement & Orientation classes for I sem PG Programs
12	20.09.2013 to 26.09.2013	Friday to Thursday	Bridge Course - MBA
13	23.09.2013	Monday	Orientation Program- MBA
14	21.10.2013 to 26.10.2013	Monday	Preparatory Examination for UG Programs
15	28.10.2013	Monday	Commencement of Practical Examination for UG Programs
16	07.11.2014 & 08.11.2014	Wednesday & Thursday	NPTEL workshop in association with IIT-Madras
17	08.11.13 & 09.11.13	Thursday & Friday	Indian Academy Premier League: Intercollegiate Cricket Tournament
18	09.11.2013	Saturday	Last working day for UG Programs
19	25.11.2013 to	Monday to	First internal test for I & III sem MBA
Revised Guidelines of IQAC and submission of AQAR			

	30.11.2013	Saturday	
20	02.12.2013	Monday	Preparatory Examination for III sem PG programs
21	14.12.2013	Saturday	Last working day for III sem PG programs
22	20.12.2013	Friday	Department of Commerce: National Seminar on NPAs of Commercial Banks
23	30.12.2013	Monday	Commencement of Bangalore university theory Examination for III sem PG programs
24	01.01.2014	Wednesday	Preparatory Examination for I sem PG programs
25	06.01.2014	Wednesday	Reopening of college for II, IV and VI sem UG programs
26	11.01.2014	Saturday	Last working day for I sem PG programs
27	27.01.2014	Monday	Commencement of Bangalore University theory Examination for I sem PG Programs
28	28.01.2014 to 08.02.2014	Tuesday to Saturday	Preparatory Examination for I & III sem MBA
29	08.02.2014	Saturday	Department of Management- UG Studies National Seminar on “Gender based issues in Human Resource Management “
30	17.02.2014	Monday	Commencement of university Examination I & III sem MBA
31	20.02.2014	Thursday	Annual Intercollegiate Fest: Yuvtarang-2014
32	21.02.2014 & 22.02.2014	Friday & Saturday	Department of Mathematics: Lecture workshop on “Differential Equations and Applications”
33	28.02.2014	Friday	National Science Day & Science Exhibition
34	07.03.2014 & 08.03.2014	Friday & Saturday	Department of Electronics: Workshop on Advanced Robotics & Artificial Intelligence
35	08.03.2014	Saturday	International Women’s Day
36	15.03.2014	Tuesday	Department of Computer Science- National Seminar on "Research Trends In Information Technology"
37	17.03.2014	Thursday	Commencement of classes for II & IV sem MBA
38	22.03.2014	Tuesday	Hostel Day celebration
39	24.03.14	Thursday	International students day

40	25.03.14	Friday		Annual day & scholarship Award ceremony
41	07.04.2014 to 13.04.2014	Monday to Sunday		Preparatory Examination for UG
42	11.04.2014	Friday		Chemposium, State level Chemistry Symposium
43	15.04.2014	Tuesday		Graduation Day
44	21.04.2014	Monday		Commencement of BU Practical Examination
45	23.04.2014	Wednesday		National Seminar : "The Emerging Trends in Derivative Market"
46	25.04.2014 & 26.04.2014	Friday & Saturday		6th National Seminar on Emerging Trends in HRM in Collaboration with NHRD at IASMS
47	28.04.2014 & 29.04.2014	Monday & Tuesday		IQAC National Seminar on Higher Education Transformation”: Changing Contexts & Institutional Responses
48	30.04.2014	Wednesday		Department of Political Science: National Seminar-Recent Trends in Indian Politics
49	05.05.2014 & 09.05.2014	Monday to Friday		First Internal Assessment for II & IV sem MBA
50	08.05.2014	Thursday		Commencement of BU Theory Examination (UG)
51	26.06. 2014 to 5.07.2014	Thursday to Saturday		Preparatory Examination for MBA II & IV Semester
52	08.07.2014	Tuesday		Last date for submission of Dissertation- MBA
53	14.07.2014	Monday		Commencement of University examination for IV semester MBA
54	16.07.2014	Wednesday		University Examination for II Semester MBA

Name Uma Lakshmi.K

Name _Dr.Snehalata G Nadiger

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC

SCREEN SHOTS OF ONLINE FACULTY FEEDBACK SYSTEM

The screenshot displays a web application titled "Student Feedback System - IADC". The interface includes a header with the "INDIAN ACADEMY" logo and a "NAAC Accredited with 'A' Grade" badge. The main content area is titled "STUDENT'S DETAILS" and contains a form with the following fields:

- STUDENT NAME: Abdul Ghani
- STUDENT REG.NO: 11KSSB5001
- COURSE: BCA
- CLASS: Third Year

A "NEXT" button is located below the form fields. The taskbar at the bottom shows the Start button, open applications (Microsoft SQL Server, Feedback, Student Feedback Sy...), and the system clock (4:48 PM).

Student Feedback System - IADC - [Form1]

Admin

INDIAN ACADEMY

FACULTY ASSESSMENT FORM

NAAC
Accredited with 'A' Grade

Select Faculty: and 002

Subject Knowledge	Ratings: <input checked="" type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Simplification of Concepts/Problems	Ratings: <input type="checkbox"/> Excellent(5) <input checked="" type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Update with current knowledge	Ratings: <input type="checkbox"/> Excellent(5) <input checked="" type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Impact of teaching methodology	Ratings: <input type="checkbox"/> Excellent <input type="checkbox"/> V.Good(4) <input checked="" type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Class interaction	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input checked="" type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Coverage of syllabus	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input checked="" type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Ability in arousing interest	Ratings: <input type="checkbox"/> Excellent <input type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input checked="" type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Expert Linkage	Ratings: <input type="checkbox"/> Excellent <input type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input checked="" type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Time management in teaching	Ratings: <input type="checkbox"/> Excellent <input type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input checked="" type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)

Proceed >>

Start | Microsoft SQL Server Ma... | Feedback | Student Feedback Sy... | fb1 - Paint | 4:51 PM

Student Feedback System - IADC - [IADC]

Admin

INDIAN ACADEMY

FACULTY ASSESSMENT FORM

NAAC
Accredited with 'A' Grade

Honesty and Impartiality in evaluation	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input checked="" type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Ability in arousing interest	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input checked="" type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Level of Interaction	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input checked="" type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Counseling Skills	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input checked="" type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Easy to approach	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input checked="" type="checkbox"/> Good(3) <input type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)
Punctuality	Ratings: <input type="checkbox"/> Excellent(5) <input type="checkbox"/> V.Good(4) <input type="checkbox"/> Good(3) <input checked="" type="checkbox"/> Fair(2) <input type="checkbox"/> Not Satisfactory(1)

NEXT TEACHER

Exit

Start | Microsoft SQL Server Ma... | feedback | Student Feedback Sy... | fb2 - Paint | 4:51 PM

Admin

Select Faculty

XYZ

FIND MARKS

Analysis for the faculty

	Total	No of Votes	Average		Total	No of Votes	Average
				expert_linkage	835		3.71
				time_management in_teaching	879		3.91
Subject Knowledge	977	225	4.34	punctuality	593		2.64
Simpification_of_ problem	868		3.86	honesty_and impartiality in evalution	609		2.71
current_knowledge	869		3.86	ability_in_controlling class	594		2.64
teaching_methodology	910		4.04	level_of_interaction	600		2.67
class_interaction	885		3.93	Counseling_skills	592		2.63
coverage_of_ syllabus	906		4.03	easy_to_approach	571		2.54
ability_in_arousing interest	870		3.87	Overall total	11558		51.38
							Out of 75

Annexure I

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission
