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**INDIAN ACADEMY**

get ready for life

**INDIAN ACADEMY DEGREE COLLEGE**

Recognized by Govt. of Karnataka & Affiliated to Bangalore University

To

30 May 2014

**The Director  
NAAC  
Bangalore-560072**

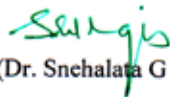
Sir,

**Sub: Submission of Self-Study Report- Uploading on website-Reg.**

It is a great pleasure in submitting Self Study Report (2<sup>nd</sup> Cycle). As per requirements, the Self-Study Report shall be placed on the college website today, 30<sup>th</sup> May, 2014. Accordingly, the SSR in hard copy in all respects will be submitted on 30 June 2014. This is for information of all concerned.

Thanking you

Yours faithfully



(Dr. Snehalata G Nadiger)

PRINCIPAL

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'A' Grade



## EXECUTIVE SUMMARY

### **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.

To prepare graduates who manifest critical and effective communication skills along with informed value judgments and a strong educational foundation in mastering tomorrow's challenges by partnering with business, government and community.

### **Objectives:**

The Vision and Mission of Indian Academy Degree College (IADC) will translate into the following objectives:

- To provide well-diversified course portfolio to meet different educational aspirations and requirements of students.
- To provide interactive teaching-learning by qualified and experienced faculty.
- To provide a mechanism for continuous assessment and evaluation of students.
- To provide access to best quality mentoring and counselling.
- To facilitate the students develop employable and life skills by co-curricular activities.
- To provide access to sports, games and outreach activities that would mould the students to become valued citizens of the country.
- To forge links with industry and institutions of National/International repute and thereby bringing practical and global exposure and outlook to the students.
- To establish strong alumni network of the institution and engage them in the development of the Institution.
- To provide assistance to needy students in the form of scholarships, fee waivers.
- To encourage talent and to facilitate talent to blossom among students and staff by recognition, rewards and by offering focused avenues for advanced/continuous learning.
- To make conscious efforts to integrate research and industry practices with teaching.
- To impart right mix of sound technical competency and right human values among students.

The Indian Academy Degree College was established in 1994 with Affiliation from Bangalore University, with student strength of less than 100. With a clearly defined Vision and perspective plan, the College has achieved phenomenal growth and success and crossed many mile stones to reach a stage, with student strength of more than 3000, spreading across 25 academic programmes being offered by 16 departments.

The College having started in a leased accommodation with a few class rooms, has grown to have its own four-storied impressive facility of more than 30 class rooms, state-of-art seminar halls, laboratories, multi-purpose hall for student activities spread over a land area of about one acre. The College has established separate hostels for boys and girls with modern amenities with dining facilities in an infrastructure specifically designed for hostels. The parent body, the Indian Academy Education Trust, has also acquired 7 acres of land very close to existing campus; for future expansions, 4 acres of this land has been developed as a play ground for the College.

Over the years Indian Academy Degree College has gathered significant mass in terms of quantity and quality of operations and has become a 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, which has contributed substantially to internalization of quality in all operations. The Top Management continues to steer the College with dynamism and with progressive vision ensuring that the objectives are achieved with appropriate strategies and processes.

The College has well-diversified faculty and students' strength. The full time and regular faculty of more than 120 members are a blend of experienced and young talent with commitment and passion for teaching drawn from all parts of the country. All the members of the faculty possess excellent academic credentials and achievements besides having exposure and experience in industry and benchmarked institutions. Adequate numbers of faculty are recruited on full time basis and the work load to faculty is allotted following standard norms as prescribed by the Affiliating University and other regulatory bodies. Faculty Development Programmes to promote talent and competency engagement among faculty are conducted regularly. Many welfare measures including merit based promotions and annual appraisals are provided to retain talent in the system.

The College has close to 3000 students on rolls in UG and PG Courses drawn from all parts India and from over 30 countries providing one of the strongest student diversity mix in the Colleges across India. The College attracts, on an average, 30 International students through ICCR, Govt. of India scholarships every year, indicating the preferred choice of meritorious International students. Another feature of the students' profile is that students from socially and economically weaker sections of the society are found in good numbers. In other words, the College is a home of learning for diversified classes of the society. We have a very structured admission process 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 endure access to students belonging to less privileged sections of the society. The College also makes sure there is healthy gender balance in student composition. All the above processes reflects the inclusive policy practised by the Institution.

The College has evolved defined policies to support students of economically weaker sections (SC, ST, OBC, minorities etc) in the form of partial tuition fee waivers, full scholarships, and by providing multiple instalment options for tuition fee payment. The College also facilitates students securing scholarships from many Government and private agencies. The College has initiated a large number of institutional scholarships in merit and merit-cum means categories with community participation with an annual scholarship Rs.10000 per year for each student.

The teaching is highly structured with the teachers having got well-defined teaching plan with clearly stated learning objectives and outcomes of each subject. The remedial classes, courses for advanced or fast learners, bridge courses, etc are organized on a regular basis to provide level playing field to all the students.

The process of teaching-learning has been made more effective with highly qualified and experienced teachers. The ICT is intensively used in the teaching-learning process. As the whole campus is under Wi-Fi connectivity, the students and teachers have free access to internet to download cases, exercises, updated subject literature, etc. The students and faculty also have access to e-learning resources of National Programme on Technology Enhanced Learning. The library with a very rich collection of text books, reference books, journals, magazines, e-journals, etc and the state-of-art laboratories including computer laboratories and language laboratory are key learning resources of the College.

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. To streamline this process the College has started 3 new departments namely: **Department of Student Development and Research, Indian Academy Centre for Professional Excellence and Indian Academy Centre for Entrepreneurial Learning** to work in tandem to promote employability skills of our students. Focused efforts by these three departments have resulted in offering many discipline-specific skill development courses during the last five years. These efforts complement the initiatives of Indian Academy Centre for Placement Services that engages students by assisting them in Internships, Projects and in providing campus recruitment opportunities by effective interface of Industries.

The student feedback on teachers and curriculum is fully computerized. The students' feedback and their progression in examinations help the teachers and the management in strengthening curriculum enrichment and delivery. The effectiveness of teaching-learning process is reflected in increasing Pass Percentages, increasing proportion of First Classes and University Ranks. The enriched curriculum with value added courses and effective pedagogy have made the students more employable, as reflected in the increasing campus placements of the students. The Centre for Student Placement Services with highly experienced personnel is a good interface between the recruiters and the students.

The College offers adequate opportunities for faculty development. It encourages and incentivizes the faculty to participate in Faculty Development Programmes (FDPs), seminars, workshops and conferences. The departments have also organized several FDPs, seminars, workshops and conferences by involving all the faculty members and students besides the external experts. These programs have enabled the faculty and students to update their knowledge and skills besides networking with external experts for organizing collaborative programs.

The College believes in value-based education. Accordingly, it has established Sri Aurobindo Centre for Education in Human Values. Under the auspices of the centre, the College has organized a number of programs to inculcate values in students and employees.

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**. With a sizable number of faculty members who are Ph.D qualified, with sponsored Research projects and Research Publications. The College is soon planning to acquire the status of a recognized Research Centre.

There is an active participation of students and faculty members in co-curricular and extracurricular activities such as awareness programs, social surveys, community development activities, etc.

#### **Weakness:**

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.

Indian Academy Degree College continues to evolve and expand in quality and quantity of its operations. The Management is committed to develop it further by effective engagement of all the stake holders with collective participative approach. The Indian Academy Degree College plans to become an autonomous institution soon and play an important role in providing quality higher education to our youth in a student centric atmosphere.

NAAC for Quality and Excellence in Higher Education

Section IV : Recommendations for Quality Enhancement of the Institution (Please limit to ten major ones and use telegraphic language) (it is not necessary to indicate all the ten bullet)
<ul style="list-style-type: none"> <li>Centre for bioscience, may be formed with the existing departments-Zoology, Botany, Biotechnology, Biochemistry &amp; Microbiology for quality improvement. ✓</li> <li>Need for strong industry exposer and linkages with computer application. ✓</li> <li>Network classroom with latest audio-visual equipments. ✓</li> <li>State of the art infrastructure.</li> <li>Creation of new paradigms in bench making.</li> <li>Need for new think tank centre. ✓</li> <li>Dynamic personality development programme.</li> <li>Placement through regular interaction with corporate business.</li> <li>Need to strengthen technology as a means to knowledge. ✓</li> <li>Facility for learning foreign languages. ✓</li> <li>MoUs with national and international institutions. Which may provide opportunities for exchange of visits, collaborative teaching and research in newer areas.</li> <li>Women council may be strengthened for womens welfare..</li> </ul>

Signature of Peer Team Members :

Prof. A.P. Padhi (Chairperson)

*[Signature]*  
22/04/09

Prof. M.L. Sisodia (Member Coordinator)

*[Signature]*  
22/04/09

Dr. Mythili (Member)

*[Signature]*  
22/4/09

I have read the Report and agree with the observations of the Peer Team as mentioned in this report.

Place : Bangalore  
Date : 22-04-2009



*[Signature]*  
Signature of the Principal with  
Date & Seal

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## INSTITUTIONAL RESPONSES TO PEER TEAM OBSERVATIONS

### 2.2.2. Catering to the Diverse Needs

**Observation:** *No specific process existing to assess the students learning level after admission. However, some efforts are made to identify students for improvement after completion of few chapters.*

Immediately after admissions, the teacher concerned of the subject does assess the students learning level with the marks secured in qualifying exams and based on the 1st Unit test. After the assessment, the teacher groups the students into fast learners, slow learners and those who are exposed to the subject newly. Bridge courses are offered wherever necessary. The teacher also conducts remedial classes for slow learners. The teacher also gives assignments, student projects, case studies, etc to fast learners. This practice prevails in every department for every subject.

### 2.3.1. Promotion of Research

**Observation:** *The budget provided to R&D activity is meagre.*

The College has increased research spend every year. During the last five years, the College has spent about Rs. 30 lakhs. It is in addition to the research grant sanctioned and released by external agencies. For example, the Vision Group of Science and Technology (VGST) has sanctioned Rs 30 lakhs for a major research project in Biochemistry; and UGC sanctioned 11 research projects. So there is no dearth of funds for research activity in the College.

### 2.3.3. Consultancy

**Observation:** *College may explore the opportunities for consultancy services in Bio-sciences.*

The College has made efforts to extend consultancy services to external agencies. Consultancy services are available in the areas like microbial product formulations, drug discovery, proteomics data interpretation, bio-fertilizers, composting, etc. The Dept of Microbiology, Indian Academy Degree College and Grindwell Norton Limited, (a subsidiary of Saint-Gobain) have entered into MoU for consultancy on “Development of Anti Bacterial Scrub”.

The Centre for Professional Excellence (CPE) coordinates with the departments and faculty members in extending consultancy services and it also takes on the responsibility of publicizing the available expertise in the College among the industry circles. As the CPE is always in interface with the industry and other organizations including NGOs on different programs and different occasions, the message spreads freely about the nature and scope of consultancy services and expertise available in the College.

### 2.4.4. ICT as Learning Resources

**Observation:** *Internet bandwidth needs to be increased, 64 kbps not sufficient.*

The College has increased the internet bandwidth substantially (10mbps to 16 mbps) and has also made the whole campus wi-fi by incurring a capital expenditure of Rs. 20 Lakhs. All the class rooms, seminar halls, faculty rooms, office rooms and library have internet connectivity without any hindrance.

#### 2.4.5. Other Facilities

**Observation:** *Limited indoor and outdoor sports and games facilities*

The College management has acquired 4 acres of land in the vicinity for sports and games by spending over Rs 6 crores. The land has been prepared as playground for all events of sports and games. The College has also improved indoor games by spending an amount of Rs. 5 Lakhs. With the addition of this facility, our athletic programme, all the employees (faculty and non-teaching staff) and students overwhelmingly participate in sports and games.

**Observation:** *Need for full-fledged canteen*

The College has developed two canteens, one at the fifth floor and the other at the ground floor. The one at the fifth floor is a full-fledged canteen with all the facilities and a variety of menu to cater to the food needs of diverse students and employees of the College.

#### 2.5.2 Student Support

**Observation:** *Meagre financial support to students*

The College extends financial support to students in different forms. It gives fee concession and fee waiver in all deserving cases. Most of the students do get scholarships from Government of Karnataka. A sizeable number of foreign students have the financial support from International Council for Cultural Relations, Govt. of India. Most importantly, the College has got instituted 30 scholarships, 15 scholarships to be awarded on the basis of merit of the students and 15 scholarships to be awarded on merit-cum-means basis.

#### 2.5.3. Student Activities

**Observation:** *No Students' Council has been formed.*

The Students' Council is in place as a democratically constituted collegiate student body. The constitution of the council consists of College Representative, Associate College Representative, Department Representative and Class Representative.

#### 2.6.2. Organizational Arrangements

**Observation:** *Need more effective committee system*

Many committees have been constituted and they are all effectively functioning in the College. These committees are Anti-Ragging Committee, Internal Complaint Committee, Students' Grievance Redressal Committee, Students' Examination Grievance Redressal Committee, Research and Consultancy Committee, Library Advisory Committee, Academic Audit Committee, Green Audit Committee, Academic Program Review Committee and Student Discipline Committee.

**Observation:** *No formal grievance redressal cell for employees*

Employees Grievance Redressal Cell has been constituted and it is effectively working.

### 2.6.3. Strategy Development and Deployment

**Observations:** *Lack of formal procedure of developing the perspective Institutional Plan Stakeholders need to be involved in deciding perspective plan. MIS has to be designed and implemented.*

The perspective institutional plan has been prepared by taking into account all the inputs from the stakeholders like students, employees, parents, alumni, etc.

One of the best practices of the College is knowledge policy and management. Towards that the College has acquired software: 'Knowledge Pro' which caters to all the information needs of the management besides facilitating all operations of the College including finances.

### 2.7.1. Internal Quality Assurance System

**Observation:** *Academic audit may be made periodically*

The College has constituted the Academic Audit Committee with senior faculty members and outside experts. The committee reviews all the academic programs periodically and recommends for their strengthening. The College implements all the recommendations of the committee without fail.

### 2.7.2. Inclusive Practices

**Observation:** *The institute does not follow any specific mechanism to recruit people from disadvantaged groups.*

The College follows all the rules of the government in recruitment of employees, both teaching and non-teaching. It is clearly mentioned in every employment notification that the College follows the reservation rules of the government. On implementation of the rule of reservation, many candidates from disadvantaged sections of the society have found a place on the rolls of employees of the College.

**Institutional Responses to Peer Team Recommendations:**

1. ***Centre for bioscience, may be formed with the existing departments—Zoology, Botany, Biotechnology, Biochemistry & Microbiology for quality improvement.***

All the life science departments in the College are integrated under Centre for Research and Post-graduate studies. The faculty and students are encouraged to take up inter-disciplinary projects. The College has also created a separate department called Department of Students' Development and Research (DSDR). A well equipped laboratory infrastructure has been created in the department and a separate curriculum has also been designed. The curriculum is developed as evenly poised between dry and wet laboratory activities with the aim of strengthening the capacity of the students' in both the areas. The program has been named as Batch Skill Advancement Program (BSAP) and the duration of the program is 52 hours, which is equivalent of an individual paper in regular course. The program aimed the student's skill to be enhanced in the area of application of Bioinformatics tools and Gene Cloning. The department has also received a grant of Rs 30 lakhs from Vision Group of Science and Technology, Government of Karnataka.

Another initiative in this regard is Certificate Course in Systems Biology. The advancement in technology through input from branches of sciences has given rise to high throughput technologies called the "omics" technologies. The terabytes of data generated by these technologies cannot be analyzed by the human brain, so we require the help of statistics, computation and mathematics. Thus, Systems Biology is the analysis of a biological system as a whole through the integration of "omics"; data using statistical, computational and mathematical tools.

2. ***Need for strong industry exposure and linkages with computer application.***

The College has established linkages with the industry and other research organizations. To have a constant, collaborative and effective interaction with the industry, the College has established a centre called Indian Academy Centre for Professional Excellence (IACPE). The IACPE promotes networking and collaboration with industry to help in design and delivery of customized programs to students. The IACPE also provides consultancy services to the corporate organizations in strategic management and other areas of management to gain competitive advantage. The IACPE also participates in their employee-development programs both in design and delivery.

3. ***Network classroom with latest audio-visual equipments***

The College has equipped every class room with advanced AV systems with internet connectivity.

4. ***State of the art infrastructure***

Some of the class rooms are modernized to the extent of having all ICT facilities under one roof. The College has also modernized two seminars with state-of-art facilities by spending more than Rs 60 lakhs. The auditorium is also renovated with modern facilities. The computer labs and science labs are upgraded with latest equipment and technology.



5. ***Creation of new paradigms in benchmarking***  
The College is committed to provide quality education to students. Accordingly, it has established quality benchmarks to monitor and evaluate the performance of the system. The benchmarks are in place with regard to all the areas like teaching, research, infrastructure facilities, library resources, etc.
6. ***Need for new think tank centre***  
The College has a think tank with all senior faculty members. The College has got a campus director above the level of the Principal of the College who is also part of the think tank headed by the chairman who is himself an educationist. All the strategic matters are discussed in the meetings of the think tank and decisions are taken.
7. ***Dynamic Personality Development Program***  
The Centre for Professional Excellence organizes personality development programs with professionals for all the students on a regular basis. The curriculum for these courses is developed by the professionals and classes for the same are integrated with the regular time-table of regular courses.
8. ***Placement through regular interaction with corporate business***  
The College has regular interaction with the industry through CPE. The CPE is an interface between the College and the industry. The CPE has also established MoUs with some of the corporate organizations on the matters of mutual interest. Further, the College has established Centre for Student Placement Services headed by a person with a very long industry exposure and experience in placement services. The College, by the efforts of the Centre for Professional Excellence and Centre for Student Placement Services, gets not less than 50 corporate organizations for campus recruitment every year.
9. ***Need to strengthen technology as a means to knowledge***  
The College has a clear knowledge policy and management. Towards this, the College has acquired a software called 'Knowledge Pro' which integrates all the data points and data sources, and provides information to all the concerned. It also facilitates seamless happening of all academic and administrative operations in the College.
10. ***Facility for learning foreign languages***  
The College also provides learning facilities for the students to learn foreign languages. The College has got visiting/part-time faculty to teach foreign languages like French, German, etc. It is not out of context to mention that the foreign students constitute about one-fifth of College students' strength. This also provides opportunity to the students and faculty to learn foreign languages through interactions with the foreign students.
11. ***MoUs with national and international institutions***  
The College has already signed MoUs with some of the corporates and institutions and they are all fully operational.

**12. *Women Council may be strengthened for women welfare***

The women council in the College is very active in organizing several programs. All the eventful days like World Women's Day are celebrated with seminars, special talks, etc. The women's council has also organized seminars and conferences on topics of women's concern. The women's council also takes up any issue of women employees and students to the management for resolution.



## POST ACCREDITATION INITIATIVES

### (Quality Sustenance and Enhancement Measures)

The Indian Academy Degree College has initiated several quality sustenance and enhancement measures during the last 4 years. The most significant measures are elaborated below:

1. Curriculum Design & Implementation Committee:  
In spite of the fact that the College is an Affiliated Institution, therefore having no significant, direct role in the curriculum design and development of the courses, the College has constituted a committee called **Curriculum Design and Implementation Committee** with senior faculty members of the college and academic experts with industry knowledge and exposure. The Committee has **periodically organized Workshops and Meetings to review the curriculum** prescribed by the University and has made **recommendations for the revision of the curriculum** including introduction of new subjects in a course, or/and replacement of subjects in a course. The Committee also considers the feedback from other stakeholders including students in this regard. The recommendations are submitted to the affiliating University for consideration. The Committee has also made recommendations on value-added or curriculum enrichment courses, bridge courses, etc., in the college.
2. As **academic flexibility** is very important from the perspective of the students, the College has **introduced the 8 Courses: U.G (B.A Tourism; B.S: 4 year Course); PG (M.Com, M.I.B, M.F.A, M.Sc- Mathematics, M.T.A, M.A-Economics) courses during the last five years.** In addition, the College has introduced 8 PG Diploma courses and 3 certificate courses during this period. The Academic Program Review Committee constituted by the College is a policy making body with regard to introduction of new courses and discontinuation of existing courses.
3. The College has initiated measures like **Course File, Work Diary, Academic Audit**, etc to have a structured teaching-learning process in place. The college has also made certain reforms in the examination systems by introducing '**Blue-Books**', '**OMR**' based evaluation, new parameters for internal assessment, etc. The college has also constituted Students' **Examination Grievance Redressal Committee** to take care of students' grievances with regard to their examinations.
4. In order to improve teacher quality, the College has initiated certain measures and strengthened the existing initiatives. The College has organized every years **Faculty Development Programmes (FDPs)** under the series of 'Srujana'. The resource persons for FDPs have mostly been drawn from IIMs, IITs and IISc. The College always encourages and incentivizes the faculty to participate and also organize seminars, workshops, conferences, etc. The faculty members of the College have **organized more than 87 programmes during the last 5 years.**

5. The College has constituted a **Research Committee following the recommendations of NAAC Peer Team**. Based on the recommendations, the College has introduced many measures such as:
  - Appointing a full-time Director to head research initiatives
  - Seed Money Grants for Research
  - Inter-disciplinary Research
  - Incentivizing Research Publications
  - Workshops on Research Methodology
  - Workshops on computer-based research tools and techniques, etc.
  
6. The college has secured 2 (f) and 12 (B) status from UGC.
  - As many as 11 Faculty member of IADC have received minor research projects funded by UGC.
  - The College was also awarded VGST-CISEE (Vision Group of Science & Technology, Centers of Innovative Science & Engineering Education) grant of Rs.30 lakhs, from Government of Karnataka to establish research facility for Molecular Biology and Bioinformatics.
  - In view of the encouragement given by the college, the faculty members have published as many as 102 research papers during the last five years.
  - The college also encourages the students to engage in research projects. The students undertake the projects under the guidance of selected faculty. The cost incurred in terms of consumables and chemicals is borne by the college itself.
  - These efforts have yielded THREE of our Students Research proposals successfully securing research grants from SPICE and KSCST. The students have published as many as eight research papers during the last four years in the journals of good impact factor.
  
7. During the last five years the College has undertaken a **massive up-gradation of its infrastructure** by spending about Rs.4.26 crore. The major physical facilities created/upgraded during the last five years are stated as under: 20 additional Class rooms; Up-gradation of 2 Seminar Halls; establishment of a Business laboratory, Up-gradation of Language lab; creation of multipurpose student hall, up-gradation of student hostels (modernization of kitchen, RO water facility, etc), RO water facility in the college, CCTV surveillance in the college and hostels, Biomedical waste disposal system, Introduction of Wi-Fi connectivity, Up-gradation of class rooms with built-in ICT facility, Creation of interview board rooms for student placements, Modernization of office facility, Wi-Fi connectivity for the entire campus, Up-gradation of computer lab and all science labs, **E-Governance through customized software, “Knowledge Pro”**, Biometric system, Financial monitoring system, effective external and internal auditing.
  
8. In response to the NAAC peer team recommendations, the acquisition and development of playground on 4 acres of land, costing INR 6 Crores.

9. The College has constituted the **Library Advisory Committee (LAC)** which meets periodically to review this important centre of learning and recommend appropriate steps. The College has spent about Rs 30 lakhs on up-gradation of library resources. On the recommendation of the committee, the College has introduced several measures the most significant of them are:
  - OPAC, INFLIBNET, DELNET, inter-library loan facility
  - SC/ST Book Bank
  - e-journals, e-books and other e-resources (Ex: NPTEL)
  - Book exhibitions
  - Special facilities to the visually/physically challenged
  - Multimedia based study material
  - On-line library enquiry services
  
10. The college has established **three** academic units to organize value-added/ curriculum enrichment courses for the students. One of these three academic units, is the **Department of Students Development & Research** established with the primary aim of enhancing skill set of students. Significant proportion of the academic operation (Teaching and Learning) of the college encompasses in the area of Life Sciences viz; **3 UG courses and 4 PG courses**. The academic performance of the students' of the Life Sciences with the involvement of the teachers was commendable. However, the college management and faculty realize that the passed out students were not becoming competitive in their employability and further higher studies too. To bridge this gap, a separate department, Department of Students' Development and Research (DSDR) was established in the year 2010.
  - In the first year of its operation, a suitable laboratory infrastructure was established (infrastructural facility and list of instruments is reflected in the section 3.3.3) and also a curriculum was formulated. The curriculum was developed as evenly poised between dry and wet laboratory activities with the aim of strengthening the capacity of the students' in both the areas.
  - The program has been named as **Basic Skill Advancement Programme (BSAP)** and the duration of the program is 52 hrs, which is equivalent of an individual paper in regular course. The program aimed the student's skill to be enhanced in the area of application of Bioinformatics tools and Gene Cloning. Both these areas are common to all life science students and fundamentally required in their experience being a student of Biology. 300 students in three successive years (**2011: 120; 2012: 100; 2013: 80**) have already been trained to date.
  - Recently a new program on System Biology has also been introduced and 22 students have been exposed and trained in this advance area of Biology.
  - The Department has also received a grant of INR 30, 00, 000 from Vision Group of Science and Technology, Government of Karnataka and the work on this research grant will further strengthen the student's involvement and enrich college environment towards more research activities, knowledge generation and better impact on the teaching and learning processes too.

11. A full-fledged canteen was established with additional kitchen and storage facility, in response to the NAAC Peer team recommendations. The Canteen has adequate infrastructure to serve 150 students, within the premises.
12. The second academic initiative being **The Indian Academy Centre for Professional Excellence (IACPE)** is established to complement the objectives of IADC by promoting Excellence, Relevance and Professionalism in all academic operations:

***The on-going programs of IACPE are:***

- NSE-Certified Capital Market Professional Course (NCCMP) in association with the National Stock Exchange (NSE) to offer specific, skill-based training in the operations of stock markets and capital markets
- Coaching for CA exams namely CPT/IPCC/Final
- Certification Course in Tourism and Air Ticketing conducted in partnership with expertise from Travel & Tourism-based Agencies: Meridian International Institute, Travelsky Voyages Pvt. Ltd
- Coaching for competitive & entrance examinations like GATE, NET, CA-CPT, CSIR-UGC etc

***Industry collaborations achieved by IACPE:***

- National Stock Exchange of India Limited (NSE) for training in Capital Markets
- Meridian International Institute for training Airline Ticketing & Tourism
- Sembramky Environmental Management Pvt. Ltd to associate in the areas of promoting awareness on disposal bio-medical waste as per the guidelines of the Pollution Control Board, to provide industry-based knowledge and expertise
- BiOZEEN - Bangalore Biotech Labs Pvt. Ltd. To collaborate in staff/ faculty training and for Student Projects
- Grindwell Norton Ltd – collaboration with the students and research faculty in IADC & development of anti-bacterial scrub
- Nidan Technologies Pvt. Ltd. has provided training in soft skills, ICT, Banking, Retailing disciplines
- CADD Center has been providing skill-based training in MS office

- The third of the three academic units established is:
13. **The Indian Academy Centre for Entrepreneur Learning (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 centers
    - 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)

*The IACEL has conducted the following events and activities in the recent past:*

    - A 72-hour Entrepreneurship Development Programme was conducted in association with the **Entrepreneurship Development Institute of India (EDI)**
    - A Guest talk session was conducted in the topic: 'Mystifying Entrepreneurship' on the 23rd of October 2013 to familiarize students with the idea of entrepreneurship development
    - A Guest Talk was held on 'Opportunities in Bio-Sciences Research and Business' on the 23rd of November 2013 by experts from Association of Biotechnology Led Enterprises (ABLE)
  14. Student **mentoring process** has been streamlined through a time tested model of tracking the students by their mentor. A qualified Psychologist has been appointed to undertake students counselling on a regular basis.
  15. An N.C.C Unit was established in 2012, with total authorized cadet strength of 54 cadets. The unit was sanctioned by N.C.C Directorate of KAR & GOA Bangalore.  
A few major events and activities that the NCC cadets have participated in, are the following:
    - 40 Cadets attended combined Annual Training Camp held at Doddaballapur in the months of September & November 2012
    - An Inter Group Competition camp at Bagalkot on the 26/01/2013; attended by 4 Cadets
    - 4 Cadets attended the District Republic Day parade held at Gen. Manekshaw Parade ground, Bangalore
    - Apart from the above mentioned events, NCC Cadets have also participated in many College Level activities and events such as Republic Day, Independence Day, etc.
    - Fire Safety Day programme conducted in the year 2014, attended by 44 cadets

16. The College has also a recognized NSS Centre with healthy enrolment of students and with a NSS Program Director (Faculty Member). The NSS wing of the college undertakes many Community Service activities by active engagement of students.
17. Communication skills are highly important for the students to be employable. In order to improve the communication skills of the students, the college has established a **Language Laboratory** at a cost of over INR 25 lakhs. The Language Laboratory along with bridge courses has come in handy especially for the students from abroad who constitute over one-fifth of the total student strength of the college.
18. Since 2009, the **College is in compliance with ISO 9001:2008 (TUV-Rheinland)** and has gone through **two successful cycles of continued certification** (once in every three years) with continuous internal and external academic audits on regular basis. This process of has immensely contributed to the **Quality Assurance** in all spheres of activities of the college.
19. The College has introduced many measures for student support. The most significant of them is **launching of scholarships for the students**. The college has introduced 15 merit scholarships and 15 merit-cum-means scholarships with community participation; the NAAC Peer team recommendation was one of the driving forces behind this initiative. These scholarships are awarded every year to the meritorious students as well as students belonging to weaker sections of the society. **As many of the scholarships are sponsored by the community, it is college-community partnership initiative.**
20. The college has also constituted **Students' Examination Grievance Redressal Committee** to address examination related grievances of the students and **Students' Grievance Redressal Committee** to readdress other grievances of the students. The college, in response to NAAC Peer-team recommendations, has also formed **Students' Council** to represent students' issues to the management in a democratic form. The college has also established **International Students' Cell** to take care of specific issues of international student community.
21. We have been associated with Indian Council for Cultural Relations (ICCR) from the academic year 2011-12. Students are admitted through Bangalore University under the Govt. of India scholarship scheme administered through ICCR. In the year 2011-12 we had 19 students from 5 countries like Afghanistan, Sri Lanka, Nepal, Bangladesh and Mongolia in various courses like BA, B.Sc., BBM and BCA. In the year 2012-13 the no of students who availed the scholarship is 20. In the year 2013-14, 32 students from 7 countries like Laos, Sri Lanka, Kenya, Zimbabwe, Afghanistan, Maldives and Nepal availed the scholarship and are studying in various courses like BBM, BCA, B.A, B.Com and B.Sc.



22. A detailed perspective Institutional plan has been developed taking into consideration stakeholders' opinions & inputs. This formal perspective plan is prepared in such a way that all quality assurance initiatives, in all aspects of academic delivery, are being prominently taken into consideration.
23. While making admissions, adequate care is taken to ensure the roster system and the norms are followed to consciously include SC/ST, OBC & minority communities. Financial discounts, fee waivers and scholarships are also offered to these groups of students.
24. The IQAC of the College established in September 2009 has initiated many quality sustenance and enhancement measures during the last 5 years. Major Contributions: Organization of Seminars, Workshops and Training Programs at Institutional & National level for Faculty, Students & Support Staff to enhance their functional efficiency, organized 2 National Seminars on quality aspects of education, initiated collaborative programs in the areas of curriculum review, Dissemination of information on Best Practices & Innovative Practices in departments and other institutions & institutionalizing them through seminars & reporting system thus maintaining quality culture of continuous improvement, Development of Course File with annexures on teaching plan & pedagogy, content, periodical academic audits are conducted, assessment plan and learner-centric activities that help teachers to benchmark the teaching-learning-evaluation process.
25. As per the NAAC Peer Team Committee, a Wi-Fi facility of around 16 mbps bandwidth is provided in a plug & play facility to promote ICT integration in teaching-learning process.
26. M.C Halli, Govt. Primary Model School was adopted in 2008, we continue to carry out many infrastructural development initiatives during the last 5 years. The major projects implemented in this School are:
  - Building toilets for boys and girls
  - Construction of a compound wall around the school premises & installing exit and entry gates at 2 locations
  - Construction of a kitchen & storeroom with an RCC structure of approx. 500 sq ft area was constructed with provisions for kitchen & storeroom, to support the mid-day meal scheme of the school
  - In addition, the students of the College organize NSS camps to undertake voluntary services in and around the school and also partner in skill sharing initiatives in subjects like Computer Science, Elementary level Mathematics etc.

27. The following committees are all effectively functioning in the College:  
These committees are Anti-Ragging Committee, Internal Complaint Committee, Students' Grievance Redressal Committee, Students' Examination Grievance Redressal Committee, Research and Consultancy Committee, Library Advisory Committee, Academic Audit Committee, Green Audit Committee, Academic Program Review Committee and Student Discipline Committee, Employees' Grievance Redressal Cell.
  
28. Knowledge Management  
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.  
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.  
In view of all the quality sustenance and enhancement measures initiated by the college, there has been an overwhelming change in the overall academic environment of the college.  
This is reflected in parameters such as: students' examination results, number of university ranks, research publications and students' placements which have improved significantly over the last four years.
  
29. The Indian Academy Centre for Placement Services (IACPS) has been successfully functioning for many years. This unit has been significantly strengthened by increasing the manpower from 1 to 3 and by providing more resources. IACPS takes initiatives to forge relations with industries are further complimented by the efforts of Indian Academy Centre for Professional Excellence. Together, these two units (IACPS and IACPE) have succeeded in effective interface of industries with IADC. IACPS has year round plans in organizing pre-placement training activities and placement activities for students.
  
30. Indian Academy Degree College has successfully undergone two cycles of ISO 9001: 2008 certification process.



# PROFILE OF THE INSTITUTION



**1. Profile of the Affiliated / Constituent College****1. Name and Address of the College:**

Name	INDIAN ACADEMY DEGREE COLLEGE	
Address	Hennur Cross, Hennur Main Road, Kalyan Nagar, Bangalore	
City: Bangalore	Pin : 560 043	State: Karnataka
Website :	www.iadcollege.com	

**2. For Communication:**

Designation	Name	Tel. with STD code	Mobile	Fax	Email
Principal	Dr. Jerome E Xavier	080 -22022933	+91 9448252019	25445605	principal@iadcollege.com
Vice Principal	Prof. K.S. Sreeraj	080- 22022932	+91 9886720968	-do-	vpiadc@gmail.com
Steering Committee Co-ordinator	Dr. R. Senthilkumar	080 -22022911	+91 9242150843	-do-	biotech@iadcollege.com

**3. Status of the Institution**

- Affiliated College ☒
- Constituent College ☐
- Any other (specify) ☐

**4. Type of Institution:****a. By Gender**

- i. For Men ☐
- ii. For Women ☐
- iii. Co-education ☒

**b. By Shift**

- i. Regular ☒
- ii. Day ☐
- iii. Evening ☐

**5. It is a recognized minority institution?**

- Yes ☐
- No ☒

If yes specify the minority status (Religious/linguistic/any other) and provide documentary evidence

**6. Sources of funding:**

- Government ☐
- Grant-in-aid ☐
- Self-financing ☒
- Any other ☐

7. a. Date of establishment of the College: 05/08/1994 (dd/mm/yyyy)

b. University to which the College is affiliated /or which governs the College (If it is a constituent College)

Bangalore University

c. Details of UGC recognition

Under Section	Date, Month & Year (dd-mm-yyyy)	Remarks (If any)
i. 2(f)	13-05-2011	Nil
ii. 12 (B)	04-06-2013	Nil
(Enclosures - 1 and 2)		

d. Details of recognition/approval by statutory/regulatory bodies other than UGC (AICTE, NCTE, MCI, DCI, PCI, RCI etc.)

Under Section/ clause	Recognition/Approval details Institution/ Department Programme	Day, Month and Year (dd-mm-yyyy)	Validity	Remarks
Not Applicable				

8. Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?

Yes ☒ No ☐

If yes, has the College applied for availing the autonomous status?

Yes ☐ No ☒

9. Is the college recognized

a. by UGC as a College with Potential for Excellence (CPE)?

Yes ☐ No ☒

If yes, date of recognition: ..... (dd/mm/yyyy)

b. for its performance by any other governmental agency?

Yes ☐ No ☒

If yes, Name of the agency ..... and

Date of recognition: ..... (dd/mm/yyyy)

## 10. Location of the campus and area in sq.mts:

Location *	Urban
Campus area in sq. mts.	3,350 m <sup>2</sup>
Built up area in sq. mts.	10,300 m <sup>2</sup>

(\* Urban, Semi-urban, Rural, Tribal, Hilly Area, Any others specify)

## 11. Facilities available on the campus (Tick the available facility and provide numbers or other details at appropriate places) or in case the institute has an agreement with other agencies in using any of the listed facilities provide information on the facilities covered under the agreement.

Auditorium/seminar complex : Yes  
with infrastructural facilities

## Sports facilities

- \* Play ground : Yes
- \* Swimming pool : No
- \* Gymnasium : Yes

## • Hostel

## \* Boys hostel

- i. Number of hostels : 1
- ii. Number of inmates : 115
- iii. Facilities Available
  - a. Living rooms
  - b. Modern kitchen
  - c. WC
  - d. Dining hall
  - e. Satellite TV connection
  - f. Reading room
  - g. Indoor games

## \* Girl's hostel

- i. Number of hostels : 2
- ii. Number of inmates : 112
- iii. Facilities Available
  - a. Living rooms
  - b. Modern kitchen
  - c. WC
  - d. Dining hall
  - e. Satellite TV connection
  - f. Reading room
  - g. Indoor games

## \* Working women's hostel Not available

- i. Number of inmates
- ii. Facilities Available

## • Residential facilities for teaching and non-teaching staff

- a. Campus Director
- b. Hostel staff
- c. Supervisor (Housekeeping)

- Cafeteria : Available
- Health care Facilities
  - i. Consulting doctors : Available
  - ii. First Aid : Available
  - iii. Ambulance : Available

Qualified doctor      Full time ☐      Part-time ☒

Qualified nurse      Full time ☒      Part-time ☐

Facilities like banking, post office, book shops	Available The institution has accounts and exclusive association with Axis Bank, Canara Bank and Andhra Bank located close to the institution. All teaching and non teaching staff has accounts and ATM access in Axis Bank and their salaries are directly deposited by the institution into their respective accounts every month. Special provision with zero balance options are provided by these banks to students and staff of the institution.
Transport facilities to cater to the needs of students and staff	Available
Animal house	No
Biological waste disposal	Available State Pollution Control Board approved biological waste disposal mechanism is in place
Generator or other facility for management/ regulation of electricity and voltage	Available Diesel generator and UPS facilities are available for 24 x 7 in the campus.
Solid waste management facility	Available 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.
Waste water management	Available 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.
Water harvesting	Available A well defined rain water harvesting model designed by Rain Water Club, Bangalore is in place

## 12 Details of programmes offered by the College

Sl. No	Pro-gramme Level	Name of the Programme/ Course	Dura-tion	Entry Qualification	Me-dium of instruc-tion	Sanc-tioned/ approved Student strength	No. of stu-dents admit-ted
1.	Under-Graduate	Bachelor of Commerce (B Com)	3 Years	Pass in two year Pre-University Examination or equivalent (+2)	English	440	353
2.	Under-Graduate	Bachelor of Arts (BA)	3 Years	Pass in two year Pre-University Examination or equivalent (+2)	English	210	47
3.	Under-Graduate	Bachelor of Business Management (BBM)	3 Years	Pass in two year Pre-University Examination or equivalent (+2)	English	200	136
4.	Under-Graduate	Bachelor of Computer Application (BCA)	3 Years	Pass in two year Pre-University Examination or equivalent (+2)	English	200	159
5.	Under-Graduate	Bachelor of Sciences (B Sc)	3 Years	Pass in two year Pre-University examination consisting of at least 2 Science subjects as optional or any other examination considered as equivalent thereto	English	510	47
6.	Post-Graduate	Master of Tourism Administration (MTA)	5 Years	Pass in two year PU examination or equivalent thereto and have secured at least 50% of marks in the aggregate of all papers studied at the qualifying examination.	English	30	9
7.	Post-Graduate	Master of Commerce (M Com)	2 Years	Pass in B.Com/B.B.M. Degree Examination with not less than 50% marks in aggregate in Commerce subjects in all the examinations of the B.Com/ B.B.M course.	English	60	59
8.	Post-Graduate	Master of Financial Accounting (MFA)	2 Years	Pass in Bachelor or Master Degree in Commerce/ Accounting/ Management/ Economics with not less than 50% marks in the aggregate of all papers.	English	60	50

Sl. No	Pro-gramme Level	Name of the Programme/ Course	Dura-tion	Entry Qualification	Me-dium of instruc-tion	Sanc-tioned/ approved Student strength	No. of stu-dents admit-ted
9	Post-Graduate	Master of International Business (MIB)	2 Years	Pass in Bachelor/Master Degree with at least 50% of marks in the aggregate of all papers.	English	60	0
10	Post-Graduate	M.A (Economics)	2 Years	Candidates who have secured 40% marks in the aggregate of all subjects and 50% marks in the cognate subject at the Bachelors degree level.	English	60	2014-15 onwards
11	Post-Graduate	M.Sc. Mathematics	2 Years	Candidates with 40% marks in the aggregate of all the optional subjects and 50% of marks in the cognate subject at the Bachelor's Degree level.	English	40	2014-15 onwards
12	Post-Graduate	M.Sc. Biotechnology	2 Years	B. Sc / B Sc (Agri) /B Sc (Horti) / B.Sc. (Forestry)/ BFSc / B Pharm /BE (Biotech) Degree or any other degree equivalent thereto with at least 50% marks in aggregate.	English	60	21
13	Post-Graduate	M.Sc. Applied Genetics	2 Years	B.Sc. / B Sc (Agri) /B Sc (Horti)/ BSc (Forestry) / BFSc/ B Pharm /BE (Biotech) Degree or any other degree equivalent thereto with at least 50% marks in aggregate	English	15	4
14	Post-Graduate	M.Sc. Biochemistry	2 Years	B. Sc/ B.Sc. (Agri)/ B Sc (Horti)/ B Sc (Forestry) / BF Sc/ B Pharm/BE (Biotech) Degree or any other degree equivalent thereto with at least 40% marks in aggregate and studied Chemistry or Bio –Chemistry as one of the cognate subjects securing at least 50% marks at B.Sc. level and studied Biology at PUC or 10+2 level.	English	50	23
15	Post-Graduate	M.Sc Microbiology	2 Years	B.Sc./ B.Sc. (Agri)/ BSc (Horti)/ BSc (Forestry) / BFSc/ BPharm/ BE (Biotech) Degree or any other degree equivalent thereto with at least 50% marks in aggregate	English	30	19



Sl. No	Pro-gramme Level	Name of the Programme/ Course	Dura-tion	Entry Qualification	Me-dium of instruc-tion	Sanc-tioned/ approved Student strength	No. of stu-dents admit-ted
16	Post-Graduate	M.Sc. Organic Chemistry	2 Years	A candidate must have secured at least 40% marks in the aggregate and studied Chemistry (cognate subject) securing not less than 50% marks in this subject at the B.Sc.. level and studied Mathematics at 10+2 or Pre-University level.	English	50	45
17	PG Diploma	Post Graduate Diploma in Geo-Informatics	1 Year	Post graduates in Geography, Geology, Environmental Science and Graduation in Civil Engineering and Architecture with at least 55% of marks.	English	60	0
18	PG Diploma	Post Graduate Diploma in Psychological Counselling	1 Year	Graduate of Bangalore University or any other recognized University in India having studied in a regular course, in any one of the following Optional Subjects. Viz., Psychology/ Sociology/ Social Work/ Home Science/ Human Resource Development (Management) or B.Ed., or a Graduate in any discipline of Rehabilitation Science - A Doctor (from any Medical Faculty such as Allopathy/ Ayurveda / Unani) Paramedical rehabilitation Nurse, Physiotherapist, Occupational Therapist, Speech Therapist, Audiologist with at least 50% marks in aggregate (including languages)	English	60	0
19	PG Diploma	Post Graduate Diploma in International Business	1 Year	Candidate with at least 40% marks in aggregate in Bachelor's/Master's Degree of a recognized University are eligible for admission. Candidate studying in a regular course of study in any discipline are not eligible for admission. Preference will be given to candidates sponsored by a Business or Industrial concern	English	60	0

Sl. No	Pro-gramme Level	Name of the Programme/ Course	Dura-tion	Entry Qualification	Me-dium of instruc-tion	Sanc-tioned/ approved Student strength	No. of stu-dents admit-ted
20	PG Diploma	Post Graduate Diploma in Hospital Administration / Health Care Management	1 Year	Candidate with at least 40% marks in aggregate in Bachelor's/Master's Degree of a recognized University are eligible for admission. Candidate studying in a regular course of study in any discipline are not eligible for admission. Preference will be given to candidates sponsored by a Business or Industrial concern.	English	60	0
21	PG Diploma	Post Graduate Diploma in Insurance	1 Year	Candidate with at least 40% marks in aggregate in Bachelor's/Master's Degree of a recognized University are eligible for admission. Candidate studying in a regular course of study in any discipline are not eligible for admission. Preference will be given to candidates sponsored by a Business or Industrial concern	English	60	0
22	PG Diploma	Post Graduate Diploma in Retail Management	1 Year	Graduate degree under 10+2+3 or 10+2+4 pattern under any discipline securing at least 40% marks in aggregate including languages from a recognized University Honours Degree under 10+2+4 pattern from a recognized University under UGC Act having at least 40% marks in aggregate including languages. Selection is based on merit obtained in the Entrance Test followed by personal interview.	English	60	0

Sl. No	Pro-gramme Level	Name of the Programme/ Course	Dura-tion	Entry Qualification	Me-dium of instruc-tion	Sanc-tioned/ approved Student strength	No. of stu-dents admit-ted
23	PG Diploma	Post Graduate Diploma in Information Technology Enabled Services	1 Year	Graduate degree under 10+2+3 or 10+2+4 pattern under any discipline securing at least 40% marks in aggregate including languages from a recognized University Honours Degree under 10+2+4 pattern from a recognized University under UGC Act having at least 40% marks in aggregate including languages. Selection is based on merit obtained in the Entrance Test followed by personal interview.	English	60	0
24	PG Diploma	Post Graduate Diploma in Analytical Chemistry	1 Year	As per IGNOU guidelines	English	-	-
25	Under-Graduate	Bachelor of Commerce (Evening College)	3 Years	Pass in two year Pre-university course or equivalent thereto	English	100	20
26	Under-Graduate	Bachelor of Arts (Evening College)	3 Years	Pass in two year Pre-University examination with any combination of optional subjects or any other examination recognized as equivalent thereto.	English	100	0
27	Under-Graduate	Bachelor of Science in Fashion & Apparel Design	3 Years	Pass in two year Pre-University examination with any combination of optional subjects or any other examination recognized as equivalent thereto.	English	100	0
28	Under-Graduate	Bachelor of Science (B.S)	4 Years	Pass in two year Pre-University examination with any combination of optional subjects or any other examination recognized as equivalent thereto.	English	100	0

### 13. Does the College offer self-financed Programmes?

Yes ☒

No ☐

If yes, how many?

14. New programmes introduced in the College during the last five years if any?

Yes ☒

No ☐

Number

15. List the departments: (respond if applicable only and do not list facilities like Library, Physical Education as departments, unless they are also offering academic degree awarding programmes. Similarly, do not list the departments offering common compulsory subjects for all the programmes like English, regional languages etc.)

Faculty	Departments	UG	PG	Research
	Biochemistry	Yes	Yes	-
	Biotechnology	Yes	Yes	-
	Chemistry (Organic Chemistry)	Yes	Yes	-
	Computer Science	Yes	Yes	-
	Genetics	Yes	Yes	-
	Mathematics	Yes	Yes	-
	Microbiology	Yes	Yes	-
	Physics and Electronics	Yes	-	-
	Zoology	Yes	-	-
Arts	Psychology	Yes	-	-
	Political Science	Yes	-	-
	English	Yes	-	-
Commerce	Commerce-UG	Yes	-	-
	Commerce- PG Studies	-	Yes	-
Management	Management- UG	Yes	-	-
Any Other	Tourism Studies	Yes	Yes	-

16. Number of Programmes offered under (Programme means a degree course like BA, BSc, MA, M.Com)

a. Annual system

b. Semester system

c. Trimester

17. Number of Programmes with

a. Choice Based Credit System

b. Inter/Multidisciplinary Approach

c. Any other (specify and provide details)

18. Does the college offer UG and/or PG programmes in Teacher Education?

Yes ☐ No ☒

If yes,

a. Year of Introduction of the programme(s)..... (dd/mm/yyyy)  
and number of batches that completed the programme

b. NCTE recognition details (if applicable)

Notification No.: .....

Date: ..... (dd/mm/yyyy)

Validity: .....

c. Is the institution opting for assessment and accreditation of Teacher Education Programme separately

Yes ☐ No ☐

19. Does the college offer UG or PG programme in Physical Education?

Yes ☐ No ☒

20. Number of teaching and non-teaching positions in the Institution

Positions	Teaching faculty						Non-teaching staff		Technical staff	
	Professor		Associate Professor		Assistant Professor					
	M*	F*	M*	F*	M*	F*	M*	F*	M*	F*
Sanctioned by the UGC/ University / State Government <i>Recruited</i>	-	-	-	-	-	-	-	-	-	-
<i>Yet to recruit</i>	-	-	-	-	-	-	-	-	-	-
Sanctioned by the Management/ society or other authorized bodies <i>Recruited</i>	11	5	6	18	18	44	20	27	5	12
<i>Yet to recruit</i>	-	-	-	-	8	8	-	-	-	-

M\*-Male F\*-Female

**21. Qualifications of the teaching staff:**

Highest qualification	Professor		Associate Professor		Assistant Professor-G1		Assistant Professor-G2		Total
	M*	F*	M*	F*	M*	F*	M*	F*	
Permanent teachers									
Number	8	5	6	18	10	23	6	16	92
Ph.D.	2	2	1	1	3	3	0	0	12
M.Phil.	3	3	2	11	1	6	0	1	27
PG	3	0	3	6	6	14	6	15	53
Temporary teachers									
Ph.D.	-	-	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-	-	-
PG	-	-	-	-	-	-	-	-	-
Part-time teachers									
Ph.D.	1	1	-	-	-	-	-	-	2
M.Phil.	-	-	1	-	-	-	-	-	1
PG	3	-	-	-	1	3	12	3	22
M* - Male F* - Female									
Directors									3
Librarians									4
Other Teaching Staff									92
Part Time Faculties									25
Total teaching staff									124
Faculties yet to be recruited									
Commerce (UG)									0
Management (UG)									0
Computer science									2
English									2
Chemistry									1
Economics									3
Mathematics									3
Commerce (PG)									2
Tourism									2
History									1
Total									16

**22. Number of Visiting Faculty /Guest Faculty engaged with the College**

12
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23. Furnish the number of the students admitted to the College during the last four academic years.

Categories	2010-11			2011-12			2012-13			2013-14		
	M*	F*	Total	M*	F*	Total	M*	F*	Total	M*	F*	Total
SC	53	40	93	57	39	96	79	58	137	81	51	132
ST	15	11	26	14	7	21	19	8	27	16	7	23
OBC	261	135	396	235	135	370	308	165	473	299	164	463
General	239	138	377	309	146	455	276	138	414	251	104	355
<b>Total</b>	<b>568</b>	<b>324</b>	<b>892</b>	<b>615</b>	<b>327</b>	<b>942</b>	<b>682</b>	<b>369</b>	<b>1051</b>	<b>647</b>	<b>326</b>	<b>973</b>

M\* - Male F\* - Female

24. Details on students enrolment in the College during the current academic year:

Type of students	UG	PG	M. Phil.	Ph.D	Total
Students from the same state where the College is located	491	166	-	-	657
Students from other states of India	83	59	-	-	142
NRI students	12	-	-	-	12
Foreign students	156	06	-	-	162
<b>Total</b>	<b>742</b>	<b>232</b>	<b>-</b>	<b>-</b>	<b>973</b>

25. Dropout rate in UG and PG (average of the last two batches)

UG

PG

26. Unit Cost of Education

(Unit cost = total annual recurring expenditure (actual) divided by total number of students enrolled)

a. including the salary component

b. excluding the salary component

27. Does the College offer any programme/s in distance education mode (DEP)?

Yes ☒

No ☐

If yes,

a) is it a registered centre for offering distance education programmes of another University

Yes ☒

No ☐

b) Name of the University which has granted such registration

c) Number of programmes offered

d) Programmes carry the recognition of the Distance Education Council

Yes ☒

No ☐

28. Provide Teacher-student ratio for each of the programme/course offered

Programme	Teacher-Student Ratio
Bachelor of Arts	1:30
Bachelor of Business Management	1:40
Bachelor of Computer Application	1:40
Bachelor of Commerce	1: 50
Bachelor of Science (B.Sc)	1:18
Bachelor of Fashion Apparel Design	0:0
Bachelor of Science (B.S)	0:0
M.A. Economics	1:10
Master of Tourism Administration	1:30
Master of Commerce	1:15
Master of Financial Accounting	1:10
Master of International Business	1:10
M.Sc. Biotechnology	1:12
M.Sc. Applied Genetics	1:3
M.Sc. Biochemistry	1:12
M.Sc. Mathematics	1:10
M.Sc. Microbiology	1:5
M.Sc. Organic Chemistry	1:18
Post Graduate Diploma in Psychological Counselling	0:0
Post Graduate Diploma in International Business	0:0
Post Graduate Diploma in Hospital Administration / Health Care Management	0:0
Post Graduate Diploma in Insurance	0:0
Post Graduate Diploma in Retail Management	0:0
Post Graduate Diploma in Information Technology Enabled Services	0:0
Post Graduate Diploma in Geo-informatics	0:0

29. Is the College applying for

Accreditation Cycle1 ☐ Cycle2 ☒ Cycle3 ☐ Cycle4 ☐

Re-assessment ☐

30. Date of accreditation

Cycle 1  Accreditation Outcome/ Result

(Enclosure -3)

31. Number of working days during the last academic year

32. Number of teaching days during the last academic year



33. Date of establishment of Internal Quality Assurance Cell (IQAC) 09/09/2009

34. Details regarding submission of Annual Quality Assurance Reports (AQAR) to NAAC.

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

35. Any other relevant data (not covered above) the College would like to include.

- The Indian Academy Education Trust has procured 7 acres of land, for future expansion purposes of Degree College, of which, 4 acres has been developed as a playground.
- N.C.C (National Cadet Corps) was established on 14/03/2012 with total authorized cadet strength of 54 cadets. The N.C.C was sanctioned by N.C.C Directorate of KAR & GOA Bangalore.
- NSS running actively since 31st August, 2006

The College has secured 11 Minor Research Grants from UGC and also 3 Research Grants from the following funding agencies:

1. Vision Group on Science Technology (VGST), Government of Karnataka
2. Science Project in College Education (SPiCE)
3. Karnataka State Council for Science & Technology (KSCST)



## **CRITERION I: Curricular Aspects**



**Criteria - wise Inputs****CRITERION I: CURRICULAR ASPECTS****1.1 Curriculum Planning and Implementation****1.1.1 State the vision, mission and objectives of the institution, and describe how these are communicated to the students, teachers, staff and other stakeholders.****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.

To prepare graduates who manifest critical and effective communication skills along with informed value judgments and a strong educational foundation in mastering tomorrow's challenges by partnering with business, government and community.

**Objectives:**

1. To provide well diversified course portfolio to meet different educational aspirations and requirements of students.
2. To provide interactive teaching-learning by qualified and experienced faculty.
3. To provide a mechanism for continuous assessment and evaluation of students.
4. To provide access to best quality mentoring and counselling.
5. To facilitate the students develop employable and life skills by co-curricular activities
6. To provide access to sports, games and outreach activities that would mould the students to become valued citizens of the country.
7. To forge links with industry and institutions of national/international repute and thereby bringing practical and global exposure and outlook to the students.
8. To establish strong alumni network of the institution and engage them in the development of the institution.
9. To provide assistance to needy students in the form of scholarships, fee waivers
10. To encourage talent and to facilitate talent to blossom among students and staff by recognition, rewards and by offering focused avenues for advanced/continuous learning.
11. To make conscious effort to integrate research and industry practices with teaching.
12. To impart right mix of sound technical competency and right human values among students.

They are effectively communicated to all the stakeholders through:

- Student Hand Book
- Faculty Work Diary
- College Website
- College Magazine
- Display boards
- Sensitization/Orientation program
- Regular Presentation

**1.1.2 How does the institution develop and deploy action plans for effective implementation of the curriculum? Give details of the process and substantiate through specific example(s).**

University provides its academic calendar separately for UG courses and PG courses. IADC has a 'Curriculum Action Plan and Implementation Committee (IADC-CAPIC)' consisting of the Principal and HODs to develop and implement action plans for curriculum delivery. In consonance with the University Calendar, the IADC-CAPIC prepares its own calendar of events for the academic year and makes it available to all concerned stakeholders including faculty and students

- Keeping in view the College calendar, the faculty members of the department prepare their own action plans for effective implementation of curriculum of the subject(s). They arrive at the number of hours required for each module/unit of the subject and the total number of hours required for the entire subject.
- Taking the action plans of all Departments into consideration semester based Time-Table is prepared by the Principal of the Institution. The lesson plans are also prepared for each subject by the faculty concerned, keeping in view the number of hours allotted for a module/unit. The lesson plans also contain the unit-wise learning outcomes.
- Work Dairy is maintained by each faculty member to record proceedings of the class. Deviations from the lesson plan, if any, are also cited.
- Makeup classes are planned for cancelled classes on weekly basis by the faculty concerned in consultation with HOD and Principal.

**1.1.3 What type of support (procedural and practical) do the teachers receive (from the University and/or institution) for effectively translating the curriculum and improving teaching practices?**

**Support from Bangalore University**

- Bangalore University sends annual academic calendar to all the Affiliated Colleges which forms the basis for curriculum planning at College level.
- Refresher courses/orientation courses are organized by the Academic Staff College of Bangalore University to the teachers of Affiliated Colleges. These courses help the faculty members to update their knowledge in the subject and improve teaching practices.
- Workshops on curriculum development are conducted by Bangalore University for Affiliated College teachers.
- When the syllabus is revised, the University supports the teachers by conducting practical sessions to deal with the new syllabus.
- Bangalore University also sends various circulars to the Affiliated Colleges which are useful for effective curriculum implementation.

**Support from College:**

- Teachers are encouraged to attend the Seminars/Workshops/Conferences in their respective areas of interest conducted by University, Academic Staff College and other organizations. On Other Duty (OOD) is provided to them along with the monetary support to pay the registration fee, if any.
- As part of Knowledge policy, IADC is committed to provide training and development programs to faculty members to enhance their teaching skills on a regular basis. Every year a series of FDPs in the name of **Srujana** are organized involving eminent academicians to enrich the knowledge of the faculty. The key areas like teaching proficiency, teaching pedagogy, student centric teaching system etc are identified as main themes for FDP.
- To integrate curriculum delivery with ICT, College is enabled with Wi-Fi facility, LAN connectivity, and broadband internet connectivity. Teaching aids like LCD Projectors, desktops, printers, laptops, OHPs, CDs and other storage devices are made available to teachers and students.
- College library is highly resourceful with text books, journals, magazines, e-resources, on-line journals, etc. These facilities enable both teachers and students to have access to updated knowledge resources.
- Language lab, Business lab, Commerce lab, Psychology lab are provided with state-of- art infrastructure to help in improved teaching.
- Guest lecture series by experts from industry are organized to provide industrial interface and exposure to both faculty and students.
- Teachers and students are provided with free transport facility for onsite learning during industrial visits.
- The College also encourages faculty members to serve on University bodies such as Board of Examiners, Board of Studies, etc
- The College also encourages faculty members to undertake University assignments with regard to curriculum design and development.

1.1.4 Specify the initiatives taken up or contribution made by the institution for effective curriculum delivery and transaction on the Curriculum provided by the affiliating University or other Statutory agency.

Indian Academy Degree College believes in interactive teaching-learning and accordingly all efforts are made ensuring that the curriculum is effectively delivered.

- Facilitating and providing opportunities to teachers to equip themselves with latest knowledge and skills in their domain area.
- ICT enabled Class rooms, laboratories, Seminar halls and Libraries equipped with teaching aids like LCD projector, internet connectivity, OHP, audio system, etc. These teaching aids help the faculty in improving class room deliverables.
- Promotion of student interaction through student seminars and guest lectures by eminent academicians and industry experts.
- Integrating lab work, field work, project work and industry internships with class room teaching.

1.1.5 How does the institution network and interact with beneficiaries such as industry, research bodies and the university in effective operationalisation of the curriculum?

IADC - Curriculum Action Plan and Implementation Committee (CAPIC) and the Principal work in tandem to initiate fresh associations and to strengthen the existing associations with industry, research bodies and Bangalore University. This approach has resulted in establishing a strong network with these bodies resulting effective operationalisation of curriculum.

In addition, the Indian Academy Centre for Professional Excellence and the Indian Academy Centre for Placement Services network with public and private sector industries and contribute to the effective implementation of curriculum through their participation.

Some of the associations established with industry:

- IADC is a member of ABLE (Association of Biotechnology Led Enterprises)
- IADC has association with the following industries
  1. National Stock Exchange of India Limited (NSE)
  2. Meridian International Institute, Bangalore
  3. Sembramky Environmental Management Pvt. Ltd, Bangalore
  4. BiOZEEN - Bangalore Biotech Labs Pvt. Ltd.
  5. Grindwell Norton Ltd, Bangalore
  6. Nidan Technologies Pvt Ltd, Bangalore
  7. Indo American Hybrid Seeds Pvt. Ltd., Bangalore
  8. Skanda Life Sciences, Bangalore
  9. Synthesis Research Solutions
  10. Aristogene Biosciences Pvt Ltd
- IADC has an active Centre for Research and Post Graduate Studies that maintain strong networks with research bodies like CSIR, ICMR, DST, DBT etc., This approach has enabled identification of many human resources that have and continue to complement and our curriculum implementation.
- Faculty members network with peers in Bangalore University, other universities and with peers in other Institutions like Indian Institute of sciences, National Centre for Biological Sciences, JNCASR etc, that helps in obtaining timely inputs that augment curriculum implementation.



- 1.1.6 What are the contributions of the institution and/or its staff members to the development of the curriculum by the University?(number of staff members/ departments represented on the Board of Studies, student feedback, teacher feedback, stakeholder feedback provided, specific suggestions etc.
1. Institution contributed to the Curriculum Development by deputing Faculty members to serve as Members of Board of Studies (BOS) set up by Bangalore University. As members of Board of Studies, some of our faculty members could directly impact the BOS in developing as well as revising the Course Curriculum. For example, Prof. Prasanna Srinivas R (HOD- Microbiology) is the Chairman BOE (Bangalore University) for UG, Microbiology 2013-14.
  2. Our Curriculum Action Plan and Implementation Committee facilitates collection of feedback from students, faculty, Industry and others and submits it to the Principal, who in turn submits the same to the affiliating university for consideration in development and revision of curriculum.

1.1.7 Does the institution develop curriculum for any of the courses offered (other than those under the purview of the affiliating university) by it? If 'yes', give details on the process ('Needs Assessment', design, development and planning) and the courses for which the curriculum has been developed.

Yes: The Institution offers some value added courses to facilitate the students to become more employable. The following are the courses introduced by the College and for which the department concerned has designed and developed the curriculum based on need assessment.

Sl. No	Name of the Course	Need Assessment	Design and Development	Planning
1	Certificate course in Gene Cloning Techniques	To meet the skill gap (especially molecular techniques skill) of the students.	The programme has been designed combining both dry and wet labs (15Modules) and usage of readymade kits for the wet lab is removed	Programme is planned to be integrated with the curriculum of III and IV Semesters of M.Sc., Life Sciences
2	Certificate course in Systems Biology	The high-throughput "OMICS" technologies such as genomics, microarray, metagenomics, proteomics, interactomics and metabolomics have generated enormous amounts of data for many bacteria, organisms and diseases that can help in making quantitative predictions. The terabytes of data generated cannot be analyzed by the human brain, so we require computers and mathematical models to help us. This field created a lot of employment potential for life science students.	It is designed along the following sections: Introduction to Systems Biology, Analysis of Omics data (Microarray data), Functional analysis of Microarray data, Network analysis of the Microarray data and Kinetic modelling.	It is planned to integrate with theory and practicals of related curriculum of M.Sc., course.
3	Certificate course in Data Analytics	Students of management/ commerce need to be acquainted with data analytics. The course enables students to learn and use many techniques of data analysis. The employment opportunities in this field are increasing in log phase.	The course is mainly designed to include topics like data mining, predictive modelling and forecasting	It is planned to offer the course for the students of UG/ PG, so that they would become employable in reputed organizations.
4	Certificate course in DOTNET	The course aids in bridging the gap between industry and academia. The students learn to develop web applications and projects, which creates an opportunity for self employment also.	The course is designed for 50 hours and includes C++, .Net, ADO.Net , Asp.Net	It is planned to conduct the course for final year BCA students, which helps them to develop their curriculum project and also become employable

1.1.8 How does institution analyze/ensure that the stated objectives of curriculum are achieved in the course of implementation?

- In order to achieve the prescribed objectives of the curriculum, the faculty members prepare lesson plan for each subject covering even the pedagogy and learning outcomes (what the learners are supposed to know or be able to do). The teaching of the subject is done as per the lesson plan.
- Work dairy is also maintained which contains execution of the lesson plans. This is reviewed by HOD every week. Monthly reviews are done by Principal. Bi-annual audits by ISO members for quality maintenance. Short comings in the whole process, if any are notified to the faculty members and compensatory classes are conducted in the form of extra classes and remedial classes.
- At the end of each session of teaching, the faculty gets the feedback from the students by quizzing/written tests/ assignments/ to evaluate whether the students have achieved the learning outcomes.
- Students are also given practical/real time cases with problem solving/ application dimension to assess to what extent learner is able not only comprehend the subject but also able to effectively apply the knowledge in practice.

## 1.2 Academic Flexibility

### 1.2.1 Specifying the goals and objectives give details of the certificate/diploma/skill development courses etc., offered by the institution.

The Institution analyzes the skill gaps among students of various disciplines after reviewing the industry expectations. Based on this analysis the Institution has introduced many certificate, diploma and skill development courses to impart required skills and competency among students that enhances their employability.

The following are the certificate/skill development courses conducted by the institution:

Name of the course	Goals/ Objectives
Tally ERP 9 – Certificate Course	To develop skills in Tally package so that students become employable in accounting/ taxation.
NCCMP (National Stock exchange certified Market Professional)- Certificate course	To develop students as professionals in financial market operations.
Certificate Course – MS project	To develop skills in project management by using software package.
Certificate course in Logistics and Supply Chain Management	To impart skills in logistics and supply chain management
Certificate course in Basic Skill Advancement	To provide hands on training on molecular biological techniques
Short term course on PSPICE (electronic circuit simulation software)	To develop skills in circuit simulation software.
Certificate course in Entrepreneurship Skill Development	To develop entrepreneurial skills and motivation
Certificate course in Oracle	To develop skills in database management using Oracle.
Certificate course in MS Excel	To develop skills to use electronic spreadsheet
Certificate course in SPSS	To train the students in software enabled statistical tools
Online certification workshop by IITB on PHP & MYSQL	To impart PHP & MYSQL
Certificate course in Systems Biology	To introduce the students to the high-throughput “omics” technologies and the data from genomics, microarray, metagenomics, proteomics, interactomics and metabolomics.
PG Diploma in Geo-Informatics	To acquaint the students with technical and applied aspects of GIS and to make them possible to communicate efficiently with technical specialists in the areas of GIS software

Name of the course	Goals/ Objectives
PG Diploma in Psychological Counselling	To develop a greater awareness of 'self' as a tool for change in the counselling process and to build personal qualities for growth and professional development as necessary requisites for effective counselling
PG Diploma in Hospital Administration	To familiarize the students with legal and social environment relevant for health care management
PG Diploma in Retail Management	To give working knowledge of the principles and practice of selling and an understanding of its importance as part of the marketing mix
PG Diploma in Information Technology Enabled Services	To equip the students with an integrated set of skills that will allow them to develop their professional careers in Information Technology
PG Diploma in International Business	To meet requirements of trained manpower in the vast field of foreign trade and international business.
PG Diploma in Insurance Management	To expose the students to an overview of legal environment relevant to insurance business

**1.2.2 Does the institution offer programmes that facilitate twinning /dual degree? If 'yes', give details.**

NO. Affiliating University does not extend such a provision to Affiliated Colleges.

However, the College has been organizing coaching classes for students to pursue professional courses like C.A. and ICWA. Besides, the Institution offers Diploma/Certificate courses that can be pursued along with their UG or PG course:

For example:

- One year Diploma course in Business Entrepreneurship offered in association with Entrepreneurship Development Institute of India.
- One year Diploma course in 'Analytical Chemistry' offered in association with IGNOU- Analytical chemistry

- 1.2.3 Give details on the various institutional provisions with reference to academic flexibility and how it has been helpful to students in terms of skills development, academic mobility, progression to higher studies and improved potential for employability.

**ACADEMIC FLEXIBILITY:**

In all the UG and PG Courses fair amount of flexibility is provided within the limitations of an Affiliated College. Academic Flexibility is more in UG programs compared to PG courses.

For example in B.Sc.. as many as 10 different streams are available to choose from as show here:

Combinations of subjects for B.Sc as offered by the College are:

1.	B. Sc. Biotechnology, Biochemistry, Genetics
2.	B. Sc. Biotechnology, Chemistry, Zoology
3.	B. Sc. Genetics, Microbiology, Biochemistry
4.	B. Sc. Microbiology, Chemistry, Zoology
5.	B Sc Biochemistry, Microbiology, Botany
6.	B. Sc. Computer Science, Mathematics, Electronics
7.	B. Sc. Computer Science, Mathematics, Physics
8.	B .Sc. Computer Science, Mathematics, Statistics
9.	B. Sc. Fashion and Apparel Design
10.	B.S. Bachelor of Science (4 year UG Course)

Similarly in B.A. 3 choices are available as optional combination:

1.	B.A. Journalism, Optional English, Psychology
2.	B.A. Journalism, Optional English, Political Science
3.	B.A. Tourism, History, Journalism

As far as BCA, BBM and B Com are concerned, there is a good range of elective subjects offered and the students can choose their electives depending on their aptitude and interest.

At Postgraduate level, the College offers the following courses:

1.	M. Com. Master of Commerce
2.	MIB Master of International Business
3.	MFA Master of Finance and Administration
4.	MTA Master of Tourism Administration (5-year integrated)
5.	M. Sc. (Biotechnology)
6.	M. Sc. (Chemistry)
7.	M. Sc. (Applied Genetics)
8.	M .Sc. (Microbiology)
9.	M. Sc. (Biochemistry)
10.	M. Sc. (Mathematics)
11.	M. A. (Economics)

Each of the above PG programs has a wide range of elective subjects as well.

The College also offers the following one-year full time diploma courses designed and approved by Bangalore University.

1.	PG Diploma in Geo-Informatics
2.	PG Diploma in Psychological Counselling
3.	PG Diploma in Retail Management
4.	PG Diploma in Information Technology Enabled Services
5.	PG Diploma in International Business
6.	PG Diploma in Insurance
7.	PG Diploma in Hospital Administration/Healthcare Management

Thus the College provides enough flexibility for the students to select their own courses of study depending on their aptitude and interest.

#### **ACADEMIC MOBILITY:**

The Affiliating University has no provision for choice based credit system, credit transfer and accumulation facility, lateral and vertical mobility within and across programs and courses.

#### **PROGRESSION TO HIGHER STUDIES:**

- Availability of a wide range of combinations in UG programs offers greater flexibility in terms of progression to higher studies. In addition in most UG courses as many as three optional subjects with equal focus enabling students to pursue any of three optional subjects as their choice of study at Masters Level. For example, a student in B.Sc. Biotechnology, Biochemistry, Genetics could pursue any of these three optional subjects at PG Level.
- Even in majority of the PG courses (for example M.Com and M.Sc. Microbiology) the curriculum is tailored in such a way that more core subjects are taught to enable students to have a broader base in the chosen discipline. This approach has provided greater choice to students to specialize at M.Phil./Ph.D. level.

#### **SKILL DEVELOPMENT & EMPLOYABILITY:**

- The Curriculum designed by the Affiliating University has enough scope for skill development. Many courses have Internships and Projects as part of the Curriculum (for example, B.B.M., M.Sc., Biotechnology) thereby enabling acquisition of relevant problem solving skills that contribute to greater employability of students.
- In courses where there is little scope for imparting practical skills, the Institution provides value addition programs as an “additional” option to enhance skills among students thereby increasing their employability.

- 1.2.4 Does the institution offer self-financed programmes? If 'yes', list them and indicate how they differ from other programmes, with reference to admission, curriculum, fee structure, teacher qualification, salary etc.

YES: All programs offered are self-financed as the College is purely a privately funded institution. However, it follows the rules and regulations of the Affiliating University in the matters of student admission, curriculum, fee structure, etc. It also follows the rules and regulations of UGC and AICTE wherever applicable, particularly with regard to teacher qualifications, salary, workload, student-teacher ratio, infrastructure and library.

- 1.2.5 Does the College provide additional skill oriented programmes, relevant to regional and global employment markets? If 'yes' provide details of such programme and the beneficiaries.

YES: The College offers the following skill oriented programs, for the benefit of students who are doing their UG/PG courses in the College. These programs are designed to enrich students' skills and knowledge application and increase their employability.

Name of the course	Target Group
Tally ERP 9 – Certificate Course	Students of B.Com.
NCCMP ( National Stock Exchange Certified Market Professional)- Certificate Course	Students of B.Com. / BBM / M.Com. / MFA
Certificate Course – MS project	Students of M.Com. / MFA
Certificate course in Logistics and Supply Chain Management	Students of M.Com.
Certificate course in Basic Skill Advancement Programme	Students of M.Sc. (Life Sciences)
Certificate course in Entrepreneurship Development	Students of UG/PG Courses
Certificate course in Oracle	Students of BCA / B.Sc. (CS)
Certificate course in MS Excel	Students of UG / PG Courses
Certificate course in SPSS	Students of PG Courses
Certificate course in Oracle	Students of UG / PG courses
Certificate course in MS Excel	Students of UG / PG courses
Certificate course in SPSS	Students of PG courses
Online certification workshop by IITB on PHP & MYSQL	Students of BCA
Certificate course in Systems Biology	Students of M.Sc. (Life Sciences)
PG Diploma in Geo-Informatics	Any PG in Geography/Geology/BE (Civil)
PG Diploma in Psychological Counselling	Any Graduate
PG Diploma in Hospital Administration	Any Graduate
PG Diploma in Retail Management	Any Graduate
PG Diploma in Information Technology Enabled Services	Any Graduate
PG Diploma in International Business	Any Graduate
PG Diploma in Insurance Management	Any Graduate
PG Diploma in Analytical Chemistry	Any Graduate in Chemistry



- 1.2.6 Does the University provide for the flexibility of combining the conventional face-to-face and Distance Mode of Education for students to choose the courses/combination of their choice? If 'yes', how does the institution take advantage of such provision for the benefit of students?

No. The university does not provide flexibility of combining the conventional face-to-face and Distance Mode of Education.

### 1.3 Curriculum Enrichment

- 1.3.1 Describe the efforts made by the institution to supplement the University's Curriculum to ensure that the academic programmes and Institution's goals and objectives are integrated?

YES: The College has taken many initiatives to supplement the curriculum. The following are examples of some of those initiatives:

- Invited lectures by eminent professors from advanced research institutions and from Research & Development divisions of various industries provide ample learning opportunities on topics that are important but not covered in the curriculum.
- Teachers provide additional insights on curriculum topics that are related but not part of the curriculum. This approach helps students to choose such advanced topics for their seminars and through these seminars other students also get to learn a great deal about some of these advanced topics.
- Workshops, projects and internships are other structured learning initiatives through which student competencies in subject knowledge as well as in communication skills and other interpersonal skills are built.
- Student Clubs are established in many disciplines and these clubs organize book reviews, research article reviews etc., These kind of focused group learning initiatives have also substantially contributed to students competency

- 1.3.2 What are the efforts made by the institution to enrich and organize the curriculum to enhance the experiences of the students so as to cope with the needs of the dynamic employment market?

- Primarily, extracts of students' feedback on curriculum is communicated to the Affiliating University.
- Indian Academy Centre for Placement Services regularly gets feedback of various recruiters on the curriculum taught to the respective students. This helps in mapping students' strengths and weaknesses in domain knowledge required by industry. Such inputs are submitted to the affiliating university for modifying, enriching and reorganizing the curriculum
- The feedback on curriculum obtained from the students and the industry recruiters is analyzed and the lacunae in curriculum are identified. This process helps in designing specific value added programs in the College to increase the employability of students.

1.3.3 Enumerate the efforts made by the institution to integrate the cross cutting issues such as Gender, Climate Change, Environmental Education, Human Rights, ICT etc., into the curriculum?

The Institution being an Affiliated College of Bangalore University has limitations in integrating many of the cross cutting issues mentioned above into the curriculum.

However, the Institution is conscious about these issues and therefore has taken many initiatives to educate students. Some of them include:

Cross cutting issues	Efforts made by the institution
Gender	Women's council was established and 24 sensitization lectures/ seminars/ workshops conducted
Climate Change	Green Auditing, Energy conservation Day, official email IDs for the departments to encourage the paperless communication, Rainwater Harvesting
Environmental Education	Conducted UNEP sponsored certificate programme Rio+21 IYWC India Program for students, Conducted UNEP sponsored 23rd International Children's painting competition for school children
ICT	<ul style="list-style-type: none"> <li>All the departments including the library are equipped with computers, internet, and Wi-Fi connections.</li> <li>The College is selected as a nodal centre for NPTEL and a National workshop was conducted.</li> <li>The NPTEL learning resources are available for the faculty members and students through internal server which enables buffer free videos.</li> <li>Virtual labs are used to supplement the conventional labs. For example, the Department of Biotechnology conducts practical sessions of bioinformatics through Virtual labs.</li> <li>National Mission on Education through Information and Communication Technology (NME-ICT) is accessed through SAKSHAT portal.</li> <li>Consortium for Educational Communication (e-CEC) is also accessed by the faculty and students.</li> <li>Open Educational resources like The Assayer, OpenStax of Rice University, Flat world Knowledge, WikiBooks, OER Commons, MERLOT, MIT Courseware, MOOCs like Coursera, Udacity and Edx are also accessed by the faculty for class room teaching.</li> <li>Cloud technology is used in teaching-learning. Google groups are created to share assignment topics and lectures.</li> </ul>

### 1.3.4 What are the various value-added courses/enrichment programmes offered to ensure holistic development of students?

The Institution is fully aware about the importance of holistic development of students and therefore has taken many structured initiatives and delivered these initiatives on regular periodicity. A few representative initiatives are:

#### **Moral and ethical values:**

The College has a dedicated centre in the name of Sri Aurobindo Centre for Education in Human Values. This Centre has conducted many lecture programs, seminars, workshops, etc to inculcate the moral and ethical values in the minds of students and faculty. The Centre continues to impact students and staff through its thoughtful initiatives.

#### **Employability and Life Skills**

The College offers short-term courses to develop employability and life skills among the students. The Indian Academy Education Trust has established the Centre for Professional Excellence which provides finishing school for the students of all disciplines. Besides, the centre organizes special lectures on personality development for the benefit of the students.

Department of Students Development & Research is established with the primary aim of enhancing skill set of students by a Basic Skill Advancement Programme (BSAP), designed exclusively for the postgraduate students of Life sciences. The BSAP aims at improving their cognitive skills, employability, and eligibility and aptitude for higher studies. The program is poised with dry & wet laboratory components.

#### **Better Career Options:**

The College has placement and career guidance cell to provide information to the students on their career options. Besides, it also arranges expert lectures on career options for the students. The College also offers coaching classes on a full time basis for students to appear for CA examinations and UGC-NET.

#### **Community Orientation:**

The College has a separate wing for institutional social responsibility. Under this banner, the College undertakes with the involvement of students many social and community activities like AIDS awareness program, blood donation camps, awareness on social evils like untouchability, unhygienic environment, drug addiction, alcoholism, etc.

NCC, NSS and Youth Red Cross Society are also very active in undertaking many community activities, thereby inculcating a sense of responsibility particularly in the students and the staff, towards community development.

### 1.3.5 Citing a few examples enumerate on the extent of use of the feedback from stakeholders in enriching the curriculum?

Curriculum Planning and Implementation Committee takes initiatives in Curriculum Enrichment and Curriculum Revision not only on the basis of feedback of all stakeholders but also by benchmarking with national and international curriculum models in thrust areas and interdisciplinary areas.

- These inputs are submitted to Affiliating University for consideration while revising the curriculum.
- These inputs received through various stakeholders become the basis for conception, development and design of many value added in house programs implemented to enrich the existing curriculum.

Some of these initiatives are:

1. • NET (dot net) for BCA course was suggested to the BOS which was subsequently integrated with the curriculum.
2. Data Analytics for UG & PG.
3. Gene Cloning techniques as a value addition programme is being offered for M.Sc., Biotechnology, Microbiology, Applied Genetics and Biochemistry by Department of Student Development and Research (DSDR) to enhance technical skills of life science students.

### 1.3.6 How does the institution monitor and evaluate the quality of its enrichment programmes?

The quality of enrichment programs are subjected to the scrutiny and evaluation by self evaluation by the implementing units as well as by many other units of the College, namely:

- IQAC
- Academic Audit Committee
- ISO Audits
- Evaluation by invited subject experts from academia and industry
- Feedback from students

Inputs received from these sources are taken into consideration and appropriate remedial actions are initiated to ensure quality in all our enrichment programmes.

## 1.4 Feedback System

### 1.4.1 What are the contributions of the institution in the design and development of the curriculum prepared by the University?

The College is an Affiliated Institution of Bangalore University and therefore do not perform a significant role in curriculum design and development as this task is accomplished by the Board of Studies constituted by the Affiliating University.

However, the College strives to contribute its might to the design and development of the curriculum as detailed below:

1. Institution contributed to the Curriculum Development by deputing Faculty members to serve as Members of Board of Studies (BOS) set up by Bangalore University. As members of Board of Studies some of our faculty members could directly impact the BOS in developing as well as revising the Course Curriculum. For example: Our faculty members are on the BOS of English and Tourism subjects.
2. Our Curriculum Action Plan and Implementation Committee submits recommendations to the BOS of Affiliating University after consulting students, teachers and industry experts and other stake holders;
3. Individual Departments have conducted workshops on 'Curriculum Review' and the proceedings of these meetings were also sent to Bangalore University as suggestions for Curriculum Revision.

### 1.4.2 Is there a formal mechanism to obtain feedback from students and stakeholders on Curriculum? If 'yes', how is it communicated to the University and made use internally for curriculum enrichment and introducing changes/new programmes?

YES. The College has a formal mechanism to obtain feedback from students and industry recruiters.

- Feedback from students and industry Human Resource departments is analyzed and specific recommendations on curriculum is prepared and submitted to the Affiliating University for curriculum revision and upgradation.
- These inputs obtained from students feedback and industry feedback are the basis for designing value added, skill development programs in the institution.

1.4.3 How many new programmes/courses were introduced by the institution during the last four years? What was the rationale for introducing new courses/programmes?

The following courses have been introduced since accreditation of the College by NAAC in the first cycle:

S. No	Course	Duration	Year of Introduction
1.	Master of Commerce (M.Com)	2 Years	2009
2.	Master of Finance and Accounting (MFA)	2 Years	2009
3.	Master of International Business (MIB)	2 Years	2010
4.	Bachelor of Science (BS)	4 Years	2012
5.	Master of Tourism Administration (MTA)	5 Years	2012
6.	Bachelor of Arts (B.A.) Tourism, History, Journalism	3 Years	2013
7.	Master of Arts (MA Economics)	2 Years	2014
8.	Master of Science (M.Sc.,) Mathematics	2 Years	2014
9.	Bachelor of Commerce (Evening College)	3 Years	2011
10.	Bachelor of Arts (Evening College)	3 Years	2011
11.	PG Diploma in Psychological counselling	1 Year	2009
12.	PG Diploma in International Business	1 Year	2009
13.	PG Diploma in Hospital Administration/ Health Care Management	1 Year	2009
14.	PG Diploma in Insurance	1 Year	2009
15.	PG Diploma in Retail Management	1 Year	2009
16.	PG Diploma in Information Technology Enabled Services	1 Year	2009
17.	PG Diploma in Geo-informatics	1 Year	2009
18.	PG Diploma in Analytical Chemistry	1 Year	2011

*Rationale for introducing new Courses/Programmes*

Sl. No.	Course	Rationale
1.	Master of Commerce	The course is well received in the industry. The course serves the needs of academics as well by preparing the students for research and teaching
2.	Master of Finance and Accounting	It aims at preparing the students to seek career in banking, finance and accounting.
3.	Master of International Business	Post liberalization trade and commerce requires candidates with a formal degree in international business.
4.	Master of Tourism Administration	The tourism industry is always a sunrise industry requiring professionals with Masters qualifications.
5.	Bachelor of Arts (B.A.) Tourism, History, Journalism	Tourism industry also requires graduates in the subject to meet its ever increasing professional needs.
6.	Bachelor of Science (BS)	It is a 4-year programme to impart comprehensive science education.
7.	Master of Arts (M.A) Economics	Masters in Economics is always in high demand not only in industry and academics but also in government services.
8.	Master of Science (M.Sc.) Mathematics	Reflecting the modern world's dependence on computation, the mathematics which forms the basis of all sciences is always sought after degree.
9.	Bachelor of Commerce (Evening College)	The main purpose of establishing the Evening College is to impart Commerce and Arts education to all those who are deprived of day long education
10.	Bachelor of Arts (Evening College)	The main purpose of establishing the Evening College is to impart Commerce and Arts education to all those who are deprived of day long education
11.	P.G Diploma in Geo-Informatics	To acquaint students with technical and applied aspects of GIS and to make them capable to communicate efficiently with technical specialists in the areas of GIS software
12.	PG Diploma in Hospital Administration & Health Care Management	To familiarize the students with legal and social environment relevant for Health Care Management
13.	PG Diploma in Retail Management	To give working knowledge of the principles and practice of selling and an understanding of its importance as part of the marketing mix
14.	PG Diploma in Information Technology Enabled Services	To equip the students with an integrated set of skills that will allow them to develop their professional careers in Information Technology

Sl. No.	Course	Rationale
15.	PG Diploma in International Business	To meet requirements of trained manpower in the vast field of foreign trade and international business
16.	PG Diploma in Insurance Management	To expose the students to an overview of legal environment relevant to insurance business
17.	PG Diploma in Psychological Counselling	To develop a greater awareness of 'self' as a tool for change in the counselling process and to build personal qualities for growth and professional development as necessary requisites for effective counselling
18.	PG Diploma in Analytical Chemistry (IGNOU)	To impart the significance of understanding of basic science for a variety of practical applications, such as biomedical applications, environmental monitoring, quality control of industrial manufacturing, forensic science and Nanotechnology.



## **CRITERION II: Teaching, Learning and Evaluation**



## 2.1 Student Enrolment and Profile

### 2.1.1 How does the College ensure publicity and transparency in the admission process?

The College has constituted an admission committee which takes care of the admission process. Information regarding choice of courses available in UG & PG sections, Eligibility Criteria for Individual courses, Duration of the course structure, Curriculum, Faculty, Infrastructure etc are made available through

- Prospectus, Individual Course leaflets
- College Website (www.iadcollege.com)
- Advertisements through Print & Electronic media
- Billboards, Banners, Participation in Education Fairs, College Notice Boards etc.

The entire process of admission is structured and reviewed by an Admission Committee

- Applications received, both through online platforms and directly from students, are screened on the bases of Merit in the qualifying exam along with roster considerations, after which the selected applications are displayed in First, Second & Final Lists on notice boards within the campus
- The Eligibility Criteria, Commencement of the admission process, Last dates for admissions are strictly followed in alignment with the guidelines and notices given by the Affiliating University.
- In the case of International students the Eligibility Criteria and the qualifying Exams are considered as per the guidelines of the association of Indian Universities.

### 2.1.2 Explain in detail the criteria adopted and process of admission (Ex. (i) merit (ii) common admission test conducted by state agencies and national agencies (iii) combination of merit and entrance test or merit, entrance test and interview (iv) any other) to various programmes of the Institution.

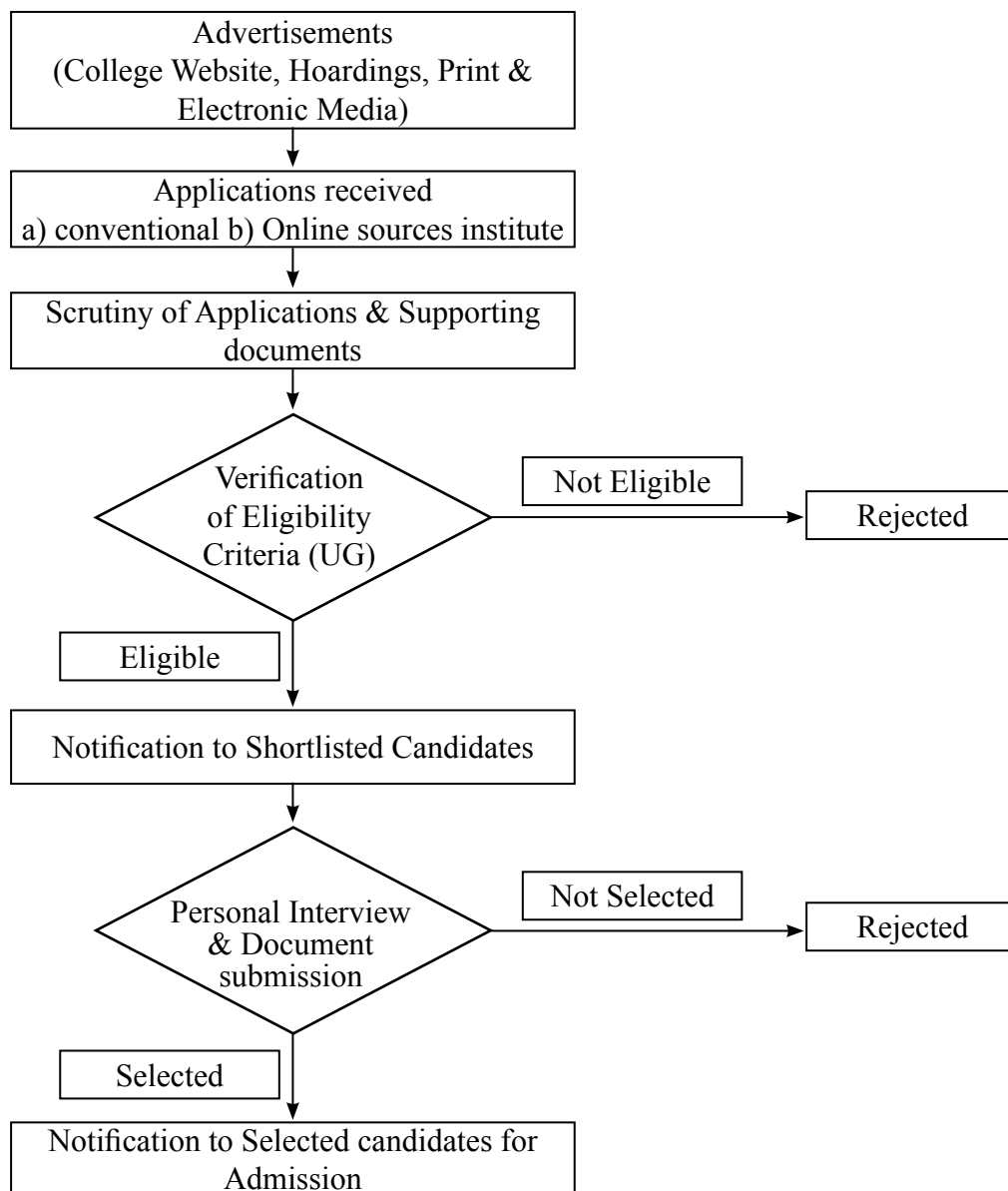
The Affiliating University prescribes the eligibility for admission into various courses and leaves the entire admission process to the College as far as UG courses are concerned. However, the College has to get every admission to be approved by the University.

#### UG COURSES:

- The admission criteria adopted is primarily based on the merit achieved in the qualifying exam as prescribed by the Affiliating University and also for past-academic track record
- Relaxation in the merit criteria for students belonging to SC-ST, Minorities are extended as per the guidelines of the Affiliating University
- Fee Concessions, Scholarships (partial to full) are offered for the weaker sections, students who have excelled in sports, Children of Ex-servicemen, Differently-abled students are also extended consciously according to the norms laid down by the Management

### PG COURSES:

- In all PG Courses, 50% of the seats are filled by the Affiliating University through a common admission process
- The remaining 50% of seats, in each course, are filled by the Management as per the eligibility guidelines of the Affiliating University
- The Institution employs Merit as the primary criteria in admissions. In selected courses, a combination of test scores in entry level examinations are taken into consideration along with the student performance in other parts of the selection procedure such as Group Discussions, Personal Interviews etc.
- The guidelines of Association of Indian Universities are taken into consideration in the admission of International Students
- Roster system suggested by the Government, Regulatory bodies and Affiliating bodies is followed while making admissions in the PG Section as well.



2.1.3 Give the minimum and maximum percentage of marks for admission at entry level for each of the programmes offered by the College and provide a comparison with other Colleges of the affiliating university within the city/district.

The following table depicts the minimum and maximum percentage of marks for admission into various courses for the academic year 2013-14.

The minimum marks that are considered for admissions at Indian Academy are kept in line with the minimum eligibility of the Affiliating University, thereby providing greater access for a wider section of students.

We could not collect authentic data from other Colleges on this subject. However, as per the informal information gathered, we have been given to understand that similar trends were noticed with reference to this subject in other Colleges in the vicinity.

Course	Indian Academy Degree College	
	Min Marks (%)	Max Marks (%)
B.A	38	78
B.Sc.,	40	97
B.Com	36	97
BBM	35	88
BCA	35	89
M.Sc.,	50	90
MFA	51	88
MIB	50	71
M.Com.	50	77
MTA	52	66

2.1.4 Is there a mechanism in the institution to review the admission process and student profiles annually? If 'yes', what is the outcome of such an effort and how has it contributed to the improvement of the process?

- YES: Following the completion of admissions for an academic year, all the profiles are systematically reviewed and data from this review is used to identify the different areas or sections where there is a lack of balance.
- Merit-based criteria ensure that opportunities are made available for meritorious students from different backgrounds.
- Being a co-education institution, care is taken to achieve good gender balance and equity for both genders of students.
- 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.
- 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
- The conscious efforts have resulted in achieving a good balance & a greater equity over the years that has made our Institution stand out.

2.1.5 Reflecting on the strategies adopted to increase/improve access for following categories of students, enumerate on how the admission policy of the institution and its student profiles demonstrate/reflect the National commitment to diversity and inclusion

- The conscious and continuous efforts to ensure student diversity and inclusiveness, in the admission policy of the Institution over the years has resulted in adequate number of students being admitted from SC/ST, OBC, Women and other categories
- The Institution's support in processing Student Loans & Scholarships that are provided by various Public & Private agencies & also providing a number of In-house Scholarships, fee concessions & waivers specifically for the weaker sections of the society have also largely contributed to the inclusiveness.
- Having more than 9 PG courses that have 50% of seats filled as per Government Quotas and through State entrance examinations; following the roster very strictly in these areas have also helped automatically demonstrate our commitment to inclusiveness & diversity.

*Table reflecting inclusion of students from different categories over the last four years*

Categories	2010-11			2011-12			2012-13			2013-14		
	M*	F*	Total	M*	F*	Total	M*	F*	Total	M*	F*	Total
SC	53	40	93	57	39	96	79	58	137	81	51	132
ST	15	11	26	14	7	21	19	8	27	16	7	23
OBC	203	84	287	177	80	257	272	89	361	204	114	318
Minority	58	51	109	58	55	113	36	76	112	95	50	145
General	239	138	377	309	146	455	276	138	414	251	104	355
<b>Total</b>	<b>568</b>	<b>324</b>	<b>892</b>	<b>615</b>	<b>327</b>	<b>942</b>	<b>682</b>	<b>369</b>	<b>1051</b>	<b>647</b>	<b>326</b>	<b>973</b>

M\* - Male; F\* - Female

2.1.6 Provide the following details for various programmes offered by the institution during the last four years and comment on the trends. i.e. reasons for increase/decrease and actions initiated for improvement.

*Table: Admission Trends for the Previous 4 years*

Course/ Year	Number of applications received				Number of students admitted				Demand Ratio (%)			
	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14
BCA	164	185	188	169	151	159	154	159	108.6	116.4	122.1	106.3
BBM	162	171	199	139	145	161	190	136	111.7	106.2	104.7	102.2
B.Com.	259	249	346	358	259	240	334	353	100.0	103.8	103.6	101.4
B.A.	19	57	51	48	19	57	48	47	100.0	100.0	106.3	102.1
B.Sc.,	74	79	77	52	74	70	60	47	100.0	112.9	128.3	110.6
M.Sc., Biotechnology	60	67	40	26	60	57	38	22	100.0	117.5	105.3	118.2
M.Sc., Microbiology	25	31	24	25	22	22	16	19	113.6	140.9	150.0	131.6
M.Sc., Appl.Genetics	8	16	13	4	7	11	12	4	114.3	145.5	108.3	100.0
M.Sc., Chemistry	25	29	52	50	25	26	48	45	100.0	111.5	108.3	111.1
M.Sc., Biochemistry	34	35	39	24	32	30	37	23	106.3	116.7	105.4	104.3
M.Com.	61	63	60	65	60	60	60	59	101.7	105.0	100.0	110.2
MIB	9	22	9	0	9	11	9	0	100.0	200.0	100.0	0.0
MFA	29	36	34	58	27	32	34	50	107.4	112.5	100.0	116.0
MTA	-	1	15	9	-	0	9	9	0.0	0.0	166.7	100.0

**Trends in admissions & Action plan for improvement**

- The enrolment of students in B.Com, B. B.M. & B.C.A. courses exhibit healthy trends over the years. The steady growth in B.Com. admissions has been spectacular over the last few years. We primarily attribute this to high quality academic delivery and high employability of B.Com. graduates in a number of finance & accounting- related jobs
- The boom in IT enabled services has also contributed to steady enrolments in B.C.A. & B.B.M courses
- Admissions in B. Sc & B.A. are not up to expectations, however, compared to the enrolments in other affiliating Colleges, enrolments are better in comparison at our Institution
- In spite of nation-wide, poor trends of enrolments in Pure Science disciplines and the mass demand for engineering disciplines, we have been able to reverse these trends. This is being achieved primarily by strengthening lab-driven academic delivery and integrating research in teaching & organising programmes like INSPIRE (Innovation in Science Pursuit for Inspired Research) to attract enrolments in basic science
- In Humanities disciplines, combining job-oriented disciplines like Journalism with Psychology & Political Sciences have started to bring greater enrolments in humanities.

- Even though, the enrolments in M. Sc. Life sciences disciplines are not very encouraging in other affiliating Colleges, we have registered good numbers, especially in Chemistry & Biotechnology disciplines.
- Engaging students in research programmes and Industry relevant, Value-added Training initiatives are some of the reasons why we have been able to sustain enrolments over the years in Life sciences discipline.
- The Institution is taking up additional Skill Development initiatives in focused areas and extensive Industry-Academia interfacing programs to enhance enrolments in Management disciplines.
- M.Com. & M.F.A. courses have also registered steady enrolments where sanctioned intakes have been filled on a regular basis. Strong academic delivery, positive hiring trends in the industry are primarily responsible for healthy enrolments in these disciplines
- Strengthening academic delivery and introducing customised Skill-Development Programmes are some of the major focus areas, for us as an Institution, to improve enrolments across various disciplines.

## 2.2 Catering to Student Diversity

### 2.2.1 How does the institution cater to the needs of differently-abled students and ensure adherence to government policies in this regard?

The College takes special care of the differently-abled students and ensures adherence to government policies

#### **Academic Support:**

- The College encourages this special category of students to seek admission in the courses of their choice by publicizing the facilities available for differently-abled students through promotional media.

For each, differently-abled student, a faculty member is assigned as a dedicated mentor to oversee the special/diverse academic needs of the student. In addition to this, fee concessions/ scholarships are extended

#### **Physical Facilities:**

- The College ensures barrier-free access to all the facilities in the College by providing ramps for wheel chair, wheel chairs, elevators and specific access to common areas of utility and restrooms.

#### **Support Services:**

- Braille and Scribe books are made available in the Library for the visually-challenged students. The facility of Scribe is also arranged for examinations. Additionally, student volunteers are also made available for students of this category.
- The staff and employees at our Institution are also especially considerate and courteous to extend both academic & personal support to this special category of students.



**2.2.2 Does the institution assess the students' needs in terms of knowledge and skills before the commencement of the programme? If 'yes', give details on the process.**

Yes. A critical analysis is performed to understand student needs in imparting functional knowledge and in developing employability skills before the commencement of programs.

Details of Student Assessment:

- Past academic track record along with good grades in the qualifying examination/level
- Observations in Personal Interview
- Encouragement of cross-disciplinary transition through testing of availability/lack of knowledge and skills in core areas
- Language proficiency, especially in the case of International students who have studied qualifying courses in mediums other than English.
- Communication Skills assessment
- Computer literacy

Assessment of students' knowledge and skills is done on a regular basis before commencement of the class room teaching. Based on the assessment, the students are distributed into different class sections. Each class section represents a relatively homogeneous group in terms of knowledge and skills so that the department can plan to effectively implement the curriculum. For example, a section consists of more number of slow-learners and accordingly the department may draft senior teachers to interact with these students. More number of remedial classes are also organized for this group of students.

**2.2.3 What are the strategies adopted by the institution to bridge the knowledge gap of the enrolled students (Bridge/Remedial/ Add-on/Enrichment Courses, etc.) to enable them to cope with the programme of their choice?**

Following a comprehensive mapping of student backgrounds, the following strategies are adopted to enable students to overcome knowledge gaps

- Bridge Course
  1. For students coming from non-english medium, language proficiency activities using the ICT driven Language laboratory is functional in the Institution
  2. In the case of students moving across disciplines; for example: a student with science options in pre-university levels who is B.Com is made to take a bridge course in accountancy and other core areas in Commerce before commencing B.Com.
- Remedial Classes:
  1. Remedial classes are offered for students of low aptitude to enable them to revise fundamental concepts in the core areas. For students who are not strong in communication, additional classes are also arranged to enhance skills in order to make them equally participative.
  2. Creating Co-operative learning circles especially in hostels wherein (Student Academic Initiative learners) advanced learners help slow learners to learn.

- **Enrichment Courses:**  
The College also offers add-on courses like MS Excel, Tally, Certificate course in spoken English, Certificate course in Analytical Chemistry, Certificate Course in Entrepreneurship, etc to effectively cope with the demands of the programs of their choice.
- **Other Strategies:**
  1. Doubt clearing sessions during the semester and special doubt clearing classes prior to commencement of examination.
  2. Structured Faculty Mentoring System for each student
  3. Additional remedial classes are also made available to help students who have joined courses behind schedule.
  4. Additional library & reading resources in beginner/elementary levels in English language & in functional areas such as Accountancy, Mathematics, Chemistry & Computer Science

#### 2.2.4 How does the College sensitize its staff and students on issues such as gender, inclusion, environment etc.?

The Institution understands the importance of issues like gender sensitivity, inclusiveness, religious and cultural tolerance and environmental awareness

- **Gender sensitivity:** The Students and staff are sensitized repeatedly and regularly on gender equality, sexual-harassment and related issues by organizing orientation programs, invited Lectures, Group Discussions etc. An active, functional **Women's Council** plays a key role in carrying out these initiatives which have contributed to increased awareness about gender-related issues in the Institution.
- **Inclusivity:** The importance of access to wider section of students belonging to economically weaker sections such as SC/ST, OBC & other minority groups is conveyed to all students & staff through orientation programs, student debate sessions and through special lectures.
- **Information about the affirmative programs of State and Central Governments** is communicated by displaying such notifications in the bulletin boards and on the website of the College.
- **Religious & Cultural tolerance:** With over 3000 average enrolments per year, we have a significant diversity in student community across varied religious and ethnic backgrounds. By bringing in dedicated student cells and cultural programs specific to students from different countries, we promote awareness and appreciation of cultural diversity among our students and staff.
- **Environmental awareness:** Bangalore University has introduced 'Environmental Studies' as a mandatory subject across many disciplines in UG programs and this initiative has substantially increased the environmental awareness among students. In addition, Guest lectures and student seminars and Group Discussions have immensely contributed to environmental awareness.

### 2.2.5 How does the institution identify and respond to special educational/ learning needs of advanced learners?

Identification:

Advanced learners are identified by their academic track record, their performance in the class tests and their interactions in the class room discussions. Post identification, the following initiatives are taken up in order to engage and advance their knowledge and skills:

- Advanced assignments, short-term projects, learning through case studies, simulated problem solving, paper presentations, etc.
- Augmented access to resources in the library such as reference books, Journals apart from regular reading material; extension of borrowing facility for resources beyond the prescribed curriculum; enhancement of resources from Resource Banks like NPTEL (National Program in Technology Enabled Learning) etc.
- Nominations to Conferences & workshops conducted at other institutions and at State and National Levels.
- Being able to enrol as Associates in Faculty Research Projects.
- Provision of opportunities to pursue Certificate Courses like Tally, other Skill Development Programs; additional coaching for Central & State Government examinations, National Eligibility Tests, UPSC exams, CA-CPT etc.

### 2.2.6 How does the institute collect, analyze and use the data and information on the academic performance (through the programme duration) of the students at risk of drop out (students from the disadvantaged sections of society, physically challenged, slow learners, economically weaker sections etc. who may discontinue their studies if some sort of support is not provided)?

- Analysis of academic performance of students is done through mentors who are assigned to each class of students. The Mentors collect data and inputs from other associating teachers through the monitoring of performance in formal and informal tests, participation in curricular and non-curricular activities. The Mentors keep track of the overall academic performance of the students, thereby creating a database of inputs.
- The College also has an active attendance monitoring system which is analyzed and reviewed regularly. Trends of absenteeism are picked out, thus also identifying potential dropouts in the process.
- The identified students and their parents/guardians are counselled and approached to ascertain the reasons causing absenteeism & poor academic performance. Post this exercise, additional support is extended to students from genuinely dis-advantageous backgrounds both in the forms of **added academic support like special remedial classes and economic support** such as **fee waivers, delayed fee payment options** as may be necessary. All these measures have enabled us as an Institution to actively engage in minimizing dropout rates.

## 2.3 Teaching-Learning Process

### 2.3.1. How does the College plan and organise the teaching, learning and evaluation schedules? (Academic calendar, teaching plan, evaluation blue print, etc.)

The College has a structured approach to plan and organize teaching, learning & evaluation schedules, which is being developed and refined on a continuous basis over the years.

#### **Development of Academic Calendar:**

Based on the academic calendar of the Affiliating University, the academic calendar for the College is prepared by a Committee which consists of the Principal, the Vice-Principal, and the Heads of the department. The typical academic calendar includes:

- Course commencement Dates
- Closing dates
- Schedule of Internal Exams for all courses
- Pre-scheduled Conferences and Workshops
- Pre-Scheduled Competency building programs
- Pre-placement training Activities
- Annual Athletic Meet
- Annual Cultural Fest (The Spectrum)
- Annual Day
- Graduation Day
- Schedule of University Examinations
- List of Holidays etc.

#### **Development of teaching plan:**

Individual faculty members prepare teaching schedules for the assigned papers after taking into consideration the minimum number of teaching hours as prescribed by the Board of Studies. The head of each department, in association with the associating teachers (Department Council) develop departmental Teaching Plans **consisting of Course File, Work Diary & Semester Execution Summary**. The faculty members also prepare work diaries for each subject wherein period-wise academic delivery has to be mentioned. Teaching plans for classroom as well as laboratory sessions are finalized after taking into consideration, the workload of all the members of the department.

#### **Evaluation Blueprint:**

The College prepares a schedule for all the periodical internal examinations to test the learning outcomes of students. Accordingly, internal examinations are conducted at the departmental level by using Blue-Books (answer booklets); the blue books serve as a continuous record that enables continuous tracking of student performance in internal examinations. The evaluated blue books are accessible to students to take advantage of the evaluation criteria as well as to work on the relevant remarks & faculty feedback on student's performance. The specific feedback and suggestions help students to perform better in their future examinations.

**Students' Feedback:**

During the execution of academic plans and at the end of each semester, students' feedback is obtained. These inputs are utilized to refine the teaching plans, wherein, special classes and additional doubt-clearing sessions are organized to enable students perform better in their academic endeavours.

**2.3.2 How does IQAC contribute to improve the teaching –learning process?**

The IQAC at IADC is a vibrant unit and plays an important role in conceiving and implementing quality-sustaining & quality promoting initiatives in all activities of the College. IQAC through many proactive initiatives has succeeded in internalization of quality cultures and in institutionalization of best practices. IQAC develops quality benchmarks and parameters for various academic programs. Some of these with reference to the Teaching- Learning process are:

- Enrichment of Classroom teaching with invited lectures from Academia & Industry
- Promotion of Discussion-based interactive learning
- Extensive use of ICT in Teaching-Learning process
- Use of web-based learning resources such as NPTEL
- Integration of field-based learning along with classroom learning.
- Promotion of Term paper/ Seminar/ Project-based learning
- Integration of Research with teaching
- Monitoring adequate balance between curricular & extra-curricular activities
- Initiatives to prevent student drop-outs
- Initiatives to promote Student Welfare Schemes; Initiation & sustenance of reward schemes for Academic and other participative & extra-Curricular programs
- Student support Initiatives: Internships in industry, Summer Research Projects
- Activities to promote Leadership, creativity, innovation, critical thinking & Scientific temper
- Co-ordination with Indian Academy Centre for Placement Services for Student Placements.
- Helping departments in setting goals & objectives
- Initiation of Faculty-development programs and workshops
- Ensuring systematic delivery of Teaching plans
- Suggestions on refining faculty teaching plans
- Initiation & Sustenance of Staff Welfare Schemes
- Promotion of Industry interface with faculty & students
- Ensuring regular Student Feedback programs & Faculty Feedback programs; Effective use of the inputs from the feedback System to enhance Teaching-learning process.
- Promotion of regular parent-teacher Interactions
- Promotion of Consultancy services
- Infrastructure maintenance & new initiatives

2.3.3 How is learning made more student-centric? Give details on the support structures and systems available for teachers to develop skills like interactive learning, collaborative learning and independent learning among the students?

<i>Learning system</i>	<i>Support Structures</i>
Interactive Learning	GD Room
Collaborative Learning	Skype, Online journal databases, Wi-Fi enabled campus
Independent learning system	Online Courses (MOOCs) - Coursera, EDx, NPTEL lectures, Virtual Labs, Assignments, NME-ICT MHRD Portal ("Sakshat")

The teaching-learning process in the College is predominantly student-centric. At IADC, there is a conscious effort to sustain and continuously improvise student-centric Teaching-Learning process, Some of the initiatives in this direction are:

- Faculty Development programs are conducted on regular basis to train teachers on the significance of Interactive learning, Collaborative learning and Independent learning among students.
- In teaching plans, faculty members accommodate ample time slots for quizzes & tests in order to promote Interactive learning. Participation in Invited lectures and Seminars also promote Student Interactions.
- Student Seminars and Projects, Case study analysis etc involving small groups of students (2 to 4) are general features of learning that promotes collaborative learning among students.

Access to digital library facilities, access to additional teaching material like NPTEL resources, e-journals & e-books and popular Research Journals in the respective core disciplines etc are the support structures provided to promote Independent learning among students.

2.3.4 How does the institution nurture critical thinking, creativity and scientific temper among the students to transform them into life-long learners and innovators?

The Institution strongly believes in promoting Critical thinking, creativity & scientific temper among the students and faculty as reflected in the Institutional Objectives and Vision Statements.

Critical Thinking & Creativity:

- **Participative Learning avenues like Exhibitions, Model Making Projects**, which are a regular feature in the College, promote creativity & Critical thinking among Students.
- Initiatives like the **‘Creative Corner’ & College publications like Magazines (Annual magazine Manthana) and Newsletters (The News Cafe, by IADC)** are avenues wherein students are able to engage their creative talents.
- Intra and Inter-collegiate Fests (For Example ‘Yuvtarang’), Presentations and Debates are platforms for creative expression. The involvement of students in organizing such fests and events promote teamwork & Leadership.

## Scientific Temper:

- Seminar series like INSPIRE (Supported by DST) & invited lectures by eminent Scientists from premier Research Institutions such as: IISc., NCBS, JNCASR, IIMs, IITs etc promote the development of scientific temper among students.
- Active Participation of Students in In-house Research Projects of faculty members enables students to understand the nuances of scientific research.
- Identifying skill gaps, understanding industry expectations and market realities promote the need for lifelong learning & innovation among students.

2.3.5 What are the technologies and facilities available and used by the faculty for effective teaching? Eg: Virtual laboratories, e-learning - resources from National Programme on Technology Enhanced Learning (NPTEL) and National Mission on Education through Information and Communication Technology (NME-ICT), open educational resources, mobile education, etc.

Technology	Facilities
Audio-Visual equipments, Laptops & Internet Connectivity in all classrooms	Computer Systems, availability of LCD Projectors & OHPs Wi-Fi Connectivity
Virtual Laboratories	Nodal Centre for Virtual Laboratories
NPTEL	NPTEL Servers and Access points in Library
NME-ICT	MHRD's 'Sakshath' Portal
Open educational Resources	INFLIBNET, DELNEL, Assayer, OpenStax of Rice University, Flat world Knowledge, WikiBooks, OER Commons, MERLOT, MIT Courseware
Cloud Technologies	Using Google Drive

- All the departments and the library are equipped with computers and Wi-Fi connectivity. Some of the class rooms also do have internet access so that the faculty and the students can have updated information or real time case studies for class room discussion.
- The College library has membership for INFLIBNET which enables all the readers to have access to e-journals and other digitized information.
- E-learning is facilitated through cloud computing concept.
- The College is actively associated with NPTEL and is also a nodal Centre for NPTEL activities in the Bangalore region; we have also conducted programs in Association with NPTEL to enhance Faculty Development & Skills. Thus, the Faculty and students are also encouraged to use e-learning resources of NPTEL.
- Library and also individual departments maintain educational CDs, DVDs, etc for use in teaching-learning.
- LCD Projectors, OHPs, etc are the tools used regularly in class room teaching-learning



2.3.6 How are the students and faculty exposed to advanced level of knowledge and skills (blended learning, expert lectures, seminars, workshops etc.)?

- Intensive integration of ICT in combination with face-to-face classroom teaching & learning is promoted; this enables students & faculty to have access to advanced level of Knowledge and Skills.
- Conducting regular guest lecturers with distinguished Scientists & Industry Experts provide opportunities for advanced learning.
- Faculty members & students are nominated to participate in National level Seminars & Conferences to advance their knowledge in specific domain areas.
- Promotion of active Participation of students & faculty in Workshops (Internal & External) are other major opportunities for advanced learning & skill development.
- Active participation of faculty in Faculty Development Programs conducted at the College level (Annual FDP: SRUJANA) and at other Institutions is a regular feature which enables the advancement of knowledge in Faculty members.
- Extensive collection of Books, Journals & e-Journals in the library and Wi-Fi internet connectivity accessible to all students & faculty has significantly contributed to the exposure to advanced levels of Knowledge & Skills.

2.3.7 Detail (process and the number of students \ benefitted) on the academic, personal and psycho-social support and guidance services (professional counselling/mentoring/academic advise) provided to students?

The College has a structured process to Support & Guide students in Academic, Personal & Psycho-Social Issues etc., the details are provided below:

**Academic Support & Guidance:**

- The class teacher (Mentor) 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). On an average, 15 to 20 students per class are benefitted through this process.
- 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 Support Services:**

- 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. On an average, 10 to 15 students, per year, take advantage of these services.

**Psycho-Social Services:**

- The College being a vibrant co-education community with strong student diversity makes students easily exposed to different social and cultural aspects.



- Although we have not encountered any serious Harassment/ Ragging issues, we do have an Anti-Ragging Committee and an Anti-Sexual harassment Committee that engages in educating and promoting awareness about Psycho-Social Issues.
- Many Orientation/Sensitization programs provide the awareness and tolerance toward different Psychological, Cultural & Social aspects. Besides, these areas, the In-house Professional Counsellor also extends support services to students who are affected by domestic troubles

**2.3.8 Provide details of innovative teaching approaches/methods adopted by the faculty during the last four years? What are the efforts made by the institution to encourage the faculty to adopt new and innovative approaches and the impact of such innovative practices on student learning?**

The College is committed to adopt innovative teaching methods by integrating technology and by benchmarking with Best Practices of other reputed Institutions across the Globe

**Innovative Teaching approaches & methods:**

The following are some of the innovative Teaching approaches & methods that have been adopted, during the last 4 years:

- Increased use of ICT in all levels of teaching, learning & evaluation
- Emphasis on interfacing top quality external expertise from Industry & academia in the form of invited lectures
- Effective use of Conventional & Digital Models, Demos
- Emphasis on Industry internships, Short-term Research Projects, Field trips & Industrial Visits to promote experiential learning
- Interface of advanced learning content from web-based resources, public domain databases and resources like NPTEL are mixed judiciously along with classroom learning.

**Institutional Efforts:**

- Faculty Members are also nominated (extension of financial support) to attend & participate in Skill Development Workshops specific to Innovative Teaching Methods and Practices, conducted both within the Institution & outside.
- We also reward Teachers & Faculty who adopt innovative teaching methods in the annual Appraisals.

**Impact on Students' learning:**

- All of the above initiatives have resulted in significant academic progression of students and their successful campus placement.

**2.3.9 How are library resources used to augment the teaching- learning process?**

- The College library has a rich collection of Text books, Reference books, Journals, Magazines, and digitized education resources like CDs and DVDs.
- The operations are computerized and driven through EASY-LIB software, and also provides access to a vast number of e-journals and digitized text books and reference books through INFLIB-NET.
- The library has adequate number of computers with Wi-Fi internet access which are used by both students and staff to access Digital Library resources as well as Internet-based content.

- The Library also has reprography facility; the Library remains open from 8 a.m to 6.30 p.m on week days, from 9 a.m to 2 p.m on Sundays.
- The IADC library has an Institutional Library Membership and is also networked with the other libraries like the British Library that makes it possible for students to access resources from external libraries as well.
- The working hours of the Library are extended during the periods of University Examinations for additional support.
- The Faculty uses the library resources to prepare and develop teaching plans and content.
- Students use the resources for additional classroom learning, assignments, projects, take home exercises, case analysis, role playing, etc.
- The Library resources are also used extensively by the faculty & students to develop and document research proposals and to prepare manuscripts for publication in Research Journals.

**2.3.10 Does the institution face any challenges in completing the curriculum within the planned time frame and calendar? If 'yes', elaborate on the challenges encountered and the institutional approaches to overcome these.**

**Yes.** Some of the challenges in completing the curriculum include:

- Delayed admissions especially in the case of International Students. Extra classes are conducted for such students to bring them on par with the rest of their peers.
- Loss of working days due to unforeseen & unavoidable situations like National/State elections, Bundhs, Strikes, unscheduled extracurricular activities, Delays in the University schedule in the commencement of terms/semesters. Lost working days are made up by conducting extra classes on Weekdays and/or Sundays.
- Unavailability of existing faculty in the case of emergencies like sick leaves, Hospitalization, the curriculum remains unfinished at certain points of time; such unfinished workload is assigned to Substitute Part-time faculty.

**2.3.11 How does the institute monitor and evaluate the quality of teaching learning?**

- Work Diaries, Academic Plans, Academic Audit & Course Files, that have to be mandatorily maintained by each faculty at the College. All of these tools are analysed and reviewed by HODs, the Principal & IQAC to monitor progress and in the case of deviations from the formulated plans, remedial actions to overcome the lacuna is suggested and implemented.
- The Academic performance of the students in internal & University examination is a vital indicator of the quality of teaching & learning. The results of various tests & examinations are analyzed; the findings of such analysis are used to strengthen the teaching-learning process further.
- Student feedback on Teachers and teaching methods & Teacher's observation on Students' Learning abilities are collected and analyzed and the results of such analysis is shared with both the students and the teachers and appropriate remedial actions are initiated to further strengthen the Teaching-Learning process.
- The IQAC plays a significant role in monitoring & evaluating the quality of teaching-learning process at all levels.

During the Annual Faculty appraisals, faculty performance is accessed by monitoring and evaluating Faculty Performance Indicators which include: Quality of Academic output by Students, Student Feedback on Teachers, Efforts of the teacher taken up towards continuous learning and acquisition of higher academic qualifications (Ph.D.), and Additional Initiatives taken up to reach out to student needs. Commitment to quality is rewarded with greater hikes and incentives in the annual, periodical revisions

## 2.4 Teacher Quality

2.4.1 Provide the following details and elaborate on the strategies adopted by the College in planning and management (recruitment and retention) of its human resource (qualified and competent teachers) to meet the changing requirements of the curriculum

Highest qualification	Professor		Associate Professor		Assistant Professor-G1		Assistant Professor-G2		Total
	M*	F*	M*	F*	M*	F*	M*	F*	
Permanent teachers									
Number	8	5	6	18	10	23	6	16	92
Ph.D.	2	2	1	1	3	3	0	0	12
M.Phil.	3	3	2	11	1	6	0	1	27
PG	3	0	3	6	6	14	6	15	53
Temporary teachers									
Ph.D.	-	-	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-	-	-
PG	-	-	-	-	-	-	-	-	-
Part-time teachers									
Ph.D.	1	1	-	-	-	-	-	-	2
M.Phil.	-	-	1	-	-	-	-	-	1
PG	3	-	-	-	1	3	12	3	22
M* - Male F* - Female									
Directors									3
Librarians									4
Other Teaching Staff									92
Part Time Faculties									25
Total teaching staff									124
Faculties yet to be recruited									
Commerce									0
Management									0
Computer science									2
English									2
Chemistry									1
Economics									3
Mathematics									3
Commerce (PG)									2
Tourism									2
History									1
Total									16

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.

#### **Retention Strategies:**

- Faculty Performance Ratings are obtained as per the scores in Faculty Performance Indicators, as indicated by the UGC.
- Faculty members who are found to be student-centric and have scored good rating in the tested quality parameters, are offered merit-based promotions, Annual pay hikes and incentives.
- The well-performing Faculty members are also encouraged to acquire additional qualifications and skills and all the necessary support is extended from the Institution for the same. All of these initiatives have enabled the College to retain qualified and competent human resources.

#### **Strategies to match faculty competencies in response to changing curriculum:**

- In response to the up-gradation of curriculum, structured faculty development programs are conducted, by eminent Subject experts, to enable the faculty members to cope with revisions in the curriculum and to acquire the necessary knowledge and skills required to teach the revised curriculum.
- Invited Lectures by eminent resource persons from Institutions of repute to teach the revised curriculum are conducted additionally.

Additional & adequate library resources, laboratory equipment as prescribed by the Board of Studies are provided. The appropriate Infrastructural revisions are also made to suit the academic requirements of the revised curriculum.

2.4.2 How does the institution cope with the growing demand/ scarcity of qualified senior faculty to teach new programmes/ modern areas (emerging areas) of study being introduced Provide details on the efforts made by the institution in this direction and the outcome during the last three years.

- Scarcity of qualified faculty in emerging disciplines is identified by the Principal in association with the HODs and the IQAC.
- Efforts are made to attract faculty applicants with required academic credentials in emerging areas, by advertising in leading Newspapers and Job Portals.
- In addition, existing faculty members are trained in-house or sent for training outside by selected subject experts to acquire knowledge and skills to teach disciplines in emerging subjects.
- Subject experts from industry and academia are also invited on a part-time/short-term basis. The library, laboratory & infrastructural resources are augmented and enriched.

During the last 3 years, some of these efforts were put to use in strengthening faculty resources in Bio-technology, Bio-Informatics, Business Management, IT, Tourism disciplines. Due to these initiatives the Institution has been able to effectively retain top talent in the emerging areas mentioned above.

2.4.3 Providing details on staff development programmes during the last four years elaborate on the strategies adopted by the institution in enhancing the teacher quality.

**a) Nomination to staff development programmes**

Apart from nominating the faculty for external academic development programmes, the College organizes several one-day duration faculty development programmes in a year with outside expert(s). This helps the faculty in updating and enriching their subject knowledge and skills. Workshops are also organized by the College on teaching methods, pedagogy tools, course planning, content development, etc for the benefit of the faculty. The seminars organized by the departments of the College also help the faculty in enhancing their quality of teaching.

Academic Staff Development Programmes	Number of faculty Nominated
Refresher courses	3
HRD programmes	10
Orientation programmes	95
Staff training conducted by the University	3

**b) Faculty Training programmes organized by the institution to empower and enable the use of various tools and technology for improved teaching-learning.**

Training Programmes	Dates
Faculty Development Program ‘Srujana’ conducted annually in June-July with focus on Pedagogy, Assessment, Evaluation, etc, Teaching learning methods/ approaches Selection, development and use of enrichment materials Assessment Teaching learning material development, selection and use Handling new curriculum	30 June- 4 July 2009 28 June-3 July 2010 30 June-1 July 2011 5-6 June 2012 1 July 2013
Training on “DNA Finger Printing” (in collaboration with Aristogene Pvt. Ltd, Bangalore)	30 Dec 2009 - 02 Jan 2010
Training programme on “Protein Purification” (in association with Enzene Biosciences Pvt Ltd, Bangalore)	13-15 May 2010
Demo on Gel Documentation (in association with waeltech, USA)	02 November 2010
Training on PCR and Finger Printing (in association with Aristogen Biosciences Pvt Ltd, Bangalore)	14 -15 March 2011
Workshop on “PCR and ELISA”(in association with Aristogene Biosciences PVT Ltd, Bangalore)	13 August 2011
Workshop on “Translational Analysis”	14 June 2012
FDP on “Mentoring”	13 Jan 2014

**Content/knowledge management**

Training Programmes	Date
Workshop on “National Programme on Technology Enhanced Learning” (Sponsored by NPTEL, IIT Madras)	7-8 November 2013

**Cross cutting issues (Environmental Issues, Gender etc)**

**Environmental Issues:**

Activity	Date
Painting competition for faculty members	07-03-2009

**Gender Issues:**

Activity	Date
Guest lecture on “Solutions to the Woes of Working Women” by Prof. Katre Shakunthala	07-03-2009
Guest lecture on “Status of Women”, by Dr. M.S.Tara	06-08-2009
Awareness Programme on “Polycystic Ovary” by Dr.Angelin	26-08-2011
Guest lecture on “Breast Cancer” by Dr. Shobha	22-10-2011
Guest lecture on “Hurdles a Woman Faces” by Smt. Jija Hari Singh	08-03-2012
Microsoft office training for women lab technicians	July 2012
Awareness Programme on “Know Yourself” Prof. Leena Elizabeth	22-10-2012
Workshop on paper bags	03-03-2013
Guest lecture on “ Successful Women” by Mrs. Nemi Chandra Malhotra	08-03-2013
Counselling by Prof.Leena Elizabeth	Every 4th Friday in a month
Programme on “Women Safety” by Vanitha Sahayavani, Womens’ Helpline, Bangalore	29-11-2013
Guest lecture on “Women and the Society” by Mrs.Susmitha Iyengar	08-03-2014
Guest lecture on “Trends in Gender Issues” by Mrs.Ruche Mittal	08-03-2014
Exhibition on Food Processing and Small Scale Industries – An Initiative of Women Entrepreneurship supported by EDI	08-03-2014

**Community Services:**

Activity	Date
Painting competition for faculty members	07-03-2009
Guest lecture on “Solutions to the Woes of Working Women” by Prof.Katre Shakunthala	07-03-2009
Guest lecture on “Status of Women”, by Dr. M.S.Tara	06-08-2009
Awareness Progrmme on “Tobacco Chewing & Oral Cancer by students of IASCN	30-06-2011
Awareness Programme on “Polycystic Ovary” by Dr.Angelin	26-08-2011
Guest lecture on “Breast Cancer” by Dr. Shobha	22-10-2011
Guest lecture on “Voice and its Disorders” by Ms.Daly	03-03-2012
Free Eye Camp by Vasan Eye Care	08-03-2012
Guest lecture on “Hurdles a Woman Faces” by Smt.Jija Hari Singh	08-03-2012
Microsoft office training for women lab technicians	July 2012
Awareness Programme on “Know Yourself” Prof.leena Elizabeth	22-10-2012
Workshop on paper bags	03-03-2013
Guest lecture on “ Successful Women” by Mrs. Nemi Chnadra Malhotra	08-03-2013
Counselling by Prof. Leena Elizabeth	Every 4 <sup>th</sup> Friday in a month
Programme on “Women Safety” by Ms. Vanitha Sahayarani	29-11-2013
Guest lecture on “Women and the Society” by Mrs.Susmitha Iyengar	08-03-2014
Guest lecture on “Trends in Gender Issues” by Mrs. Ruche Mittal	08-03-2014
Exhibition on Food Processing and Small Scale Industries – An Initiative of Women Entrepreneurship supported by EDI	08-03-2014
Traffic Awareness	12-03-2013
Fire Safety	24-04-2014
Legal Rights by High Court Lawyers to students & faculty	29-11-2013

**Audio Visual Aids/ multimedia**

The Institution uses Information and Communication technology extensively. Faculty members are frequently given hands-on training on using the Audio-Visuals Aids. All faculty members are trained in MS office tools which facilitate in augmenting their teaching skills.

Training Programmes	Date
Workshop on “National Programme on Technology Enhanced Learning” (Sponsored by NPTEL, IIT Madras)	7-8 November 2013
FDP on “How to use Cloud Technology in Teaching”	Jan 3, 2014
Faculty Seminar on MOOC (Massive and Open Online courses)	8 July 2011
Workshop on “National Programme on Technology Enhanced Learning” (Sponsored by NPTEL, IIT Madras)	7-8 November 2013



**c. Percentage of faculty**

Invited as resource persons in Workshops / Seminars / Conferences organized by external professional agencies	5%
Participated in external Workshops / Seminars / Conferences recognized by national/ international professional bodies	45%
Presented papers in Workshops / Seminars / Conferences conducted or recognized by professional agencies	20%

The following is the list of faculty members who participated in seminars, workshops, conferences, etc organized by other institutions over the last five years.

S.No	Faculty	Workshop/Seminar	Date	Organized by
1.	Dr. A Nagarathna (Biotechnology)	UGC Sponsored National Seminar on “Conservation of Biodiversity in Protected Areas-- Opportunities and Challenges”	18-19 January 2009	Christ University, Bangalore
2.		National symposium on “Role of Life Sciences in Climate Change and Global Warming”	19-21 February 2009	V.V. Puram College of Science, Bangalore
3.		CHAMB 2020 – “The Challenges of Modern Biology”	29-31 March 2010	BIT College Bangalore.
4.		Workshop on “Dynamics of Quality Assurance in Higher Education Institutions”	4-6 May 2009	Christ University, Bangalore
5.		National conference on “Quality Accreditation, Accountability and Assessment –Process, Motivation and Performance At Higher Education Levels”	6- 8 May 2010	Christ University, Bangalore
6.	Mr.Sairam (PG Commerce)	International conference on “Accelerating Economic Revival through Growth and Innovation”.	5-6 February 2010	Women’s Christian College, Chennai
7.	Dr.Senthil Kumar.R (Biotechnology)	DBT sponsored Advanced Training Programme on “Structural Bioinformatics”	28-30 August 2010	Calicut University, Calicut
8.	Ms.Subha Bhadran (Genetics)	International Conference On Environmental Pollution, Water Conservation And Health”	29-30 August 2010	Bangalore University, Bangalore
9.	Ms. Sangeetha Annie George (Zoology)	International Conference On “Environmental Pollution, Water Conservation And Health”	29-30 August 2010	Bangalore University, Bangalore
10.	Ms. Vanitha G. Ramesh (Zoology)	International Conference On “Environmental Pollution, Water Conservation And Health”	29-30 August 2010	Bangalore University, Bangalore

S.No	Faculty	Workshop/Seminar	Date	Organized by
11.	Ms.Subha Bhadran (Genetics)	International Conference On “Environmental Pollution , Water Conservation And Health”	29-30 August 2010	Bangalore University, Bangalore
12.	Dr.Senthil Kumar.R (Biotechnology)	DBT Sponsored Workshop on “Advanced Structural Bioinformatics”	11-13 September 2010	Alagappa University, Karaikudi
13.	Ms. Geetika Pant (Biotechnology)	UGC-SAP sponsored National conference on “Developmental Biology”	16-18 October 2010	Bangalore University, Bangalore
14.	Mr. Prasanna Srinivas (Microbiology)	National Conference on “Plant Diversity, Prospects and Problems of Conservation”	27-29 October 2010	Kristu Jayanti College, Bangalore
15.	Ms. Lakshmi - kantamma. P.K (Mathematics)	Seminar on “Fourier Transforms & Applications”	9 October 2010	Al-Ameen Arts, Science & Commerce College, Bangalore
16.	Dr.Ramesh.M.N (Political Science)	National Level Faculty Development Programme	30 October 2010	Seshadipuram College, Bangalore
17.	Ms.Anuroopa Syed (Journalism)	Faculty Development Workshop	30 October 2010	Seshadripuram College, Bangalore
18.	Mr. Sairam A. (PG Commerce)	“Workshop on “Data Analysis in Social Science Research Using SPSS	29-30 November 2010	Osmania University, Hyderabad
19.	Mrs. Sobha.S. (Commerce)	Workshop on “Work-Life Balance”	08 January 2011	Jain College, Bangalore
20.	Mrs. S. Usha Priyadarshini (Commerce)	Workshop on “Work-Life Balance	08 January 2011	Jain College, Bangalore
21.	Mr. Sairam A. (PG Commerce)	International Seminar on “Emerging Capital Markets: Issues & Challenges”	8-9 January 2011	Bharathidasan University, Tiruchirapalli
22.	Mr.Khalid Imran (Biotechnology)	National workshop on “Microbial Diversity and Phylogenetics”	19-21 January 2011	Alagappa University, Karaikudi
23.	Mrs. Sailaja Arunkumar	Training on Animal Tissue Culture	24 Jan to 5 Feb 2011	Karunya University, Coimbatore
24.	Mr.Sreeraj K.S (Chemistry)	Seminar on “Career Opportunities in Chemistry”	09 February 2011	NMKRV College for Women, Bangalore
25.	Ms. Hilda Esther (Microbiology)	FDP in “Microbiological Techniques”	9-11 February 2011	Maharani Science College for Women, Bangalore

S.No	Faculty	Workshop/Seminar	Date	Organized by
26.	Dr.Aruna.J (Biotechnology)	International Conference on “Globalisation, Higher Education and Disability”	3-5 February 2011	Bangalore University, Bangalore
27.	Dr.Mahuya De Ghosh (Chemistry)	Seminar on “Career Opportunities in Chemistry”	09 February 2011	NMKRV College for Women, Bangalore
28.	Mr.Indrani C (Chemistry)	Seminar on “Career Opportunities in Chemistry”	09 February 2011	NMKRV College for Women, Bangalore
29.	Dr.Senthil Kumar.R (Biotechnology)	Workshop on “AV aids in Education”	25-27 February 2011	IIIT, Hyderabad
30.	Dr.Aruna.J (Biotechnology)	Asia – Pacific Quality Network Conference on “Quality Assurance in Higher Education: Expectations and Achievements”.	02-04 March 2011	NAAC, Bangalore
31.	Dr.Aruna.J (Biotechnology)	Workshop on “Prospects for Institutional Members of APQN”	04 March 2011	APQN, Bangalore
32.	Mr.Prasanna Srinivas (Microbiology)	Workshop on “Food Adulteration”	15 March, 2011	Ministry of Agriculture, Government of India in association with Indian Academy Degree College, Bangalore
33.	Dr. Senthil Kumar.R (Biotechnology)	Workshop on “Computational Biology”	18 March 2011	Alagappa University, Karaikudi
34.	Mr. Sairam A. (PG Commerce)	National Seminar on “Micro Finance for Inclusive Growth: Challenges in Sustainability of Micro Finance Operations & Interventions”	18-19 March 2011	Bharathidasan University, Tiruchirapalli
35.	Mr.Prasanna Srinivas (Microbiology)	National Seminar- “Evolving trends in Bioprocess Engineering”	27 March 2011	Kristu Jayanti College, Bangalore
36.	Ms.Esther (Microbiology)	Lecture series on “Biotechnology in Health Care”	06 April 2011	Bangalore University, Bangalore
37.	Ms.Reshma (Microbiology)	Lecture series on “Biotechnolgy in Health Care”	06 April 2011	Bangalore University, Bangalore
38.	Ms.Deepa B.M (Genetics)	Lecture series on “Biotechnolgy in Health Care”	06 April 2011	Bangalore University, Bangalore
39.	Mr. Sreeraj K. S (Chemistry)	Workshop on “Syllabus updating for PG and Limitations of Semester System”	10-11 June 2011	Vision Group on Science & Technology (VGST), Bangalore

S.No	Faculty	Workshop/Seminar	Date	Organized by
40.	Prof. Chennarayappa (Chemistry)	Workshop on “Syllabus updating for PG and Limitations of Semester System”	10-11 June 2011	Vision Group on Science & Technology (VGST), Bangalore
41.	Mr.Prasanna Srinivas (Microbiology)	Industry-Academia Forum	22 July, 2011	BIOCON, Bangalore
42.	Dr.Senthil Kumar.R (Biotechnology)	Industry-Academia Forum	22 July, 2011	BIOCON, Bangalore
43.	Dr.Aruna.J (Biotechnology)	Industry-Academia Forum	22 July, 2011	BIOCON, Bangalore
44.	Ms.Deepa B.M (Genetics)	Industry-Academia Forum	22 July, 2011	BIOCON, Bangalore
45.	Mr. Balasubramanian (Biochemistry)	Industry-Academia Forum	22 July, 2011	BIOCON, Bangalore
46.	Dr. A. Nagarathna (Biotechnology)	National seminar on “Biodegradation of Textile Azo Dyes Using Algae”	2-3 September 2011	MS Ramaiah College, Bangalore
47.	Ms.Abhishikta Basu (Microbiology)	FDP in “Microbiological Techniques”	9-11 November 2011	Maharani Science College for Women, Bangalore
48.	Mr. Sudhakar Malla (Biotechnology)	National Conference on “Protein Miscoding”	8 January 2012	National Institute of Nutrition, Hyderabad
49.	Dr. A. Nagarathna (Biotechnology)	National Seminar on “The Evolution of Quality Assurance in Higher Education: Its roles, challenges and Opportunities”	27- 28 February 2012	Sacred Heart Girls First Grade College, Bangalore
50.	Ms. Anuradha .P. (Computer Science)	National workshop on “Cloud Computing & Big Data-Advancement and Research Opportunities”	15 March 2012	New Horizon College of Engineering, Bangalore
51.	Mr. Prasanna Srinivas R (Microbiology)	National Level workshop on “Entrepreneurship in Life Sciences”	17 April 2013	Kristu Jayanti College, Bangalore
52.	Mr. Prasanna Srinivas R (Microbiology)	Seminar on “Milk Products and Quality”	21 May 2013	Dairy Science College, Bangalore
53.	Ms. Abhishikta Basu (Microbiology)	Workshop on “Microbial Genomic	13 July 2013	Maharani's Science College for Women, Bangalore

S.No	Faculty	Workshop/Seminar	Date	Organized by
54.	Mr. Md. Arshadullah Khan (P G Commerce)	National seminar on "Changing Dimensions of Commerce and Management Education in the Global Context"	17 July 2013	Hasanath College For Women, Bangalore
55.	Ms. Priyadarshini.J (PG Commerce)	National seminar on "Creativity and Innovation in Business for Sustainable Competitive Advantage"	8 August 2013	Mount Carmel Autonomous College, Bangalore
56.	Dr. M. Devendra (Tourism)	National Seminar on "Sustainable Tourism Development and Poverty Alleviation"	12 September 2013	KLE Society's S. Nijalingappa College, Bangalore
57.	Dr. M. Devendra (Tourism)	National Seminar on "Rural Tourism In India: Opportunities and Challenges"	11 October 2013	KLE Society's S. Nijalingappa College, Bangalore
58.	Ms. Sangeetha Annie George (Zoology)	National Seminar on "World Heritage Status to the Western Ghats -A Multidimensional Approach"	11 October 2013	MES Degree College of Arts, Commerce & Science, Bangalore
59.	Ms. Sangeetha Annie George (Zoology)	"Workshop on Examination Reforms"	18 November 2013	Bangalore University, Bangalore

#### 2.4.4 What policies/systems are in place to recharge teachers? (eg: providing research grants, study leave, support for research and academic publications teaching experience in other national institutions and specialized programmes industrial engagement etc.)

The College strives to provide a series of facilities and support measures to motivate faculty members, some of them are:

- Seed Grants for Research: **Seed grants** are offered to faculty members based on the merit of the proposals submitted; such initiatives have enabled faculty members to **build on their Pilot work** and submit major proposals to **obtain Major Research Grants** from Federal Funding Agencies such as UGC, DST etc.
- Study leave: The College permits Faculty members for attending Seminars, Conferences, Workshops, Faculty Development Programs, etc on **OOD** basis, besides **reimbursing the expenditure** incurred by the faculty to attend such programs.
- Support for Research & Academic publications: Faculty members are encouraged to **publish Research in Peer-reviewed Research Journals** and also paid **Honorarium** in appreciation of their efforts.
- Industrial Engagement: Faculty are also deputed to participate in Industry-Institution interactive programs.

2.4.5 Give the number of faculty who received awards / recognition at the state, national and international level for excellence in teaching during the last four years. Enunciate how the institutional culture and environment contributed to such performance/achievement of the faculty.

No.

2.4.6 Has the institution introduced evaluation of teachers by the students and external Peers? If yes, how is the evaluation used for improving the quality of the teaching-learning process?

YES. Student feedback is collected regularly to evaluate Teacher's competencies in the Teaching-Learning Process

- Student feedback on individual faculty members is collected in order to assess teaching competencies of teachers, in each paper handled by the teacher.
- Major pointers from the feedback are communicated to the Faculty which has resulted in significant improvement in the quality of the interactions and the Teaching-Learning process.
- Peer review of faculty competencies is also conducted by the Academic Audit Committee consisting of the respective HOD, Principal and external subject experts. In addition, the Recommendations & Observations of Subject Experts who are part of Local Inspection Committee (LIC) of the Affiliating University are also shared with the respective faculty members. This process of External Peer Review also has significantly contributed to the quality enhancement among Teaching Faculty.

## 2.5 Evaluation Process and Reforms

2.5.1 How does the institution ensure that the stakeholders of the institution especially students and faculty are aware of the evaluation processes?

The Evaluation policy, with Detailed Scheme of Evaluation, for University examinations are made available to Students and Faculty. The Evaluation Policies for internal exams, including internal assessments are modelled on the basis of the evaluation policies of the Affiliating University.

The Internal & External Evaluation Policies are communicated to students and faculty members through Circulars, Orientation programs and the Student Handbooks that are handed out to each student.

2.5.2 What are the major evaluation reforms of the university that the institution has adopted and what are the reforms initiated by the institution on its own?

University 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 scripts
- Re-Valuation

Institutional Reforms:

- **‘Blue-Book’ for Internal exams** to monitor student progression in academics
- Internal Re-Valuation

2.5.3 How does the institution ensure effective implementation of the evaluation reforms of the university and those initiated by the institution on its own?

The College has introduced a system to maintain separate Blue books for each student, which become tools to monitor Students’ academic progression in Internal Examinations.

- The Blue-Book is used as a tool/basis for feedback to students and their guardians and enhances the process of evaluation.
- Faculty members receive special orientation on University Evaluation Reforms as well as Institutional Evaluation Reforms, at the beginning of the semester and also before the commencement of major Evaluation points.
- Students are assisted in documentation seeking re-evaluation from the University Examination/Evaluation Units. Internal Assessment Marks/ Grades are displayed on Notice Boards in the College before they are submitted to University, in order to provide scope for Grievances Redressal.
- Internal Marks/Grades that are given to students are also monitored by the internal committees and the Principal, in order to ensure transparency and promote evaluation based on guidelines and remove instances of personal biases.
- Any other complaints received from students are forwarded to the University by the College.

2.5.4 Provide details on the formative and summative assessment approaches adopted to measure student achievement. Cite a few examples which have positively impacted the system.

The formative assessment is done to get feedback and information during the instructional process. It measures student progress as well as progress of a teacher. The following are the types of formative assessment in the College.

- Observations of students during in-class activities
- Take home exercises/assignments
- Question and answer sessions



- Student seminars
- Group discussions
- Unstructured interviews
- Student interactive sessions

Summative assessment is done to measure student growth at the end of a course/semester to determine whether learning goals have been met. The following are the summative assessments being carried out in the College.

- Unit tests (Multiple choice, True/False, Short answer, etc)
- Mid-term examinations (Based on University examination model)
- Pre-final examinations (Based on University examination model)

All the above mentioned measures have resulted in top-level performance of the students in their University examinations – For Example: B.A., B.Sc. GBcBt and GBcMb, M.Sc. Biotechnology & M.Com. These efforts have also yielded prestigious University Ranks in Bangalore University Examination in the subjects like M.Sc. Biotechnology, Biochemistry, Applied Genetics, Chemistry, Microbiology, MFA, BCA, B.Com etc.,

#### 2.5.5 Detail on the significant improvements made in ensuring rigor and transparency in the internal assessment during the last four years and weightages assigned for the overall development of students (weightage for behavioural aspects, independent learning, communication skills etc.)

- Internal assessment criteria which **hitherto were Department-specific** was improvised and converted to **standard assessment criteria** for all departments universally.
- The overall transparency in the Communication of Internal Assessment Criteria has significantly increased in the last 4 years.
- Grading system of evaluation is adopted in internal assessment of students' performance. The parameters in grading would cover independent learning (Assignments- 20), behavioural aspects (Attendance - 40%), communication skills (Seminar-20%), etc. The students are informed of the parameters and their weightages by the teacher concerned at the start of the semester.

#### 2.5.6 What are the graduates attributes specified by the College/ affiliating university? How does the College ensure the attainment of these by the students?

The graduate attributes specified by the College, which are in alignment with those that are specified by the Affiliating University, are:

- Comprehensive Knowledge and Skills in the Discipline Concerned, Critical Thinking and Research Skills, Effective Communication, Team Spirit, Emotional Intelligence and Social Responsibility.
- Aplethora of initiatives involving Curricular & Extra-Curricular activities are conducted with emphasis on quality to ensure that our Graduates acquire the required attributes that are specified above.



2.5.7 What are the mechanisms for redressal of grievances with reference to evaluation both at the College and University level?

The Institution has established a strong Grievance Redressal Mechanism with reference to Evaluation.

College Level:

- The first level of Student Grievance Redressal with reference to evaluation is at the Class teacher/HOD level.
- Unresolved Grievances are addressed by the **Examinations Grievance Redressal Committee**
- The third and final level of Grievance Redressal is addressed by the Principal of the College in association with **Examinations Grievance Redressal Committee** and with the help of external expertise, if necessary.

2.6. Student performance and Learning Outcomes

2.6.1 Does the College have clearly stated learning outcomes? If 'yes' give details on how the students and staff are made aware of these?

YES.

- Each subject of the course being offered by the College has clearly stated learning outcomes which serves as a reference point to both Students and Teachers in the learning process.
- The learning outcomes of the subject are spelled out clearly in the **Course File** maintained by the respective faculty.
- At the beginning of the semester, the teacher discusses the learning outcomes with students along with the lesson plan for the given subjects.

Therefore, both Students and teachers have clarity on the learning outcomes of the subjects taught in every course.

2.6.2 Enumerate on how the institution monitors and communicates the progress and performance of students through the duration of the course/ programme? Provide an analysis of the students' results/ achievements. (Programme/course wise for last four years) and explain the differences if any and patterns of achievement across the programmes/courses offered.

The progress and performance of the students through the duration of the course, is assessed and evaluated based on the performance of students in:

- Assignments
- Internal Tests
- Mid-Term Examinations
- Pre-Final Examinations
- University Examinations.

The Performance and progress of the students is communicated by the respective subject teachers:

- Through face to face interactions in classrooms
- Through 'Blue-Books' which are, tools for continuous tracking of Student's progress
- Notices displayed on the notice boards.

Through periodical correspondence and through Parent Teachers' Meetings, the same is also communicated to Parents and guardians.

**Course-wise Student Results in University Examinations:  
Under Graduate Courses**

Sl. No	Course/Batch	2007-2010 (%)	2008-2011 (%)	2009-2012 (%)	2010-2013 (%)
1.	B.Com	69	64	77	62
2.	B.B.M.	55	60	66	59
3.	B.C.A.	39	66	52	52
4.	B.A. Psychology	86	86	100	100
5.	B.A. Political Science	86	89	92	100
6.	B.Sc. CZBt	80	-	-	100
7.	B.Sc. GBcBt	84	77	86	78
8.	B.Sc. GBcMb	84	93	93	71
9.	B.Sc. EMCs	-	28	50	27

**Post Graduate Courses:**

Sl. No	Course	2008-2010 (%)	2009-2011 (%)	2010-2012 (%)	2011-2013 (%)
1.	M.Sc. Applied Genetics	83	100	100	64
2.	M.Sc. Biochemistry	82	82	70	70
3.	M.Sc. Biotechnology	98	96	91	91
4.	M.Sc. Organic Chemistry	52	65	27	27
5.	M.Sc. Microbiology	100	91	68	68
6.	M.I.B.	-	-	60	60
7.	M.F.A.	-	-	78	78
8.	M.Com.	-	96	97	97

**Observations on Students' progress, achievements in Bangalore University Examinations:**

- The pass percentage in many courses is over 60% in most UG Courses and above 70% in most PG Courses
- In UG Courses, the pass percentage is in between 80 to 100% in B.A., and B.Sc. Courses, except in B.Sc. EMCS
- Among B.Com, B.B.M and B.C.A., pass percentage is around 60% in B.B.M. & B.Com, whereas in B.C.A., the pass percentage is around 50%.
- The enrolment of more International students from Non-English-Speaking backgrounds (Congo Republic, Ivory Coast and a few other Middle Eastern Countries) in B.C.A has to some extent, contributed to less than 60% pass percentage.
- Higher academic performance, around 80% pass percentage, noticed in B.A., B.Sc. can be primarily attributed to better Student-Teacher ratio in these segments.
- The College plans to make improvements in the Student-Teacher ratios in B.B.M., B.Com courses to improve the performance percentages further.
- It has been observed that there has been above 90% pass percentages, consistently, in Biotechnology and M.Com during the last 3 to 4 years and most other PG courses, except in Chemistry, students have performed fairly well (above 80%).

- We have more than 20 students, in the last 4 years who have secured University Ranks
- Well established Laboratories, healthy Student-Teacher ratios and the commitment of students have largely contributed to many of our students securing Top University ranks.

2.6.4 What are the measures/initiatives taken up by the institution to enhance the social and economic relevance (student placements, entrepreneurship, innovation and research aptitude developed among students etc.) of the courses offered?

For all Courses offered at the UG and PG levels, the learning outcomes are prepared keeping in mind, the social and economic relevance.

The measures and initiatives taken up by the Institution to enhance the Socio-economic relevance are the following:

- The Lesson Plans and Teaching pedagogy is planned to enable students to not only acquire expertise in the subject areas but also to apply the knowledge for practical solutions.
- Enriching classroom teaching with practical exercise in laboratories, Project work and Internships in Industries.
- The **IACPE (Indian Academy Centre for Professional Excellence)**, established 3 years ago, has succeeded in initiating many Course-specific, Value-Added, job-oriented programs, that have enabled students in acquiring skill sets that enhance employability. The IACPE has also succeeded in effective Industry-Academia interface.
- **IACPS (Indian Academy Centre for Placement Services)**, which is an established wing for all Placement-related activities and services, provides focused pre-placement activities & Placement support to students; these initiatives of the IACPS have contributed to the successful employment of the students.
- **IACEL (Indian Academy Centre for Entrepreneurial Learning)**, has conducted various programs to promote **Entrepreneurial Learning among students**. This initiative has created the awareness about Entrepreneurship; which is reflected in the number of alumni students who have successfully taken up entrepreneurial activities.
- The **DSDR (Department of Student Development & Research)**, established 3 years ago, has succeeded in setting up an advanced Research Laboratory to train students in Industry-relevant laboratory practices and protocols such as Molecular Biology Techniques, Gene Cloning and Gene Expression techniques etc. In addition to this, the DSDR, has been instrumental in promoting **Scientific Temper and Innovation** among Teachers and students, which has resulted in the securing of 10 Research Grants from the University Grants Commission.

### 2.6.5 How does the institution collect and analyse data on student performance and learning outcomes and use it for planning and overcoming barriers of learning?

Students' Performance in Internal Exams and External Examinations (Bangalore University) are major indicators of Student progression.

- Students' marks in Internal exams are **analyzed Semester-wise** to understand the performance and progress of every student.
- **Students' participation in extra-curricular activities** and socially relevant initiatives, for example: participation in NSS, NCC & Youth Red Cross activities, and in Leadership engagements are also monitored through the duration of their course.
- Poor performance in both the areas, i.e., curricular and other participative activities, reflect upon the drawbacks/lacuna in the achievement of the intended learning outcomes.
- **Timely intervention and customized remedial initiatives** (For example: Mentoring, Additional teaching inputs, Financial support etc) are implemented to overcome the barriers to learning and to realize their achievement to the fullest extent.

### 2.6.6 How does the institution monitor and ensure the achievement of learning outcomes?

- Tracking Students performance in internal and external examinations enables the system to understand the positive or negative realization of learning outcomes.
- Tracking Student commitment to competency-building initiatives within & outside the College also helps in the achievement of intended learning outcomes.
- Student mentoring and Parent-Teacher interactions are conducted at regular intervals and additional academic inputs are provided to ensure that students achieve intended learning outcomes.

2.6.7 Does the institution and individual teacher use assessment/ evaluation outcomes as an indicator for evaluating student performance, achievement of learning objectives and planning? If 'yes' provide details on the process and cite a few examples.

YES. The Institution and individual teachers use Assessment/Evaluation outcomes to understand Students' performance and progression.

- Academic Performance (Internal & External Exams) in all semesters of the Course and active participation in extra-curricular activities through the course are evaluated closely by the Class Teacher.
- Individual students are assessed on the extent of progression, the degree of performance and the levels of achievements; the findings of such analysis is used by individual faculty members and the Institution for effective interventions at appropriate intervals, with customized initiatives help students achieve intended learning objectives.

A well-structured, Skill Development Course, '**Gene-cloning & Gene Expression Techniques**', stretched over 2 semesters (Part-time) was conducted for the students of M.Sc., Applied Genetics, Biotechnology, Microbiology, Biochemistry streams. This initiative has substantially augmented the employability skills in the students and has resulted in the increased placement of students in Biotechnology, Bio-Pharmaceutical & related industries.

Similarly, additional Dot Net (.Net) program was conducted for the students of BCA streams as a Value-added initiative, which has resulted in top level performance of the students in Campus Placement Forums.



## **CRITERION III: Research Consultancy and Extension**





### 3.1 Promotion of Research

#### 3.1.1. Does the institution have recognized research centre/s of the affiliating University or any other agency/organization?

The Institution does not have a recognized Research centre at this point, however, our efforts to establish a recognized Research Centre affiliated to Bangalore University is under process.

With more than 15 faculty members with Ph.D and with over 30 Faculty members with M.Phil, 10 UGC Research Projects and 1 Major VGST (Vision Group of Science & Technology, Government of Karnataka) Research Project, we are well-poised to have a Recognized Research Centre in the near future.

#### 3.1.2. Does the Institution have a research committee to monitor and address the issues of research? If so, what is its composition? Mention a few recommendations made by the committee for implementation and their impact

The College has constituted a Research Committee with the following members

1. Dr. T. Somasekhar, Ph.D – Neurobiology
2. Dr. T. Siddiah, Ph.D, Financial Management
3. Dr. Snehalata G. Nadiger, Ph D – Biotechnology
4. Dr. Susanta Pahari, Ph.D – Polymer Chemistry
5. Prof. Sreeraj K.S, (Ph.D) - Chemistry
6. Dr. T. Ramakrishna, Ph.D- Neuro Physiology
7. Dr. G. Venkatesh, Ph.D - Physics
8. Dr. Jesiah Selvam, Ph.D - Management
9. Dr. Senthil Kumar, Ph.D – Microbiology

#### Recommendations by the Research Committee

Recommendations	Year	Implementation Status
To establish the research infrastructure and appointment of Research Director	2009	A well-equipped research facility in Life Sciences disciplines has been established and Dr.Susanta Pahari has been appointed as R&D Director
To support Faculty Research Projects with Seed Grants	2010	The College Management has funded more than 12 Research proposals with Seed Grants.
To promote Inter-Disciplinary Research & collaboration	2010	Faculty members across the departments have collaborated in Inter-disciplinary Research and this has resulted in Research Publications. Such collaborations are in progress.
To encourage Faculty members to pursue advanced Research Degrees such as M. Phil and PhD	2010	24 Faculty members have successfully enrolled and are in pursuit of PhD programs
To encourage active participation of Faculty members in Seminars/ Conferences/ Workshops	2010	More than 60 faculty members have participated in Seminars/ Conferences/ Workshops

Recommendations	Year	Implementation Status
To incentivize Research Publications	2010	The Management has been providing necessary motivational support and incentives for Research Publications by Faculty
To encourage Faculty seeking external funding for their Research Proposals	2011	11 minor Research Projects (UGC) & 1 major Research Project (VGST, Govt. of Karnataka) have been Awarded
To apply for Research Centre Affiliation with Bangalore University	2012	Applied. Evaluation process by the Affiliating University is under progress
To conduct FDP on Developing Research Proposals for External Funding	2013	FDP on the same theme was conducted in 2013.
To develop Research Collaborations with other organizations.	2013	The initiative has resulted in MOUs with the selected industry and Academic Institutions

**3.1.3. What are the measures taken by the institution to facilitate smooth progress and implementation of research schemes/projects?**

The College is fully aware of the importance of Research Initiatives by the Faculty members and therefore, is committed to extend full-pledged support to foster such initiatives. During the Recruitment of Faculty, candidates with proven Research credentials/potential and with advanced Degrees (Ph D) and Research experience are preferentially recruited.

Among the Faculty, those with potential and passion for research are identified and supported with Seed Grants. Such Faculty members are encouraged to develop Research proposals (using the Pilot data generated from the Seed Grants) and seek funding from Agencies like DST, DBT, CSIR, UGC etc.

The Institution has also provided basic infrastructure & equipment required to carry out Research initiatives. In addition, the following measures to support and sustain Research activities have been undertaken

Parameters	Measures Taken
Autonomy to the Principal Investigator	Full autonomy is granted to Researchers for the conception and execution of the project as per the guidelines of the funding agency.
Timely availability or release of resources	The Grants received from the Funding agencies are made available to the Principal Investigator, on time, without any delay, as per the guidelines of the Funding Agencies.
Adequate infrastructure and Human Resources	Adequate infrastructure like laboratories and library and other equipment are provided in all departments; necessary supporting staff in the form of Lab Technicians is also made available. A senior Scientist is assigned the responsibility of guiding faculty members in the Research endeavours.
Time-off, reduced teaching load, special leave etc. to teachers	The Institution supports Faculty members by reducing Teaching workloads and by granting special leaves to facilitate the Research initiatives.
Support in terms of technology and information needs	Electronic resource management package for e-journals, federated searching tools to search articles in multiple databases, in-house/remote access to e-publications, etc are available for researchers in the College.
Facilitate timely auditing and submission of utilization certificate to the funding authorities	Structured procedures are in place to monitor and to submit Utilization Certificates to Funding Authorities.

#### 3.1.4 What are the efforts made by the institution in developing scientific temper and research culture and aptitude among students?

The College takes some focused measures to develop scientific temper, research culture and aptitude among students.

- The pedagogy adopted by the faculty, especially for PG classes, is specifically designed to promote scientific temper, Research aptitude & culture among students.
- The College organizes several Guest Lectures by eminent scholars, to inspire and motivate students to choose Research as a career.
- The interface of external scholars with students promotes networking for continued interactions between the students and such Scholars.
- The student Projects and Seminars which are regular features in the curriculum, also promote scientific temper among students.

3.1.5 Give details of the faculty involvement in active research (Guiding student research, leading Research Projects, engaged in individual/ collaborative research activity, etc.)

Sl. No	Name of the Faculty	Department	Student Research Projects (MSc/MPhil/PhD)	Leading Research Projects (funded)	Individual or Collaborative
1.	Dr.Senthil kumar	Bio-technology	In vitro free radical scavenging activity of wild edible mushrooms	Antibacterial activity of nano-material synthesized from plant extract against methicillin resistant staphylococcus aureus (MRSA) (UGC / PI)	Collaborative
			Effect of Dasatinib and Herceptin on Her-2 gene transfection in ER/PR positive breast cancer cells	Development of multiplex PCR Kit for the detection of oral streptococci in caries active subjects (UGC / Co-PI)	Collaborative
			Effect of Dasatinib and Herceptin on HER-1, HER-2 and ER/PR (Triple negative) Breast Cancer Cells	Dengue Viral Non Structural protein induced host cubic membrane: A target for understanding and combating viral infections (UGC / Co-PI)	Individual
			Cloning of Phytase- PhyL gene isolated from Bacillus Licheniformis ATCC14580 into E.coli DH5 $\alpha$ host	Quorum Quenching: A target to attenuate the virulence of Ralstonia solanacearum (UGC / Co-PI)	Collaborative
2.	Mrs. Geetika Pant	Bio-technology	Phytochemical and in vitro anti-diabetic activity of methanolic extract of Abutilon indicum	Biosorption of chromium from electroplating and galvanizing industrial effluents using fresh water microalgae under extreme conditions (UGC/ Co-PI)	Collaborative
			Isolation, Purification and Stabilization of heat shock proteins in Fenugreek (Methi) plants		Individual
			Isolation, identification and characterization of organochlorine (endosulfan and hexachlorophen) degrading bacteria from soil		Collaborative
			Bioleaching		Individual
			GC-MS Identification of bioactive compounds from Plumeria spp, Parmelia spp and flax seeds.		Individual
3.	Prof. Khalid Imran	Bio-technology	Study of Biofilm formation in oral cavity	Development of multiplex PCR Kit for the detection of oral streptococci in caries active subjects (UGC / PI)	Collaborative
			Molecular Characterization of Lactobacillus in caries subjects		Collaborative
			Molecular Characterization of S. mutans in caries subjects		Collaborative
			In vitro biofilm analysis of Lactobacillus species		Collaborative

Sl. No	Name of the Faculty	Department	Student Research Projects (MSc/MPhil/PhD)	Leading Research Projects (funded)	Individual or Collaborative
4.	Prof. Sudhakar Malla	Bio-technology	Antibiotic Resistance & Biofilm formation of bacterial strains in contaminated water bodies.	Molecular bioinformatics evaluation of antistaphylococcal secondary metabolites of bacterial isolates from hospital waste water environment (UGC / Co-PI)	Collaborative
			Analysis of Plasmid stability and Maintenance of Copy number using the Natural Marker as selection		Individual
			Isolation and characterization of the chitinolytic proteins and their antagonistic interactions with phytopathogens		Individual
			Healing effects of RBC membrane damage in wheat grass plants		Individual
5.	Dr. Selvam Arjunan	Bio-technology	Comparative analysis of Solanaeae in-vitro embryo culture of vegetable crops (Tomato, Brinjal, Capsicum).	Dengue viral non structural protein induced host cubic membrane: A target for understanding and combating viral infections (UGC / PI)	Individual
			Analysis of differential protein expression in chillie pepper (Capsicum Annum) after exposed to the UV-B		Individual
			Proteomic profile in heavy metal treated Saccharomyces cerevisiae of baker's yeast.		Collaborative
			TLCV resistance transgenic tomato by Agrobacterium mediated gene transfer		Collaborative
			Study of anti cancer activity from the leaf extract of Annona reticulata		Individual
			Life expectancy in drosophila by using Aeglemarmelos (Bael) plant extracts		Individual
6.	Dr. Sibi G	Bio-technology	Bioleaching	Biosorption of chromium from electroplating and galvanizing industrial effluents using fresh water microalgae under extreme conditions (UGC / PI)	Collaborative
			Influence of Daidzein and Genistein on redising the risk of breast cancer	Heavy metal induction for enhanced lipid productivity in fresh water microalgae (KSCST / PI)	Individual
			Phycoremediation of heavy metals from industrial effluents using fresh water microalgae		Collaborative
			Isolation and characterization of antidandruff compounds from muntingia calabura		Collaborative

Sl. No	Name of the Faculty	Department	Student Research Projects (MSc/MPhil/PhD)	Leading Research Projects (funded)	Individual or Collaborative
7.	Dr. Aruna	Bio-technology	Preliminary phytochemical investigation of anti cancer activities of leaves of Boerhaavia diffusa L.		Collaborative
			Phytochemical and in vitro investigation of anti diabetic activity of methanolic extract of Boerhaavia Diffusa L leaves.		Individual
8.	Prof. Prasanna Srinivas	Microbiology	Characterization of human pathogen of fish.	Designing effective and economical biosensors as probes to detect pollutants in water and horticultural products (UGC / PI)	Collaborative
			Isolation of yellow Mosaic Virus resistance gene from Vigna subterrienea by PCR technique.		Individual
			Studies on Effect of different fibers and the production of good quality channa based sweets		Collaborative
			Effect of Bacillus lichniformis and Arbuscular mycorrhizal fungi on the overall yield of chilly plants.		Collaborative
			Study of endophytic fungi from medicinal plants		Collaborative
			Study of Aflatoxin in commercially available groundnut.		Collaborative
			Studies on Effect of different fibers and the production of good quality channa based sweets		Individual
			Effect of Bacillus lichniformis and Arbuscular mycorrhizal fungi on the overall yield of chilly plants		Collaborative
			Study of endophytic fungi from medicinal plants		Individual
			Study of Aflatoxin in commercially available groundnut.		Collaborative
9.	Prof. Abhishikta Basu	Microbiology	Isolation of Fusarium wilt resistance gene from Vigna subterranean by PCR technique.	Biodegradable and superabsorbent polymer from water hyacinth and its blends: Synthesis and application (UGC / Co-PI)	Collaborative
			Study on the Rhizosphere bacteria of chilly as influenced by microbial inoculants and fertilizers	Chemoenzymatic synthesis of triterpene (present in rice bran) esters and their studies on microbial activity for finding them as new cosmetic preservative (UGC / Co-PI)	Collaborative

Sl. No	Name of the Faculty	Department	Student Research Projects (MSc/MPhil/PhD)	Leading Research Projects (funded)	Individual or Collaborative
10	Dr. Sonia Sharma	Microbiology	Development of PCR based assay for the detection of Mycoplasma pneumonia in patient blood.	Epidemiology and characterization of lipophilic yeast (Malassezia) from human dandruff samples using cultural and molecular methods (UGC / PI)	Collaborative
			Mutation analysis and molecular characterization of multi drug resistance pattern between pseudomonas species by RAPD-PCR technique.	Antioxidant properties of polyphenols of nutraceutical importance in the fermented and non-fermented extract obtained from the waste and under-utilized parts of fruits and vegetables. (UGC / Co-PI)	Collaborative
			Molecular characterization of staphylococcus aureus and antibiotic sensitivity.		Collaborative
			Natural plant extraction for anti microbial properties.		Collaborative
11	Prof. Raja Rajan	Microbiology	Mycobacterium tuberculosis	Molecular and Bioinformatics evaluation of antistaphylococcal secondary metabolites of acterial isolates from hospital waste water environment. (UGC / PI)	Collaborative
			PCR based detection of HIV type -1 in AIDS patients		Collaborative
			Antimicrobial and anticancerous effects of Anncha reticulate		Collaborative
12	Prof. Reshma Raghavan	Microbiology	Comparative Analysis of HIV load quantification by Real Time PCR (QPCR) and (ELISA) Methods	Antibacterial activity of nano-material synthesized from plant extract against methicillin resistant staphylococcus aureus (MRSA) (UGC / Co-PI)	Collaborative
			Comparison of qPCR and ELISA for the detection of Pseudomonas aeruginosa in not chronically infected cystic fibrosis patients		Collaborative
			MRSA		Collaborative
13	Prof. Sangeeta Menon	Microbiology	Influence of long term herbicide trial on beneficial soil micro-organisms in groundnut.		Collaborative
14	Dr. Mahuya De Ghosh	Chemistry		Biodegradable and superabsorbent polymer from water hyacinth and its blends: Synthesis and application (UGC / PI)	Collaborative
15	Dr. Indrani C	Chemistry		Chemoenzymatic synthesis of triterpene (present in rice bran) esters and their studies on microbial activity for finding them as new cosmetic preservative (UGC / PI)	Collaborative

Sl. No	Name of the Faculty	Department	Student Research Projects (MSc/MPhil/PhD)	Leading Research Projects (funded)	Individual or Collaborative
16	Dr. Monika Bajpai	Chemistry		Antioxidant properties of polyphenols of nutraceutical importance in the fermented and non-fermented extract obtained from the waste and under-utilized parts of fruits and vegetables. (UGC / PI)	Collaborative
				Epidemiology and characterization of lipophilic yeast ( <i>Malassezia</i> ) from human dandruff samples using cultural and molecular methods (UGC / Co-PI)	Collaborative
17	Dr. Susanta Pahari	Biochemistry		Establishing the facility for Molecular Biology and Bioinformatics Research: Discovery and development of novel biopharmaceuticals from the broad diversity of snake venoms (VGST / PI)	Collaborative
18	Prof. B.M. Deepa	Genetics		Designing effective and economical biosensors as probes to detect pollutants in water and horticultural products (UGC / Co-PI)	Collaborative
19	Prof. Vanitha G.	Genetics		Phytoremediation of mercury contaminated sites in India-Phytoremediation of mercury contaminated soil at HUL (HLL) site in Kodiakanal, TN, India (UGC / PI)	Collaborative

### 3.1.6 Give details of workshops/ training programmes/ sensitization programmes conducted/organized by the institution with focus on capacity building in terms of research and imbining research culture among the staff and students

Sl. No.	Workshops/Training/Sensitization Programmes Conducted/ Organized with focus on Research Culture	Dates
1.	‘Confluence’, an Annual Conference in Life Sciences conducted by IADC, offers an ideal platform for post graduate students to interact with scientists engaged in cutting edge research in the field of basic, applied life sciences, pharmaceutical and biomedical sciences from world class research institutes and industries. Chemposium	3-4 March 2009 10 April 2010 26-27 May 2011  2012, 2012, 2014
2.	Training on “DNA Finger Printing”	30 Dec 2009 - 02 Jan 2010
3.	Training programme on “Protein Purification”	13-15 May 2010
4.	Demo on "Gel Documentation"	02 November 2010
5.	Training on "PCR and Finger Printing"	14-15 March 2011
6.	Conference on “Recent Trends in Genomics and Proteomics”	26-27 May 2011
7.	Workshop on “PCR and ELISA”	13 August 2011
8.	Workshop on “Biological Data Interpretations”	29 June 2012
9.	Seminar on “From the Test Tube to the Fruit fly: Novel Enzyme”	27 Nov 2012



Sl. No.	Workshops/Training/Sensitization Programmes Conducted/ Organized with focus on Research Culture	Dates
10.	BSAP Summer School on “Cloning Techniques and Gene Tinkering”.	1- 30 September 2012 1- 30 September 2013
11.	National seminar on “Research Trends in Information Technology”	15 March 2014
12.	FDP on “Research and Data Analysis using SPSS”	20 - 21 December 2012
13.	Seminar on “Writing Research Proposals for External Funding”	25 January 2014
14.	Research Paper reading: Departmental Activity in PG Departments	Regular Feature
15.	Training in Advanced Instrumentation	2-6 Feb 2010 18-23 July 2011 8-13 September 2012 22-27 July 2013
16.	Sensitization about SPICE projects under Vision Group on Science and Technology (VGST)	26 Feb 2014 16 January 2014 21 Jan 2013
17.	'Inferential Statistics', an FDP program organized by the IQAC	13 – 14 September 2013

### 3.1.7 Provide details of prioritised research areas and the expertise available with the institution.

The College has identified certain thrust research areas and accordingly developed expertise

- Environmental Biotechnology
- Molecular Biology
- Transcriptomics & Proteomics
- Next-Generation Sequencing
- Toxicology
- Medical Microbiology
- Food Biotechnology
- Fermentation Technology
- Bioinformatics
- System Biology
- Financial Management
- Human Resource Development
- Organic Synthesis
- Medicinal/Natural Product Chemistry

Sl. No.	Name of Teacher	Designation	Highest Qualification	Specialization
1	Dr.T.Somasekhar	Professor	Ph.D	Biotechnology
2	Dr.Snehalata G Nadiger	Professor	Ph.D	Biotechnology
3	Dr.Susantha Pahari	Professor	Ph.D	Biochemistry
4	Dr.R.Senthil kumar	Professor	Ph.D	Microbiology
5	Mr.Prasanna Srinivas.R.	Professor	M.Phil	Microbiology
6	Mr.Rajarajan	Asst. Professor	M.Phil	Biotechnology
7	Ms.Deepa.B.M	Professor	M.Phil	Applied Genetics
8	Dr.Selvam Arjunan	Asst. Professor	Ph.D	Molecular Biology

Sl. No.	Name of Teacher	Designation	Highest Qualification	Specialization
9	Ms.Pushpa Reddy	Asst. Professor	M.Phil	Biochemistry
10	Ms.Geetika Pant	Asst. Professor	Ph.D.	Biotechnology
11	Mr.Khalid Imran	Asst. Professor	M.Phil	Biotechnology
12	Ms.Sangeetha Annie George	Professor	M.Phil	Zoology
13	Ms.Vanitha.G	Asst. Professor	M.Phil	Zoology
14	Ms.Reshma	Asst. Professor	M.Phil	Microbiology
15	Ms.Subha Bhadran	Asst. Professor	M.Phil	Zoology
16	Mr.Sudhakar Malla	Asst. Professor	M.Research UK	Molecular Biology
17	Ms. Ramya Kumar B.S.	Asst. Professor	M.Phil	Biochemistry
18	Ms.Abhishikta Basu	Asst. Professor	M.Sc (NET)	Microbiology
19	Dr.Sonia Sharma	Asst. Professor	Ph.D.	Microbiology
20	Dr.Sibi.G	Asst. Professor	Ph.D.	Medical Microbiology
21	Ms.Ramya.K	Asst. Professor	M.Sc	Biochemistry
22	Ms.Malathi.R.	Asst. Professor	M.Phil	Biochemistry

### 3.1.8 Enumerate the efforts of the institution in attracting researchers of eminence to visit the campus and interact with teachers and students?

It is a regular practice to invite Researchers of eminence as resource persons for Seminars, Workshops, Guest Lectures, etc organized by the departments in the College. These initiatives offer opportunities for the students and faculty to interact with such eminent resources persons for further research interests

- During the last three years, the College has been organizing a program called INSPIRE (Innovation in Science Pursuit for Inspired Research) sponsored by Department of Science and Technology, Government of India. It is an annual (residential) program spreading over five days.
- About 25 scientists of eminence from Institutions such as IISc, NCBS, JNCASR, CCMB, CFTRI have visited the campus on each of such occasions. Although the target audiences for this program are students from Higher Secondary levels, the faculty and students of the UG & PG sections also get opportunities to interact with these eminent persons.
- Our alumni who are engaged in scientific pursuit in advanced Research Institutions visit our Institution and interact with our students and faculty.
- Through our association as an Institutional member of ABLE (Association of Biotechnology led Enterprises), Bangalore Management Association, we are able to attract eminent Research Scholars to interact with our Faculty members and students.

**3.1.9. What percentage of the faculty has utilized Sabbatical Leave for research activities? How has the provision contributed to improve the quality of research and imbibe research culture on the campus?**

The College provides the facility of short term leaves of absence, with pay and long-term leave, without pay for faculty to pursue their research interests.

This has enabled many faculty members to successfully complete their M.Phil and Ph D courses. In a recent instance, Dr. Senthil Kumar - Faculty member of Biotechnology has visited the University of Calgary (Canada) and spent time and interacted with the students and faculty of the Department of Biosciences for a period of 40 days. Such initiatives have significantly contributed to the promotion of Research initiatives and Research culture within the Institution

**3.1.10 Provide details of the initiatives taken up by the institution in creating awareness/advocating/transfer of relative findings of research of the institution and elsewhere to students and community (lab to land).**

The Faculty members whose research findings have been applied in field for societal gains have been communicated, thereby promoting knowledge and awareness among students and faculty.

Scientists whose Research has led to commercial application were also invited as Guest Speakers to interact with students & faculty.

**3.2 Resource Mobilization for Research**

**3.2.1 What percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization.**

The College spends about 3 - 4% of its budget every year on research. The following table gives the details of expenditure incurred by the College on various items of research during the last four years.

	2010-2011	2011-2012	2012-2013	2013-2014
<b>Lab equipments</b>	7,71,344	6,18,406	7,65,344	8,20,345
<b>Computer</b>	1,33,750	1,56,000	3,14,050	3,45,055
<b>Furniture and fittings</b>	14,335	1,11,768	28,033	36,003
<b>Lab consumables</b>	1,18,005	2,52,182	1,58,160	2,21,842
<b>Documentation</b>	2,48,382	85,112	1,93,000	7,90,034
<b>TOTAL</b>	<b>12,85,816</b>	<b>12,23,468</b>	<b>14,58,587</b>	<b>22,13,279</b>

**3.2.2 Is there a provision in the institution to provide seed money to the faculty for research? If so, specify the amount disbursed and the percentage of the faculty that has availed the facility in the last four years?**

Seed money was provided to support faculty research as per the recommendations of research committee. So far, 4 research projects have been granted seed money and the total amount comes to about more than Rs 2 lakhs.

Dr. Senthil Kumar	Department of Biotechnology
Dr. Mahuya De Ghosh	Department of Chemistry
Dr. Rekha	Department of Microbiology
Dr. Ramakrishna	Department of Microbiology
Prof. Prasanna Srinivas. R	Department of Microbiology
Prof. Deepa. B.M	Department of Genetics

3.2.3 What are the financial provisions made available to support student research projects by students?

- Financial provisions are made to **equip laboratories with chemicals, equipments, consumables** to facilitate student research under the supervision of Faculty members.
- A lab was specially developed by the DSDR under the guidance of Dr. Susanta Pahari, with a budget layout of Rs. 25 lakhs to support training and Research initiatives of students.
- This lab is also utilised for carrying out independent research under the mentorship of selected faculty members.

3.2.4 How does the various departments/units/staff of the institute interact in undertaking inter-disciplinary research? Cite examples of successful endeavours and challenges faced in organizing interdisciplinary research

- The Research Committee and the Director of DSDR in association with the Principal co-ordinate inter-disciplinary research among the faculty members.
- Inter-disciplinary collaborations are formed to take advantage of the research expertise of individuals and their relevance for the projects.
- Some of the collaborative efforts across departments have yielded successful results leading to publication in top Journals at National & International levels.

Inter-disciplinary publications:

Dr. Mahuya De Ghosh – ‘Antioxidant survey in certain food plants’ in International Journal of Pharma. Bio.Sci. vol1(2): 2011. 1-7

Some of the challenges faced in promoting inter-disciplinary research are:

- Time Constraints
- Lack of qualified expertise in certain domain areas
- Mismatch in the work schedules of collaborating Researchers

3.2.5 How does the institution ensure optimal use of various equipment and research facilities of the institution by its staff and students?

- All the laboratories are equipped with basic as well as advanced equipment needed for conducting practical experiments as well as research activities.
- In addition, a DSDR laboratory is housed with advanced instrumentation needed for research in Molecular Biology.
- While the DSDR laboratory is structured as a ‘Common Central Facility’ which is accessible for all students and staff of the Institution, equipment and other research facilities of other departments can also be accessed by the student and staff with prior permissions sought from the respective HOD of the department.
- Periodical Orientation programs on the use of various research equipment and facilities are conducted for students and staff.

**3.2.6 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facility? If 'Yes' give details**  
Yes

The College has received a grant of Rs. 30 lakh from Vision Group on Science and Technology (VGST) under the Program CISEE (Centres of Innovative Science & Engineering Education) to establish the facility for **Molecular Biology and Bioinformatics Research**.

The grant also supports the Research proposal of Dr. Susanta Pahari, Head - DSDR and Department of Biochemistry, on: 'Discovery and Development of Novel Bio-Pharmaceuticals from the Broad Diversity of Snake Venoms'.

**3.2.7 Enumerate the support provided to the faculty in securing research funds from various funding agencies, industry and other organisations. Provide details of ongoing and completed projects and grants received during the last four years**  
The College management is committed to support faculty in various methods to develop research proposals and attract funding from Industry, Private & Government funding agencies.

Some of the initiatives undertaken by the Institution, in this direction, include:

- Extending seed money for pilot research
- Providing infrastructural facilities
- The reduction in teaching workloads
- Augmentation of library resources with advanced Journals and reference Books

List of on-going research projects in the Institution

SL No.	Name of the Investigator	Department/ Subject Area	Topic of the research project	Funding Agency and Amount of Grant	Collaboration Investigator / Department
1.	Dr. Susanta Pahari	DSDR / Molecular Biology-Toxinology	Establishing the facility for Molecular Biology and Bioinformatics Research: Discovery and development of novel biopharmaceuticals from the broad diversity of snake venoms	Vision Group on Science and Technology (VGST) Rs 30 lakh	Prof. Stephen P Mackessy of University of Northern Colorado, USA
2	Dr. Senthil Kumar. R	Biotechnology / Life Sciences	Antibacterial Activity of nanomaterials synthesized from plant extracts against methicillin resistant staphylococcus aureus (MRSA) Rs 1,35,000	University Grant Commission (UGC)	Ms. Reshma (Dept. of Microbiology)
3.	Prof. Prasanna Srinivas.R	Microbiology / Microbiology	Designing effective and economical biosensors as probes to detect pollutants in water and horticultural products Rs 1,90,000	University Grant Commission (UGC)	Mr. Sudhakar Malla (Biotechnology) Mrs. B.M. Deepa (Genetics)
4.	Dr. Mahuya De Ghosh	Chemistry / Organic Chemistry	Biodegradable and super-absorbent polymer from water hyacinth and its blends: Synthesis and application Rs 1,78,000	University Grant Commission (UGC)	Ms. Abhishikta Basu (Dept. of Microbiology)

SL No.	Name of the Investigator	Department/ Subject Area	Topic of the research project	Funding Agency and Amount of Grant	Collaboration Investigator / Department
5.	Dr.Indrani Choudhury	Chemistry / Chemistry and Chemical Biology	Chemoenzymatic synthesis of triterpene (present in rice bran) esters and their studies on microbial activity for finding them as new cosmetic preservative Rs 2,00,000	University Grant Commission (UGC)	Ms. Abhishikta Basu (Dept. of Microbiology)
6.	Dr. Monika Bajpai	Chemistry / Organic Chemistry	Antioxidant properties of polyphenols of nutraceutical importance in the fermented and non-fermented extract obtained from the waste and under-utilized parts of fruits and vegetables. Rs 1,40,000	University Grant Commission (UGC)	Dr. Sonia Sharma (Dept. of Microbiology)
7.	Dr. Selvam Arjunan	Biotechnology / Biochemistry	Dengue viral non structural protein induced host cubic membranes: a target for understanding and combating viral infections. Rs 1,40,000	University Grant Commission (UGC)	Dr. Senthil Kumar (Dept. of Biotechnology)
8.	Dr.Sibi.G	Biotechnology / Environmental Microbiology	Biosorption of chromium from electroplating and galvanizing Industrial Effluents using freshwater microalgae under extreme conditions. Rs 1,60,000	University Grant Commission (UGC)	Ms. Geetika Pant (Dept. of Biotechnology)
9.	Dr. Sonia Sharma	Microbiology / Botany	Epidemiology and characterization of lipophilic yeast (Malassezia) from human dandruff samples using cultural and molecular methods Rs 1,60,000	University Grant Commission (UGC)	Dr. Monika Bajpai (Dept. of Chemistry)
10.	Prof. Khalid Imran	Biotechnology / Biotechnology	Development of multiplex PCR kit for detection of oral Streptococci in caries active subjects Rs 2,00,000	University Grant Commission (UGC)	Dr. Senthil Kumar (Dept. of Biotechnology)
11	Prof. Raja Rajan	Microbiology / Biotechnology	Molecular and Bioinformatics evaluation of antistaphylococcal secondary metabolites of bacterial isolates from hospital waste water environment. Rs 1,10,000	University Grant Commission (UGC)	Mr. Sudhakar Malla (Dept. of Biotechnology)

SL No.	Name of the Investigator	Department/ Subject Area	Topic of the research project	Funding Agency and Amount of Grant	Collaboration Investigator / Department
12	Prof. Vanitha G.	Genetics / Environmental Biology	Phytoremediation of mercury contaminated sites in India- Phytoremediation of mercury contaminated soil at HUL (HLL) site in Kodiakanal, TN, India Rs 75,000	University Grant Commission (UGC)	Dr. Snehalata G Nadiger

### 3.3 Research Facilities

#### 3.3.1 What are the research facilities available to the students and research scholars within the campus?

- All the science departments have full-fledged laboratories with modern equipment and supplies. They are open to both students and faculty round the clock.
- The DSDR Research laboratory contains the following research facilities: Laminar Flow, Orbital shaker with cooling, BOD incubator, Electrophoresis apparatus, Gradient PCR, -80°C & -20°C Deep Freezers, UV – Visible Spectrophotometer, Gel Documentation system.
- Augmented library resources with Journals and access to scientific databases, e-journals and e-books.

#### 3.3.2 What are the institutional strategies for planning, upgrading and creating infrastructural facilities to meet the needs of researchers especially in the new and emerging areas of research?

##### **Plans to establish research infrastructure:**

- The Institution has been systematically developing basic infrastructure in all the laboratories to support the research initiatives
- The Institution has acquired permanent affiliation from the Affiliating University and NAAC accreditation with 'A' Grade, leading to 2 (f) and 12 (B) recognition from UGC.
- Supporting faculty members with seed money enabling them to develop research proposals and attract grants from funding agencies.

##### **Upgradation and creation of additional infrastructural facilities for Research:**

- Additional infrastructure is provided as per requirements
- Research Grant of Rs 30 Lacs received from VGST is being used to upgrade and create additional infrastructure.
- 12 funded research projects in progress offer additional boost to the upgradation and creation of additional research infrastructure.
- Plans to submit more research proposals to funding agencies like DST, DBT, ICAR, DAE and ICSSR etc are some of the strategies for the future to build additional research infrastructure in emerging areas of Research.



3.3.3 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facilities? If 'Yes', what are the instruments/ facilities created during the last four years

Yes. The College has received a special grant of RS. 30 lakhs from VGST – CISEE, Government of Karnataka for establishing research facility. The following instruments and facilities have been created during the last 4 years.

**Facility:** Advanced research laboratory for Molecular Biology and Bioinformatics was established using the VGST-CISEE grant specified above. List of Instruments procured during the last 4 year using the special grant

Sl. No	Instruments
1.	Computers and Tables (11 sets) (as dry laboratory facility)
2.	UV-Visible Spectrophotometer
3.	Deep Freezer – 80° C
4.	Orbital Shaker
5.	Water Distillation System
6.	Laminar Flow Hood
7.	MicroPipettes
8.	Electrophoresis Power Pack
9.	Dry Bath incubator with cooling
10.	Autoclave
11.	Centrifuge
12.	BOD incubator
13.	Liquid Nitrogen Container Accessories
14.	BOD incubator
15.	Liquid Nitrogen Container Accessories
16.	Weighing Balance
17.	Electrophoresis Unit
18.	Hot air Oven
19.	Micro centrifuge
20.	pH meter
21.	Vortex
22.	Magnetic Stirrer

3.3.4 What are the research facilities made available to the students and research scholars outside the campus / other research laboratories?

The Institution being located in Bangalore has access to advanced research equipment available in some of the premier National Institutions like IISc, NCBS, JNCASR, NIMHANS and from the parent departments of the Affiliating University. All these institutions have lenient policies to permit students and scholars from other academic institutions on a prior-approval basis.



**3.3.5 Provide details on the library/ information resource centre or any other facilities available specifically for the researchers?**

The College library has a rich collection of Text Books, Reference Books, Journals, and Periodicals. The College also has established a digital library providing access to e-journals, federated searching tools to search articles in multiple databases, etc

**3.3.6 What are the collaborative research facilities developed / created by the research institutes in the College. For ex. Laboratories, library, instruments, computers, new technology etc.**

Most of the research facilities established till date are funded by the Institution. In the previous 2 years, the grants received from funding agencies are also being used to upgrade established facilities and develop new facilities. Plans to attract funds through collaborative efforts for development of laboratories, libraries etc are in process

**3.4 Research Publications and Awards**

**3.4.1 Highlight the major research achievements of the staff and students in terms of Patents obtained and filed (process and product)**

Nil

**Original research contributing to product improvement**

- Biodegradable and superabsorbent polymer from water hyacinth and its blends: Synthesis and application
- Chemoenzymatic synthesis of triterpene (present in rice bran) esters and their studies on microbial activity for finding them as new cosmetic preservative.

**Research studies or surveys benefiting the community or improving the services**

- Survey on Higher Education Penetration among the Under Privileged Sections of the Society by Department of Commerce (IQAC & PG Studies, Commerce Department)
- Child labour in Hotel Industry by Department of Humanities
- Minority Education Scholarship Awareness among Students of Minority Community by Department of Biotechnology

**Research inputs contributing to new initiatives and social development**

*Significant contributions have been made by the research output of the Institution, for details refer to **section 3. 2. 7** of this report.*

**3.4.2 Does the Institute publish or partner in publication of research journal(s)? If 'Yes', indicate the composition of the editorial board, publication policies and whether such publication is listed in any international database?**

Yes, the Institution partners with the Indian Academy School of Management Studies (IASMS) to publish a Bi-annual Journal, the 'IASMS Journal of Business Spectrum' (ISSN: 0974/8016).

The Editorial Board consists of experts in the field of Management Studies, representing premier organizations at National and International levels. Manuscripts received for publication are subjected to standard Peer-review process as specified in the Journal.

### 3.4.3 Give details of publications by the faculty and students

Details	Number
Publication per faculty	1.06
Number of papers published by faculty and students in peer reviewed journals (national / international)	101
Number of publications listed in International Database (for Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)	37
Monographs	-
Chapter in Books	7
Books Edited	-
Books with ISBN/ISSN numbers with details of publishers	13
Citation Index	-
SNIP	-
SJR (range)	0.22-0.57
Impact factor (range)	0.15 to 1.5
h-index	-

### 3.4.4 Provide details (if any) of

Research awards received by the faculty	None
Recognition received by the faculty from reputed professional bodies and agencies, nationally and internationally	None
Incentives given to faculty for receiving state, national and international recognitions for research contributions	The Institution has established policies to offer incentives to the faculty for meritorious research contributions at National & International levels

## 3.5 Consultancy

### 3.5.1 Give details of the systems and strategies for establishing institute-industry interface?

The College has established an **Indian Academy Centre for Professional Excellence (IACPE)** to primarily undertake competency building among students to improve their employability. One of the major objectives of the CPE is to establish institute-industry interface and accordingly it has established linkages with the industry.

- The industry representatives are increasingly interfaced in all the academic programs as guest faculty and resource persons for the Seminars, Conferences and Workshops.
- This initiative has facilitated students' Industrial visits for industry orientation and for Internships at industries.

This continued involvement with industry has substantially contributed to increased placement of our students through campus recruitment.

**3.5.2 What is the stated policy of the institution to promote consultancy? How is the available expertise advocated and publicized?**

The policy of the College is to extend consulting services to industry and others at affordable price. The Centre for Professional Excellence (CPE) coordinates the departments and faculty members in extending consultancy services and it also takes on the responsibility of publicizing the available expertise in the College among the industry circles.

The IADC CPE actively promotes the expertise available within Indian Academy to the industry and takes lead in extending our expertise for consultancy services. IADC CPE closely works with our faculty resources and helps them in networking with industry for consultancy services.

**3.5.3 How does the institution encourage the staff to utilize their expertise and available facilities for consultancy services?**

The College encourages the faculty to undertake consultancy in their respective domains. The Centre for Professional Excellence besides being an initiator also coordinates the consulting services in the College. Special lectures by experts are also organized to enlighten the faculty members on the importance of consulting services and their positive impact on teaching-learning process in the College.

**3.5.4 List the broad areas and major consultancy services provided by the institution and the revenue generated during the last four years**

At present, Consultancy services are offered by faculty in areas: Microbial Product Formulations, Drug Discovery Research, Proteomics Data Interpretation, Bio-fertilizers, Composting, Customer Relations, Customer perceptions, Testing & debugging in IT, Retail Marketing, Tourism & Hospitality etc.

The Dept of Microbiology at Indian Academy Degree College and Grindwell Norton Limited, (a subsidiary of Saint-Gobain) has entered into a MoU to provide consultancy on the “Development of Anti Bacterial Scrub.” Efforts to promote consultancy services in other disciplines are in progress.

**3.5.5 What is the policy of the institution in sharing the income generated through consultancy (staff involved: Institution) and its use for institutional development?**

The Institution has established a policy to share the revenues generated through consultancy with the principle faculty members. The current revenue sharing ratio is 50:50 (Faculty involved: Institution) and the same will be revised if necessary, in future, based on the standard policies that are in practice in other premier institutions such as IITs and IIMs.

The Institutional share of the income generated through consultancy will be utilized to provide necessary infrastructure and support required for effective promotion of consultancy initiatives in the institution.

### 3.6. Extension Activities and Institutional Social Responsibility (ISR)

#### 3.6.1 How does the institution promote institution-neighbourhood-community network and student engagement, contributing to good citizenship, service orientation and holistic development of students?

The College, as a response to our understanding of the importance of Institutional Social Responsibility, has established a close network of relationships in its neighbourhood, through continuous engagement of students and staff in community work. The Students and faculty are also continuously sensitized about the importance of Community work and the societal obligations of the Institution and are motivated them to participate in community projects.

- We have a well-established **NSS wing** (approved by the Bangalore University), with strong student involvement, which also serves as a nodal point in community-related work.
- We also have a **Youth Red Cross (YRC)** wing, with many students associated with it that plays an active role in Community-related work.

Both the NSS & YRC wings have a faculty in-charge who advises and co-ordinates the activities throughout the academic year. Both the NSS and YRC, in its programs and initiatives, also involve students from across disciplines who are non-members and also other members from the community.

- The College has also **adopted a Government Primary School in Malur Taluk** and has been providing assistance in building infrastructure, extending library, teaching services etc in the span of the last 5 years.
- The College also works with the **Bangalore Bruhat Mahanagara Palike (BBMP)** office, the departments of Police, Traffic Police, Fire services and the Councillors of the wards located around the College for community development activities in the neighbourhood. We have also established associations with **Rotary and Lion's Clubs** in the neighbourhood and with **B-PAC (Bangalore Political Action Committee)**
- The Students' Newsletters and the other student-based publications of the College are used to promote and encourage such community-based activities.
- **The Indian Academy Alumni Association (IAAA)** also actively participates in our community networks.

Some of our recent community-based activities include:

- Awareness rallies conducted to sensitize public in on safety and rules in Traffic,
- AIDS awareness rallies,
- A camp to sensitize public in the significance of voting along with Voter ID registration ,
- Blood donation camps in association with the Rotary Club and renowned Blood banks;
- An eye screening camp in association with vasan eye care
- Demo on fire hazards on the occasion of Fire Day as an awareness programme in association with Hebbal Fire Station
- Energy Conservation Day on every second Saturday of the month.
- Judiciary Support for Women's Safety in association with Vanitha Sahayavani, Police Commissioner Office, Bangalore Indian Academy Group of Institution and Karnataka State Council for Science and

- Technology jointly Organizing Rally for World Environment Day.
- Book Exhibition
- Free healthcare camps organized in association with hospitals
- Other activities in association with the Bangalore Traffic Police to provide Traffic barricades and Signboards.

**3.6.2 What is the Institutional mechanism to track students' involvement in various social movements / activities which promote citizenship roles?**

The Institution, through its persons in key positions such as **the Principal, NSS Officer, Public Relations Officer, Heads of Student Clubs & other committees, Alumni Association, NCC, YRC, Women's Club, IACPE, IQAC** etc, promotes the need for student involvement in Social activities & co-ordinates their participation

**3.6.3 How does the institution solicit stakeholder perception on the overall performance and quality of the institution?**

The major stakeholders of the Institution being **students, parents, teachers & staff, employees and the community, the Industry and other public organizations** etc.

We solicit stakeholder feedback through a combination of formal and informal feedback mechanisms; we seek formal feedback from Parents, guardians and students, on a continuous basis, through Parent-Teacher Meetings & other face-to-face interactions.

The inputs and feedback received are valued and taken into consideration in moulding our performance and quality initiatives.

**3.6.4 How does the institution plan and organize its extension and outreach programmes? Providing the budgetary details for last four years, list the major extension and outreach programmes and their impact on the overall development of students.**

- The Institution plans extension activities in the beginning of the semester and lists possible time slots available for community-development activities in order to avoid conflict in the academic calendar of the students.
- The Institution, through its officials at key wings like the NSS, NCC, YRC, IQAC, IACPE, the Principal and the Public Relations Officer, initiates and organizes outreach programmes. In areas that may require major infrastructural development or added expertise, the Institution also engages professional help and support.
- Over the years, it has been observed that student participation in community development activities and extension programmes has increased substantially. The voluntary participation of students have brought with it some major benefits like the enhancement of soft skills and attitude aspects in the personality of students, which has led to greater student progress and performance in Campus Placement opportunities and all other participative forums.

*Table showing the budgetary details for major extension & outreach activities over the last 4 years:*

Year	Amount Spent
2010	Rs 3,00,000
2011	Rs 1,60,000
2012	Rs 2,15,000
2013	Rs 2,65,000

*List of major extension and outreach programs organized by the College during the last four years:*

Sl. No	Extension activity
1.	Adoption of a rural based Government School, Malur, Karnataka
2.	Blood Grouping and Blood Donation Camps
3.	Voters ID registration
4.	Distribution of Traffic Barricades and Traffic towers to Bangalore Traffic Police
5.	Taking Science to rural schools
6.	Aids awareness campaign
7.	Gandhi Jayanti Day - On every 2 <sup>nd</sup> October, the employees and students of the College campaign against social evils by distributing leaflets and taking procession in the villages to create awareness.
8.	Mathematics orientation to students in Govt. Schools
9.	Creation of awareness on removal of plastic wastes
10.	English language orientation for students in Govt. Higher Primary Schools
11.	Creation of nutrition awareness among school children in Government Higher Primary Schools
12.	Distribution of stationery items to students of 'Nirmala Sishu Bhavan' (centre for disabled children).
13.	Creation of awareness on Bharathada Ganya Ganithagnaru, at Government Primary School, Sompura.
14.	Free coaching in Mathematics for students of SSLC in Govt. schools
15.	An awareness program on "Hazardous Effect of Mobile Radiations" for the students of Sri Sharada Education Society.
16.	Donation of voice recorder for the blind orphanage as a part of Physical Science Club activity.
17.	Relief fund to Kedarnath Flood victims through Deccan Chronical
18.	Creation of awareness on hygiene and cleanliness to students of 'Anganwadi Schools.
20.	Book Exhibitions for Public
21.	Tree Plantation as part of 'Million Tree Plantation Programme', under UNEP
22.	Animal Adoption at Mysore Zoo

3.6.5 How does the institution promote the participation of students and faculty in extension activities including participation in NSS, NCC, YRC and other National/ International agencies?

The Institution promotes the participation of its students and faculty through the various wings and clubs instituted for Community-development initiatives such as the NSS, NCC, YRC, **Student Clubs & other committees, Indian Academy Alumni Association, Women's Club, IACPE, IQAC etc.**

At the beginning of each semester, the College makes sure to gather good numbers of enrolments in each of these committees and community development wings.

Strong sensitizing activities are taken up and communication is made through circulars, bulletin boards, the College website, through social media in student circles; promotion is also done through the student-based College newsletters and publications

3.6.6 Give details on social surveys, research or extension work (if any) undertaken by the College to ensure social justice and empower students from under-privileged and vulnerable sections of society?

*List of social surveys undertaken by the College*

Sl. No	Survey
1	Survey on <b>Higher Education Penetration</b> among the Under Privileged Sections of the Society
2	Survey on Child labour in the Hotel Industry by Department of Humanities (B.A.)
3	Survey on Minority Education on Scholarship Awareness among Students of Minority Community

3.6.7 Reflecting on objectives and expected outcomes of the extension activities organized by the institution, comment on how they complement students' academic learning experience and specify the values and skills inculcated

Some of the major extension activities that impact our students like **Blood Donation camps, AIDS awareness programs, community development programs, creating civic sense, awareness of civic rights**, etc bring value addition to the holistic development of students.

These initiatives help students to imbibe values and to develop leadership, team spirit, interpersonal relations, communication, commitment to social justice and equity, empathy for others, respect for rights of others, self-awareness, sense of responsibility, etc.

These initiatives complement students' academic learning in the classroom, making students not only competent in their chosen domains, but also in shaping them as responsible citizens of the Nation.



3.6.8 How does the institution ensure the involvement of the community in its reach out activities and contribute to the community development? Detail on the initiatives of the institution that encourage community participation in its activities?

The Colleges 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:

- Effective traffic management initiatives through the Bangalore Traffic Police, by providing traffic barricades and through rallies and campaigns on safe driving
- Voter Registration camp in association with the BBMP and B-PAC
- The students organized AIDS awareness programs through street plays conducted in the campus of a local hospital
- 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.

3.6.9 Give details on the constructive relationships forged (if any) with other institutions of the locality for working on various outreach and extension activities.

Some of the major formal associations forged with local institutions:

- The College has formally adopted a rural based Government Primary School, at Malur, Kolar Dist., from the Ministry of Primary Education Govt. of Karnataka.
- The College has forged reworking relationship with BBMP authorities in the neighbourhood to carry out its outreach activities.
- The College is associating with the Traffic Police Division of the neighbourhood to promote Safe Driving habits among public.
- We are also having regular associations with NGOs like Freedom Foundation, Rotary and Lions Clubs to carry out many outreach and extension activities.

3.6.10 Give details of awards received by the institution for extension activities and/ contributions to the social/community development during the last four years

The College has organized several extension and community development programs in its own way, keeping in view its responsibility to the society and to inculcate social responsibility in students and staff. We strongly believe that by continuing our efforts and activities in the areas of community development and extension, recognition and rewards will come by in due course of time.



### 3.7 Collaborations

3.7.1 How does the institution collaborate and interact with research laboratories, institutes and industry for research activities. Cite examples and benefits accrued of the initiatives - collaborative research, staff exchange, sharing facilities and equipment, research scholarships etc

The College seeks interaction and collaboration with external research institutes and industry to promote research activities of students and faculty. Some of the on-going research & consultancy projects in the College are being carried out in collaboration with researchers of eminence.

For example, the research project sponsored by VGST is being carried out in collaboration with Prof. Stephen P. Mackessy, Department of Biological Sciences, and University of Northern Colorado, USA. Collaboration is also being worked out with Ganit Laboratories, Bangalore in the area of DNA sequencing and analysis. The College has a tie-up facility with Indian Institute of Science, Bangalore to use their advance facilities for students' projects.

The Department of Microbiology is associated with Grindwell Norton in consultancy activities.

3.7.2 Provide details on the MoUs/collaborative arrangements (if any) with institutions of national importance/other universities/ industries/Corporate (Corporate entities) etc. and how they have contributed to the development of the institution

The College has formal MoU with the following organizations

Sl. No.	Organization	Objective
1	National Stock Exchange of India Limited (NSE)	To offer courses on capital market operations.
2	Meridian International Institute	To offer courses in the areas of travel and tourism, airline management, ticketing, etc
3	Sembramky Environmental Management Pvt. Ltd	To dispose the biomedical wastes in the College and hostels as per Pollution Control Board
4	BioZEEN - Bangalore Biotech Labs Pvt. Ltd.	To Collaborate in students project and staff Training
5	Grindwell Norton Ltd	Development of Anti Bacterial Scrub
6	Nidan Technologies Pvt Ltd	Training in soft skills, ICT, Banking, Retailing, etc.
7	CADD Centre, Bangalore	To train B.B.M. students

The associations with the institutions and the industries such as the above have contributed to increased learning opportunities and advanced knowledge acquisition & skill development among the students and faculty. These initiatives have also led to greater student progression and achievements.

**3.7.3 Give details (if any) on the industry-institution-community interactions that have contributed to the establishment / creation/ up-gradation of academic facilities, student and staff support, infrastructure facilities of the institution viz. laboratories / library/ new technology /placement services, etc**

The College has been consistently working on forging working relationships with industry, other institutions and with the community for the development of the Institution. Indian Academy Centre for Professional Excellence is playing a key role in establishing these relationships with the community, the industry etc. Some of these associations have resulted in supporting research activities, student support and faculty development.

- Through community participation, nearly 15 Merit Scholarships have been instituted; each scholarship with an endowment fund of Rs. 1 lac, fetching an annual sum of Rs. 10,000
- MOUs with many industries & research institutions are providing strong impetus in faculty development and in skill development initiatives for students.
- The MOUs also promote consultancy opportunities for our faculty members.
- Increased association with industry and community augments placement activities.

**3.7.4 Highlight the names of eminent scientists/participants who contributed to the events, provide details of national and international conferences organized by the College during the last four years**

The College has organized several academic programs such as seminars, conferences, workshops, FDPs, orientation programs, etc involving eminent academics. Below is the list of national level seminars and conferences organized by the departments. This is followed by the list of eminent scientists and participants who actively participated in these programs

S.No.	National Seminars/Conferences	Date
1.	National Seminar on “Quality management in Higher Education”	6-7 August 2010
2.	National Workshop on “Logistic Management”	20-21 Feb 2009
3.	Management Development Program (MDP) on “Human Resource for the New Economy: Bridging the Theory and Practice”	20 Feb 2010
4.	Confluence 2010: Lectures on Science and Academia-Industry Interaction	10 April 2010
5.	National Seminar on “Business Strategies: National and Global Perspectives”	25-26 Feb 2011
6.	National Conference on “Recent Trends in Genomics and Proteomics”	26-27 May 2011
7.	National Seminar on “Service Management Strategy and Challenges in the Era of Globalization”	19- 20 April 2012
8.	National Seminar on “Financial Inclusion-Challenges and Opportunities”	26- 27 April 2013
9.	National Programme on “Technology Enhanced Learning” (Sponsored by NPTEL, IIT Madras)	7-8 November 2013
10.	National Seminar on “Non Performing Assets of Commercial Banks”	20 Dec 2013
11.	National seminar on “Research Trends in Information Technology”	15 March 2014
12.	National seminar on “Gender Based Issues in HRM”	22 March 2014
13.	National seminar on “Emerging Trends in Derivative Market”	23 April 2014
14.	National Seminar on “Emerging Trends in Human Resources”	25-26 April 2014
15.	National Seminar on “Higher Education Transformation in India”	28-29 April 2014
16.	National seminar on “Recent Trends in Indian Politics”	30 April 2014

Sl. No.	Name of Eminent Scientist/Participant	Institute/Organization
1.	Dr. H.R. Bhardwaj	Governor of Karnataka
2.	Dr. H.A.Ranganath	Vice-Chancellor, Bangalore University.
3.	Dr. N. Prabhu Dev	Vice-Chancellor, Bangalore University.
4.	Dr. S. Ignacimuthu	S.J. Former Vice Chancellor, University of Madras
5.	Prof. M.I. Savadatti	Former Vice-Chancellor, University of Mangalore & Former Member, UGC
6.	Dr. Geetha Bali	Vice-Chancellor, Karnataka State Woman's University, Bijapur, Karnataka
7.	Dr Clive S. Butler	School of Biosciences, University of Exeter, Exeter , UK
8.	Dr.N.Jayaraman (Bhatnagar Awardee)	Indian Institute of Science,(IISc) Bangalore
9.	Prof. N.S. Ramaswamy	Founder-Director, Indian Institute of management, Bangalore (IIM-B)
10.	Prof. L.S. Murthy	Professor, Indian Institute of management, Bangalore (IIM-B)
11.	Prof. Rajeev Gowda	Indian Institute of management, Bangalore (IIM-B)
12.	Prof. P. G. Apte	Indian Institute of management, Bangalore (IIM-B)
13.	Dr. K. Kumar	Indian Institute of management, Bangalore(IIM-B)
14.	Prof. Balakrishnan	Professor Emeritus, Indian Institute of Technology, (IIT Madras)
15.	Dr. Mangala Sunder Krishnan	Professor, Indian Institute of Technology, (IIT Madras)
16.	Dr. Mukesh Doble	Professor, Indian Institute of Technology, (IIT Madras)
17.	Dr. S.Srinivasan	Professor, Indian Institute of Technology, (IIT Madras)
18.	Dr. Arshinder Kaur	Indian Institute of Technology, (IIT Madras)
19.	Dr. Ananthanarayana V. S.	Professor, National Institute of Technology Karnataka, Surathkal
20.	Prof. Mythily Ramaswamy	Dean, Tata Institute of Fundamental Research (TIFR)
21.	Prof. Datti	Tata Institute of Fundamental Research (TIFR)
22.	Prof. Venkateswaram Krishnan	Tata Institute of Fundamental Research (TIFR)
23.	Dr. Hemalatha Balram	Jawaharlal Nehru Centre for Advanced Scientific Research, Bangalore
24.	Dr.Sudhir Nambiar	Director, AstraZeneca India Pvt Ltd, Bangalore
25.	Dr. Rajan Dighe	Professor, Indian Institute of Science,(IISc) Bangalore
26.	Dr. Ramakrishna	National Law School of India University,Bangalore
27.	Dr.E. N. Prabhakaran	Indian Institute of Science, (IISc)Bangalore
28.	Prof Balaveera Reddy	Former Vice-Chancellor, Kuvempu University
29.	Prof Venkatramaiah	Former Vice-Chancellor, Mangalore University
30.	Prof. Kaveriappa KM	Former Vice-Chancellor, Mangalore University
31.	Justice Santhosh Hegde	Former Justice, Supreme Court of India and Former Lokayukta, Government of Karnataka

**3.7.5 How many of the linkages/collaborations have actually resulted in formal MoUs and agreements? List out the activities and beneficiaries and cite examples (if any) of the established linkages that enhanced and/or facilitated**

S. No	Linkages/ collaborations Details	MOU /agreement with/ centre for	Activities and beneficiaries
a.	Curriculum development/enrichment	Enzene Biosciences & Biozene	Inputs on curriculum development & enrichment in Life Sciences Courses
b.	Internship / On-the-job training	Indo American Hybrid Seeds Pvt. Ltd., Bangalore	To provide on the job training and projects in plant tissue Culture for students of M.Sc. Life Science.
		Skanda Life Sciences, Bangalore	To provide on the job training and Projects in Animal tissue Culture for students of M Sc Life Science.
c.	Summer placement	BiOZEEN - Bangalore Biotech Labs Pvt. Ltd.	To provide summer placement for the students through Biotechnology Consortium of India Ltd
d.	Faculty exchange and professional development	Synthesis Research Solutions	To provide Faculty Development courses in Data handling, SAS and SPSS
e.	Research	Collaboration with Prof. Stephen P Mackessy of University of Northern Colorado, USA	To collaborate on ‘Novel bio-pharmaceuticals from the broad diversity of snake venoms’
f.	Consultancy	Grindwell Norton Limited	Development of anti-bacterial scrub
g.	Extension	Freedom Foundation (NGO), Bangalore	To create Awareness about HIV-AIDS in the society
h.	Publication	Dept of Microbiology, University of Agricultural Sciences, Bangalore	To collaborate in research projects leading to publications
		Health Care Hospitals, Vizac (AP)	To collaborate in research projects leading to publications
i.	Introduction of new courses	IGNOU	To offer new certificate programs/ courses that can be parallelly pursued by the UG & PG students of the College
		National Stock Exchange of India Limited (NSE)	To offer a certificate course on Capital Market Operations
		Meridian International Institute	To offer courses in the areas of travel and tourism, airline management, ticketing, etc.

**3.7.6 Detail on the systemic efforts of the institution in planning, establishing and implementing the initiatives of the linkages/collaborations**

The College is committed to establish linkages & collaborations with other Institutions and industries, which has resulted in forging MOUs and other formal associations with many organizations.

**Indian Academy Centre for Professional Excellence** is the driving force behind these initiatives; the IACPE is supported with necessary infrastructure and financial resources to take this initiative aggressively and contribute to the all-round development of the Institution.

## **CRITERION IV: Infrastructure and Learning Resources**



#### 4.1 Physical Facilities

##### 4.1.1 What is the policy of the Institution for creation and enhancement of infrastructure that facilitate effective teaching and learning?

The College has strong commitment to create top class infrastructure and to continuously upgrade and enhance the same to accommodate the growing needs of the system, as per the guidelines of the Regulatory bodies.

The College makes **budgetary provisions for addition, maintenance and enhancement of the infrastructure**. The College has also established associations with service providers like civil architects, contractors and Interior designers and **empanelled a list of preferred vendors** for the procurement of various equipment and other infrastructural needs of the system. **Necessary human resources like supervisors, supporting staff are put in place** for building maintenance & up-gradation.

##### 4.1.2 Detail the facilities available for

- a) Curricular and co-curricular activities – classrooms, technology enabled learning spaces, seminar halls, tutorial spaces, laboratories, botanical garden, Animal house, specialized facilities and equipment for teaching, learning and research etc.
- b) Extra –curricular activities – sports, outdoor and indoor games, gymnasium, auditorium, NSS, NCC, cultural activities, Public speaking, communication skills development, yoga, health and hygiene etc.

The Institution has academic and support facilities housed at 3 locations, out of which, the academic facilities are housed at 2 premises with a built-up area of about 1,10,000 sq. ft. Support facilities for sports and outdoor activities are located in a separate playground area of 4 acres. The Institution has also taken up adequate planning to ensure the inclusion of adequate libraries, laboratories, seminar halls etc to house the growing numbers of students and with all the necessary facilities.

- Adequate number of class rooms, well ventilated & equipped with internet and e-learning facilities
- Well-equipped & well-maintained laboratories
- Library that is housed across two floors, completely automated with OPAC and digital learning resources facilitated by INFLIB NET and DELNET
- More than 200 computers systems including desk tops and lap tops.
- Modern furniture for class rooms, library, office, faculty rooms, etc
- Language lab with high end software
- Student hostels both for men and women separately
- Separate faculty rooms with computers and internet facility.
- Well furnished office rooms (Admin Block)
- State-of-art seminar halls equipped ICT facilities to facilitate a variety of academic events to take place.
- Uninterrupted power supply and Gen-set of optimum capacity to facilitate smooth operations on the campus.
- Lift facility to all, particularly physically challenged persons.
- Ramp facility to physically challenged persons.
- Rest rooms at each floor for the convenience of students and employees.
- Open auditorium for onstage events

**b) List of facilities available for extra-curricular activities:**

- Separate facilities for NCC and CSR activities
- Separate Rooms for Women's Council, NSS, Student Councils & Counselling, etc
- Adequate facility to house indoor games and outdoor games and sports
- Wide area playground spread over 4 acres
- Clean drinking water with RO plant to ensure safe potable water
- Canteen has been upgraded to cater to the food needs of both students and employees
- Terrace auditorium for yoga and other recreational facilities
- Buses, vans and cars to take care of transportation requirements of students and employees.
- First-aid facility & access to ambulance for any exigencies

**4.1.3 How does the institution plan and ensure that the available infrastructure is in line with its academic growth and is optimally utilized? Give specific examples of the facilities developed/augmented and the amount spent during the last four years (Enclose the Master Plan of the Institution / campus and indicate the existing physical infrastructure and the future planned expansions if any).**

The Institution has primarily planned the infrastructure keeping in mind, the current and future requirements of academic and co-curricular infrastructure. New Courses have been added over the last 4 years and additional intake was sanctioned in the existing courses and accordingly, necessary improvements and modifications were made as per the added requirements. The time tables/ class schedules are drawn in such a way that different streams have different starting and closing time within a day. For example B.Com. classes are between 8 a.m to 3 p.m and M.Sc classes are scheduled from 10 a.m to 5 p.m. Extra-curricular activities are scheduled in extended hours and over the weekends, in order to avoid conflicts in the academic schedules; through these methods of re-allocation the Institution has been able to use resources effectively & optimally.

The College has visualized the future requirements of infrastructure and accordingly it has acquired 7 acres of land close to the existing campus to develop additional infrastructure for its future requirements. Presently, 4 acres of this land is being used as a playground.

The College has spent more than 4 Crores during the last 4 years on various infrastructural maintenance and expansion projects. This reflects the commitment of the Management on infrastructure maintenance and expansion.



**Infrastructural facilities upgraded/developed during the last 4 years:**

Sl. No.	Facilities Developed	Amount spent in (Rs)			
		2010-11	2011-12	2012-13	2013-14
1	Seminar Hall Renovation	1,80,000	2,40,000	4,70,000	56,36,106
2	RO water systems(College and Hostel)	-	4,51,750	1,14,885	80,000
3	Transport(Vehicle Purchase)	3,91,496	1,25,000	3,58,011	2,25,000
4	Central Research Facility and laboratories	20,42,173	27,85,749	28,15,000	31, 10,000
5	Wi-Fi Facility	-	-	-	4,97,404
6	Second campus/Play Ground Facility	-	17,98,260	137,25,500	5,53,454
7	Rooms with ICT facility for Management(PG)	2,15,000	3,27,500	9,09,752	4,75,000
8	Hostel Kitchen Maintenance & modernization	45,700	60,000	75,500	1,52,488
9	CCTV Installation	-	-	1,45,579	39,423
10	Elevator: Procurement & Maintenance		7,75,000	1,50,000	2,25,000
11	Automation of Operations & Knowledge management	-	2,16,000	3,55,000	15,50,000
12	Additional Class rooms and Furniture	1,10,000	1,50,000	2,00,000	4,00,000
13	Creative Corner- Wall Magazine	-	-	-	30,000
14	Language Lab Facility up-gradation	-	25,000	41,000	67,908
16	Commerce Lab facility	-	-	1,75,000	4,00,000
17	Computers/Laptop Purchase	1,33,750	8,15,689	20,93,653	12,50,000
18	Indian Academy Centre for Entrepreneurial Learning(IACEL)				2,80,000
19	Indian Academy Centre for Professional Excellence(IACPE)			7,52,500	8,12,500
20	Biometric system	45,150	42,000	30,000	45,000
21	Additional Sports facilities (Basket ball pole, Hand ball post, Table Tennis Board etc)	1,50,000	2,40,000	4,00,000	3,10,000
	<b>Total</b>	<b>33,13,269</b>	<b>80,51,948</b>	<b>2,28,11,380</b>	<b>1,61,39,283</b>

#### 4.1.4 How does the institution ensure that the infrastructure facilities meet the requirements of students with physical disabilities?

The College is conscious about the fact that the infrastructure of the Institution must be accessible to physically-challenged students and employees. **Ramps for easy accessibility of wheelchairs** are provided at key points. **Two elevators have been installed** for such students to reach all facilities; **spare wheelchairs** are also made available for students with physical disabilities.

#### 4.1.5 Give details on the residential facility and various provisions available within them:

Separate Residential facilities for boys and girls are provided in close proximity of the main campus. These hostels also have attached dining facilities. All necessary facilities like wash rooms, dining halls, libraries and other recreational facilities are provided.

All other details available within the hostels are provided in the table below:

Sl. No.	Residential Facility	Provision Available
1	Hostel Facility –Accommodation available	Boys Hostels:250 occupancy, Girls Hostels:250 occupancy
2	Recreational facilities, gymnasium, yoga centre, etc.	Tread Mill, bench press & upper back, 6-station gym, parallel bar stand & pull ups and other weight training accessories.
3	Computer facility including access to internet in hostel	Desktop computer with internet connectivity and printer
4	Facilities for medical emergencies	First aid room and standby vehicle
5	Library facility in the hostels	Reading room with magazines and periodicals
6	Internet and Wi-Fi facility	Internet connectivity
7	Recreational facility-common room with audio-visual equipments	Common room with TV set
8	Constant supply of safe drinking water	Constant RO Water Supply
9	Security	Security Personnel appointed and CCTV Camera installed

#### 4.1.6 What are the provisions made available to students and staff in terms of health care on the campus and off the campus?

The College has made arrangements with local hospitals to provide on-call duty doctor, as and when the requirement arises. The College has also provided first aid facilities, both in the Colleges and the hostels. Periodical Health camps are also organized in association with local hospitals for the benefit of students and employees.

Sl. No.	Common Facility	Remarks
1	IQAC	IQAC cell is housed in an independent office with access to telephones, computers, printers etc for the effective functioning of the Cell
2	Women's Cell	Women's Cell, is supported with all the necessary infrastructure in a separate room, with a designated co-ordinator
3	Grievance Redressal unit	Grievance redressal unit is provided with necessary basic amenities and furniture
4	Counselling & Career guidance	Accommodates 15 students at a time in the front room and a closed counselling chamber to maintain privacy, with a designated & qualified Counsellor
5	Centre for Placement Services	The Placement Centre has a designated office, with a team of Placement officers. Separate interview rooms and a Board room are also available.
6	Health care facility	First aid facilities are available; examination room with necessary infrastructure is also available.
7	Canteen	A well-designed canteen with adequate infrastructure to serve 150 students is available within the premises
8	Recreational space for staff & Students	Indoor facilities are available within the main premises; outdoor sports facilities are available both in the main campus and in an additional location
9	Safe drinking water facility	RO processed potable water is available on all floors
10	Auditorium	An open auditorium and an indoor auditorium are available.
11	Seminar Halls	2 Seminar Halls, each with a capacity to hold 200 audiences, all necessary facilities to aid Audio-visual presentations, with sound/acoustic management systems are also available.
12	Women's Room	A common room for women is available
13	Parking Facility	Provision for ample parking space is made available

## 4.2 Library as a Learning Resource

4.2.1 Does the library have an Advisory Committee? Specify the composition of such a committee. What significant initiatives have been implemented by the committee to render the library, student/user friendly?

YES.

The advisory committee of the College library Consists of :

Principal, Chief Librarian, Three Faculty Representatives, One Student Representative and One External Member.

The following initiatives have been implemented to augment library resources:

- Bar-coded Library User IDs
- Introduction of OPAC Service
- Automated Book Reservation facility
- Library Orientation program to users
- Access to Digital Library
- News paper clipping Service
- Overnight reference book borrowing facilities
- Off-campus access to the Digital library through the College Website
- Deposit-based book issuing
- Inter-Library loan facilities
- e- Library
- Pigeon Lockers Facility
- SC/ST Book bank
- SMS Alert/Reminder Service for borrowers
- Computer Internet Security
- DELNET Service
- Subscription facilities to E-journals
- UGC/NET EXAM BOOKS
- Books on Human Values
- INFLIBNET Membership
- New arrivals List to the Dept
- Facilities for Reprography: Color Xerox/Hard
- Binding of Projects/Printing facility

## 4.2.2 Provide details of the following:

- **Total area of the library:** 450.00 Sq.mtr
- **Total seating capacity:** 200
- **Working hours of the Library**
  - (a) **Working days (Monday-Saturday):** 8.00 am- 6.30 pm
  - (b) **Sundays :** 9.00 am- 2.00 pm
  - (c) **During Examinations :** 8.00 am- 8.00 pm
- **Layout of the library** – The library is housed across **2 floors**, with Wi-Fi internet connectivity, with a central stair case.
- 20 stand-alone computers with access to digital resources, it is well-lit with adequate furniture.
- Reprographic facilities are also housed within the library. Books are housed in polished wooden cupboards against the walls with a clear description of subjects on top of cupboards. It has area for reprographic facility, area for browsing and relaxed reading, area for book issues and area for net centre for accessing e-resources.

## 4.2.3 How does the library ensure purchase and use of current titles, print and e-journals and other reading materials? Specify the amount spent on procuring new books, journals and e-resources during the last four years.

Each department has pre-approved, annual budget to acquire reading resources in their respective disciplines. **Students' feedback, increasing student numbers, addition of new courses, availability of new reading resources and material** are some of the major factors based on which departmental requirements are submitted to the Principal for additions to the library. On the recommendations of the Principal and the Library Committee, the Chief Librarian procures the requirements according to standard procurement procedures.

New titles and Journals are added to the stock and are placed in separate Book shelves which are promoted and communicated extensively to students and staff.

Various short-term & lone-term borrowing facilities are introduced for effective & extensive utilization of the library resources. Extended access to library is provided during Holidays and during examinations.

***Amount spent on procurement of new books, Journals and e-resources during the last four years:***

Library holdings	2010-2011		2011-2012		2012-2013		2013-2014	
	Year - 1		Year - 2		Year - 3		Year - 4	
	Number	Total Cost (Rs)	Number	Total Cost (Rs)	Number	Total Cost (Rs)	Number	Total Cost (Rs)
Text Books	1195	3,62,936	1180	2,68,184	1250	3,75,000	1,539	4,30,000
Reference Books	529	2,13,870	496	2,10,500	410	2,54,000	352	2,25,500
Journals / Periodicals	75	1,09,605	65	94,061	71	1,25,000	71	1,30,600
e-Resources	-	-	2	1,50,000	2	1,21,000	2	1,10,000

#### 4.2.4 Provide details on the ICT and other tools deployed to provide maximum access to the library collection?

Sl. No.	Details	Comments
a.	OPAC (Online Public Access Catalogue)	Available through 'Easylib' software
b.	Electronic Resource Management Package for e-Journals	Available through INFLIBNET and DELNET
c.	Federated searching tools to search tools in multiple databases	Available.
d.	Library Website	The digital library is linked to the parent website of the Institution and is accessible off campus
e.	In-house / remote access to e-publications	Available through INFLIBNET and DELNET
f.	Library automation	Yes, the automation is driven through 'EasyLib'
g.	Total number of computers for public access	25
h.	Total numbers of printer for public access	02
i.	Internet band width / speed	16 mbps
j.	Institutional Repository	Available
k.	Content management systems for e-learning	Available as e-Library
l.	Participation in resources in sharing networks / consortia	Available through DELNET and Information shared with more than 5 Colleges.

#### 4.2.5 Provide details on the following items:

Detail	Number
Average number of walk-ins	500-600 users per day
Average number of books issued / returned	400 books per day
Ratio of library books to students enrolled	1:3
Average number of books added during last three years	1800
Average number of login to OPAC	500/ day
Average number of login to e-resources	400/day
Average number of e-resources downloaded / printed	80/day
Number of information literacy trainings organized	6 per annum
Details of "Weeding out" of books & other materials	Around 100 books in a year are weeded out.

#### 4.2.6 Give details of the specialized services provided by the library

a.	Manuscripts	Available
b.	Reference	Available
c.	Reprography	Available
d.	ILL (Inter Library Loan Services)	Available in association with British Library/ DELNET/ Bangalore university
e.	Information Deployment and Notification	Available
f.	Download	Available
g.	Printing	Available
h.	Reading List / Bibliography compilation	Available through Easylib commercial software
i.	In-house / Remote access to e-resources	Available through dedicated servers
j.	User orientation and awareness	Orientation is conducted periodically and whenever a new technology is introduced
k.	Assistance in searching databases	Assistance through librarians who are trained in DELNET and INFLIBNET
l.	INFLIBNET / IUC facilities	Available

4.2.7 Enumerate on the support provided by the Library staff to the students and teachers of the College.

The following services are provided by the library staff to students and teachers.

- Open Access Systems
- Content Page service for current journals
- Bibliographical search service from Library as well as from other resources
- Inter library loan facility for library users
- Internet search facility
- Document Delivery Service
- Network Based Service
- Digital and E-Resource Services
- Library orientation to users
- Reprographic services
- Short-term borrowing facilities for reference books
- Newspaper clipping services
- OPAC Service
- Reference Service
- Thesis and Dissertations
- Collections of Project Reports
- University Model question papers and syllabus reference
- Full text databases

4.2.8 What are the special facilities offered by the library to the visually/physically challenged persons? Give details.

The following are the special facilities offered by the library to the visually/physically challenged persons.

1. Large Print Books
2. Books and Magazines in Braille;
3. Electronic/Audio CDs & DVDs
4. Computer and magnification facilities
5. Computers with internet connectivity
6. On-line library enquiry services
7. Group Reading

4.2.9 Does the library get the feedback from its users? If yes, how is it analysed and used for improving the library services. (What strategies are deployed by the Library to collect feedback from users? How is the feedback analysed and used for further improvement of the library services?)

Yes.

**Feedback is collected periodically** from students and faculty through questionnaires. The feedback is analyzed in the presence of the Library Advisory Committee and major inputs are taken into consideration and the necessary remedial action is taken to improve the services of the library.

An opinion poll survey is conducted every year to understand user satisfaction in respect to the library, the response is as tabulated below.

Year	2010	2011	2012	2013
% satisfaction	60%	65%	70%	80%

Based on the feedback from the Library users, the following improvements or changes have been made:

- 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

### 4.3 IT Infrastructure

#### 4.3.1 Give details on the computing facility available (hardware and software) at the institution.

Sl. No.	Computing Facility	Number	Description
1.	Number of computers with Configuration (provide actual number with exact configuration of each available system)	274	82 Systems – I3, 4GB, 500GB HDD 21 systems –I3, 2 GB, 500 GB HDD 86 Systems- Core 2 Duo, 2GB RAM, 320 GB HDD 85 Systems- Dual Core, 1.5 GB RAM, 160 GB HDD
2.	Computer-student ratio	1:12	However, computers are provided to the students as 1:1 ratio during practical classes
3.	Stand alone facility	All	All Systems are stand alone and not connected to server
4.	LAN facility	All	LAN in all systems
5.	WiFi facility	Collaborative	Campus wide connectivity
6.	Licensed software	Available	LINUX (Ubuntu 12.04 LTS, CENT OS for server, Fedora 18) –OS, Tally ERP 9, NOEARK- ID software, EASYLIB(OPAC), NOEARK -SMS software,
7.	Number of nodes/ computers with Internet facility	274	All system has internet facility
8.	Firewall	1	Cisco 5512X
9.	Static IP address	7	
10.	Router	8	5- HP Manageable Switches with routing 1 -Cisco 3750 2 -480 T + LB



#### 4.3.2 Detail on the computer and internet facility made available to the faculty and students on the campus and off-campus?

- Every student and employee has free access to computers and internet on campus.
- All Faculty Cabins/staff rooms have computers and printers. Every department is also provided with 1 to 3 laptops to be used for Teaching-learning process.
- The campus is enabled with Wi-Fi internet connectivity.
- Through the campus management software, students, guardians and faculty can also access data related to attendance, Student Evaluation, Class Schedules, Exam schedules Learning material and other classroom-related information.
- The digital library is also remotely accessible from off-campus locations through the College website.
- Laptops are provided to students belonging to Management disciplines.

#### 4.3.3 What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?

The College has made many improvements over the last 4 years such as the introduction of Wi-Fi connectivity, the automation of Academic and support functions through automated campus management software, etc. The following are the Institutional plans and strategies for the expansion for up-gradation of IT infrastructure:

- **Extension** of the currently available campus automation software and systems **to include easy sharing and access of web-based & classroom-based Teaching-learning materials**; expansion of e-resources and on-line courses.
- The introduction of **a comprehensive knowledge management system** for effective utilization of knowledge and resources available within the resources of the College.
- **Automation of all library transactions**, making provisions for on-line library transactions, SMS alerts for borrowers and users of the library, web-based browsing of library catalogue, digitization of rare books, etc.
- The College also plans to increase the number of computer peripherals and computer systems available for faculty and staff.
- Provision of IT infrastructure for online chat, discussion forums and webinars, and cloud-based networking/knowledge spaces.
- The introduction of advanced, open access knowledge servers.

4.3.4 Provide details on the provision made in the annual budget for procurement, upgradation, deployment and maintenance of the computers and their accessories in the institution (Year wise for last four years)

The College earmarks sufficient funds for procurement, maintenance and upgradation of computers & other accessories.

*Expenditure incurred for the Procurement, Up-gradation & Maintenance of Computers and Accessories, for the last 4 years:*

Sl. No.	Items	2010-11	2011-12	2012-13	2013-14
		(Amount in Rs)			
1.	Procurement of New Computer	18,00,00	9,00,000	21,00,000	15,00,000
2.	Up gradation of Existing Computers	2,23,432	1,46,732	4,49,090	3,32,086
3.	Maintenance of Existing Computers	84,239	1,12,309	1,31,518	1,41,631
4.	Servers, Access points, firewall, switches, routers, Rocket antenna (Wifi Facility)	-	-	-	30, 50,000
5.	Internet Charges	72,000	72,000	1,00,000	1,12,000
	<b>Total</b>	<b>5,59,671</b>	<b>12,31,041</b>	<b>27,80,608</b>	<b>51,35,717</b>

4.3.5 How does the institution facilitate extensive use of ICT resources including development and use of computer-aided teaching/ learning materials by its staff and students?

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.

- 4.3.6 Elaborate giving suitable examples on how the learning activities and technologies deployed (access to on-line teaching - learning resources, independent learning, ICT enabled classrooms/learning spaces etc.) by the institution place the student at the centre of teaching-learning process and render the role of a facilitator for the teacher.

Adequate number of computers (desktops & laptops) and peripherals; Wi-fi access throughout the campus; plug & play resources at Seminar Halls, Auditoriums, Libraries and other academic areas, ICT enabled classrooms etc are deployed in the College to provide greater access to ICT resources to students and to faculty.

- The College is selected as a nodal centre for NPTEL. An awareness programme was also conducted to sensitize the faculty and students on the effective use of NPTEL resources in teaching-learning process. The NPTEL learning resources are available for the faculty members and students through the internal server which enables buffer free videos.
- Virtual labs are used to supplement the conventional labs. For example, the Department of Biotechnology conducts practical sessions of bioinformatics through Virtual labs.
- National Mission on Education through Information and Communication Technology (NME-ICT) is accessed through SAKSHAT portal. Students are sensitized about students' corner of this portal.
- The other portal like 'career counselling' in SAKSHAT is also accessed by the students. Consortium for Educational Communication (e-CEC) is also accessed by the faculty and students.
- Open Educational resources like The Assayer, OpenStax of Rice University, Flat world Knowledge, Wiki Books, OER Commons, MERLOT, MIT Courseware, MOOCs like Coursera, Udacity and Edx are also accessed by the faculty for class room teaching.
- Students are encouraged to register for MOOCs courses and teachers act as facilitators. Cloud technology is used in teaching-learning. Google groups are created to share assignment topics and lectures.

- 4.3.7 Does the Institution avail of the National Knowledge Network connectivity directly or through the affiliating university? If so, what are the services availed of?

At present, the College is not in a position to avail the National Knowledge Network connectivity, directly, as the affiliating university is not a member currently. However, the College has access to other MHRD funded projects like NPTEL, Virtual Labs, etc. The College also has access to Vyas Higher education and E-Knowledge Resources (Consortium of Educational Communications, MHRD) & Channels.

#### 4.4 Maintenance of Campus Facilities

4.4.1 How does the institution ensure optimal allocation and utilization of the available financial resources for maintenance and upkeep of the following facilities (substantiate your statements by providing details of budget allocated during last four years)?

The College has a **well-established process** in place for maintenance of campus facilities. This is primarily achieved through the following major units: 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. These departments are supported with adequate human resources like **Supervisors, helpers, security staff and support staff** and with necessary equipment and accessories.

The building maintenance is achieved through respective departments personnel, who ensure the functioning of all facilities such as **plumbing, electrical, furniture, generators, UPS, elevators** are functional at all times. Key facilities like the UPS, Generators and elevators run on **annual maintenance contracts** to ensure smooth functioning.

The electronic surveillance available in the building provides additional help in campus maintenance.

An independent supervisor, with the help of drivers and support staff, manages the **transportation facilities**, consisting of 4 buses, 3 cars, 1 utility vehicles.

*Expenditure towards Maintenance and Upkeep of campus facilities during the last 4 years:*

Sl. No	Items / Year	2009-10	2010-11	2011-12	2012-13
		(Amount in Rs)			
a.	Building, Furniture and Equipment Maintenance	8,48,466	8,60,360	18,04,386	17,98,997
b.	Computers Maintenance	3,99,038	84,239	1,12,309	1,31,518
c.	Vehicles maintenance	2,69,025	528,587	2,31,953	2,83,013
d.	Annual Maintenance Contract (AMC) Charges	83,192	1,13,929	107,105	1,45,168
e.	Website maintenance	46,283	67,382	11,975	20,575
f.	House keeping	4,76,044	6,34,073	506,339	6,01,861
g.	Internet	11,447	1,31,202	84,766	1,19,442
	<b>Total</b>	<b>21,33,495</b>	<b>24,19,772</b>	<b>28,58,833</b>	<b>31,00,574</b>

#### 4.4.2 What are the institutional mechanisms for maintenance and upkeep of the infrastructure, facilities and equipment of the College?

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. The domain works under each department are as under.

##### **Department of Maintenance (O&M) Services:**

- All general maintenance works including repairs to buildings and equipment.
- Maintenance of electrical connections including maintenance of standby arrangements like UPS and generators.
- Maintenance of RO Plant and other water connections to ensure adequate water being available for drinking and other uses.
- Annual maintenance contracts for equipment.
- Arranging facilities for College functions/seminars/conferences, etc.
- Maintenance of parking facilities
- Maintenance of playground and sports equipment in coordination with Department of Physical Education

##### **Department of Housekeeping Services**

- Management including payroll of housekeeping personnel
- Plumbing works

##### **Department of Transport Services**

- Management including payroll of transport operators
- Maintenance and up keeping of all vehicles
- Renewal of vehicle licenses, insurance, etc.
- Fuel maintenance
- Allotment of vehicles to different purposes

##### **Department of Security Services**

- Management including payroll of security people
- Maintenance of CCTV

##### **Department of Networking and Computer Services**

- Computer networking
- Maintenance of Wi-Fi and internet connectivity
- Maintenance of computer hardware and software
- Maintenance of AV systems

#### 4.4.3 How and with what frequency does the institute take up calibration and other precision measures for the equipment/ instruments?

The calibration of all equipments/instruments is taken up by engaging qualified vendors on referral basis and through Annual maintenance contracts wherever it is applicable. A separate calendar is maintained in the departments for maintenance of individual instruments and equipments.

*Details of calibration cycles for different equipments and instruments:*

Sl. No	Department	Equipment Type	Calibration Frequency
1	Maintenance	Gas Connections	Once in 6 Months
		Reverse Osmosis water Systems	Once in 3 Months
		Electrical Motors	Once in a year
		Diesel Genset	Once in 3 Months
		Air Conditioners	Once in 6 Months
		Elevators	
2	Life Sciences	pHmeters, Spectrophotometers, Colorimeters	Once in 2 Months
		Microscopes, Laminar Airflow, Pipettes	Once in 6 months
		Centrifuges, Shakers, Weighing machines, Ovens	Once in a Year
		Refrigerators and Cooling Equipments	
		Distillation Unit, Tissue Culture Units	Once in 18 Months
3	Physics and Electronics	Equipments and Instruments	Once in a year
4	Chemistry	pH meters, Spectrophotometers, Colorimeters	Periodically once in 2 Months
		Other Equipments	Once in a year
5	Computer Science	Computers, Printers, Servers and Wi-Fi installation	Once in 6 months

#### 4.4.4 What are the major steps taken for location, upkeep and maintenance of sensitive equipment (voltage fluctuations, constant supply of water etc.)?

The College undertakes adequate measures for the maintenance & up-keeping of sensitive equipment.

- Sensitive equipment in laboratories is routed through voltage stabilizers.
- The Power supply to all computers & peripherals, Wi-Fi facility etc are routed through Online UPS, which provides security from power surges.
- The availability of generators provides uninterrupted supply of power ensuring the continuous functioning of vital laboratory equipments such as the -20°C and -80°C deep freezers and refrigerators.
- The College maintains uninterrupted water supply by banking on three sources of water supply (Bore well, Corporation water supply, and Private providers) to the College.

## **CRITERION V:**

### **Student Support and Progression**





## 5.1. Student Mentoring and Support

5.1.1 Does the institution publish its updated prospectus/handbook annually? If 'Yes', what is the information provided to students through these documents and how does the institution ensure its commitment and accountability?

YES. The prospectus and handbooks are revised annually with updated information regarding:

- **Revised course curriculum, new courses (if any), changes/revisions in evaluation & assessment, additions to Faculty, changes in the academic calendar**, etc.
- These Prospectus & Hand books also provide a wide range on information such as College's Vision and Mission, Department-wise Faculty profile, schedules of extra-curricular activities, the various student bodies, Support Committees & facilities available on campus, General rules & regulations, etc
- The College ensures its commitment and accountability to students through continuous & effective engagement of human resources, augmentation of facilities, assessment of students' progress and taking appropriate remedial measures towards holistic development of students

5.1.2 Specify the type, number and amount of institutional scholarships / freeships given to the students during the last four years and whether the financial aid was available and disbursed on time?

The College has instituted 15 **Merit Scholarships** and 15 **Merit-Cum-Means scholarships** to be awarded to the students every year. Each Scholarship entitles a student to Rs. 10,000 per year. The Merit Scholarships are awarded to the topper in each class of each course (UG); and Merit-Cum-Means Scholarships are primarily meant for students belonging to economically and socially weaker sections of the society. For each scholarship an endowment of Rs 1 lakh is created and the annual interest amount accrued thereon (Rs. 10,000 per year) is used to pay for the scholarship. In addition, the College provides partial to full tuition fee waivers, every year, on the basis of Meritorious, SC/ ST and other economically deserving/meritorious students

5.1.3 What percentage of students received financial assistance from state government, central government and other national agencies?

Year	Percentage of students who received financial assistance from State/ Central/ National Agencies
2009-10	9.3
2010-11	16.0
2011-12	13.7
2012-13	14.9
2013-14	16.8

5.1.4 What are the specific support services/facilities available for

a. Students from SC/ST, OBC and economically weaker sections

- The College provides scholarships in the form of partial tuition fee waivers to SC/ST & OBC students.
- The College also has established scholarships to provide financial aid to SC/ST, OBC students.
- The College has established an SC/ST Cell to sensitize SC/ST students on the various schemes of scholarships and fee re-imbursment (Tuition, Food & Accommodation) are available through State & Central Government organizations.
- The College facilitates SC/ST students to secure scholarships from State & Public entities and disburses the same as per the guidelines of the respective scholarship-granting agencies

b. Students with physical disabilities

The College has infrastructural provisions to support physically-challenged students and staff. For example: **elevators, wheelchairs, wheel chair ramps, library resources for visually-challenged students, provision of Scribes for the visually-challenged during examinations, Student volunteers for assistance** etc. The teachers take special care of these students in the class room teaching by paying much attention to their specific needs.

c. Overseas students

The College has more than 600 International students from about 35 countries, enrolled in various courses offered by the College. Some of these students are from Non-English-speaking countries and require additional support in English proficiency.

Support services to International students include:

- A dedicated International Students' Cell that assists students with Documentation for securing Visas, Residential permits, Housing requirements and all other necessary support
- Bridge-courses in English, before commencement and during the course, to enable Non-English-speaking students to learn English
- Orientation Programmes to familiarize students to local culture, do's & don't, curriculum structure, examination and evaluation processes, and other necessary information
- International Students Club provides active support by organizing meetings to extend emotional support & assistance in curricular & extra-curricular activities.

The College has also established an active association with the ICCR (Indian Council for Cultural Relations), who play an important role in assisting the international student communities

d. Students to participate in various competitions (National and International)

- The College has special initiatives to encourage student participation in Inter-collegiate & Inter-University cultural competitions.
- We have a well-established Physical Education Department with qualified Instructors and Coaches to engage students in a wide range of sports and athletic activities throughout the academic sessions.

- Students' participation in State & National level competitions are supported by the College, by providing the necessary equipment and gear required for such participation.
- Organizing Cultural Fests, Management Fests, Science Fests & Exhibitions, Literature Fests, Annual Athletic/Sports Meets and recognizing merit with awards & prizes.

e. **Medical assistance to students: health centre, health insurance, etc.**

**Health camps** are also organized in collaboration with local hospitals for the benefit of students and employees. The College has **first-aid facilities** and provides access to emergency health services. **Health Awareness programs** are also organized for the benefit of students with regular periodicity. The College arranges group insurance for all students at a nominal premium. Counselling sessions are organized with the help of qualified Healthcare professionals, regularly.

f. **Organizing coaching classes for competitive exams**

The College organizes structured coaching classes for competitive exams such as: UGC-NET, GATE, CA-CPT and CA-IPCC etc. In addition, study material for various competitive exams such as IAS, IRS, UPSC etc are also made available in the library

g. **Skill development (spoken English, computer literacy, etc.,)**

- The College has been successful in organizing many **planned and structured skill development programs** for students to promote their **academic progression and to enhance their employability**. Since the last two years, these initiatives are being implemented by **Indian Academy Centre for Professional Excellence** with increased emphasis in planning and execution. IACPE in association with the Principal and HODs has succeeded in planning specific competency building programs for different streams of students.
- For example, specially designed classes are offered to promote **English proficiency** using **Language Lab with 'Wordsworth' software**. Many international students hailing from non- English-speaking countries have immensely benefitted by this initiative. This initiative has benefitted many other students as well to enhance their English which in turn has helped them to do well in their academics as well in their job placements.
- **Basic Skill Advancement Program** is another structured Skill Development program specially designed & successfully implemented for **Life Sciences students**. This Program promotes competency among the students in Gene Cloning and Gene Expression techniques using an array of molecular biology approaches. This initiative has boosted the employability potential of M.Sc. Life Sciences students.
- Other Skill Development programs that have been carried out include: **Tally-ERP program** for commerce students, **MS Excel** certificate course for M.Com students. IACPE continues to undertake many such customized Skill Development programs to promote the employability of students.

#### h. Support for “slow learners”

The College is conscious about the need for identification of “Slow Learners” and offers customized teaching initiatives to help them in their Teaching-Learning Process.

The following special initiatives are undertaken to help Slow Learners register better performance in their academic endeavours:

- Special remedial classes
- Group learning with an advanced learner
- Specially designed study material
- Doubt Clearing sessions by teachers

These initiatives have yielded good results for slow learners in their internal and external examinations.

#### i. Exposures of students to other institution of higher learning/ corporate/ business house etc

- The College encourages students to apply for Internships and Summer Research projects in other institutions of higher learning, such as Bangalore University, IISc, NCBS, CCMB, CFTRI, IIMs, IITs, NITs etc.
- IADC being a nodal centre for NPTEL, students here have access to NPTEL study material. Students have access to online courses/ lectures prepared and delivered by eminent scholars in the respective field. This initiative has helped both students and faculty to have easy access to advanced knowledge in many disciplines.

Besides, the College arranges Guest Lectures by industry experts and by senior faculty from reputed Institutions/Universities, which provides exposure to other institutions of reputation.

- The students have **Field Visits/Industry Interface/Projects** as part of their curriculum which also gives greater opportunity for the students to interface with experts of corporate/business. These initiatives have exposed students to experience the real life working strategies & challenges.

#### j. Publication of Student Magazines

The College brings out an annual magazine namely, ‘**Manthana**’, which documents all the significant activities and events that happened during the academic year. This initiative has been a platform for the students for their creative expression. Students contribute articles, paintings, poems, drawings, cartoons, etc for publication in ‘**Manthana**’.

All the student activities, achievements and contributions find a prime place in the magazine ‘**Manthana**’.

**Students of B.A. Journalism** bring out a **News Letter** called ‘**Indian Academy NEWS CAFE**’ showcasing student articles, campus activities, book reviews, neighbourhood news etc., The College extends necessary equipment (Cameras, Video cameras, Computers and peripherals etc.) and financial support for this student driven news letter initiative.

5.1.5 Describe the efforts made by the institution to facilitate entrepreneurial skills, among the students and the impact of the efforts

The College also aims at developing the skill set but more emphasis on entrepreneurial skills. The Indian Academy Centre for Entrepreneurial Learning (IACEL) organizes programs with professional trainers to train and motivate the students to take to entrepreneurship. The workshops organized under the aegis of Entrepreneurship Development Institute of India have inspired many students to take to entrepreneurship

5.1.6 Enumerate the policies and strategies of the institution which promote participation of students in extracurricular and co-curricular activities such as sports, games, Quiz competitions, debate and discussions, cultural activities etc

- **Additional academic support, flexibility in examination**
- **Special dietary requirements, sports uniform and materials**

The College promotes active student participation in curricular, co-curricular and extracurricular activities; the integration of all these three kinds of activities facilitates the holistic development of the students. The course time-table and calendar of events are designed to accommodate non-conflicting integration of all three.

***Co-curricular:***

Students are continually encouraged to participate in Co-curricular competitions like Debates, Group Discussions, Lecture Competitions, Quizzes, Role Plays, Management Fests/Meets, Computer Simulation & Modelling Competitions, Product Launch Competitions and Science Exhibitions etc.

**Adequate practice sessions are conducted** to help students perform better at these activities. **Adequate materials for preparation in terms of additional study materials and resources, transport facilities** are also arranged; Faculty & teachers guide & accompany the participating students.

***Extra-curricular:***

The Department of Physical Education, headed by the Director & other support staff **assists & guides student participation** in sports and games. The College has also made facilities for active student activities within the campus; Indoor games such as **Carom, Table Tennis, Chess, etc** and outdoor sports such as **Handball, Volleyball, Basketball, Football, Cricket** etc are practiced regularly. In addition to outdoor sports, coaching is also provided in many athletic & field events such as **Javelin throw, Shot put, High jump, Long jump, Sprint events of various categories, Relay** etc.

Under the guidance of trained coaches & experts, students are encouraged to participate in Intra-College sports & athletic competitions. Based on their performance, teams are selected for participation at different Inter-College, Inter-University, State, District level competitions. The participating students are provided with the **necessary dietary advice and recommendations & sports uniforms and other sports gear. Trained coaches are deputed to accompany the participating teams** to ensure support & guidance through the events.

Necessary support in terms of transport facilities and food is also provided from the College. These systematic initiatives have led to increased student participation in various competitions and have also brought significant achievements & laurels. **Many students from our College have been selected to represent State/University level events & competitions;** we attribute these achievements to the sustained efforts in ensuring and assisting student participation.

***Additional academic support:***

- Extra classes are conducted for the students who have missed their regular classes to participate in co-curricular and extracurricular activities.
- The internal tests/examinations are scheduled to facilitate participation in sports and games and co-curricular activities.
- Special tests/examinations are conducted for those students who could not take the internal tests/examinations because of their preoccupations with sports, games, and co-curricular activities.
- Students are also given attendance for their practice sessions as well as for their participation days.

**5.1.7 Enumerating on the support and guidance provided to the students in preparing for the competitive exams, give details on the number of students appeared and qualified in various competitive exams such as UGC-CSIR-NET, UGC-NET, SLET, ATE / CAT / GRE / TOFEL / GMAT / Central /State services, Defence, Civil Services, etc**

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.

**Details of students who have cleared NET exam**

Name of the student	Year
Saumitra Dey Choudhury	2012
Kathakali Banerjee	
Deepika Sharma	
Nikita Deoghare	
Jayant Devangan	2011
Shubhangi Govindprasad	
Raja Shekar Varma	2010
Palash Pan	2009
Vijaya Y	
Manoj Kumar Kalita	

### 5.1.8 What type of counselling services are made available to the students (academic, personal, career, psycho-social etc.)

The College has the following counselling services available to students:

#### **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.

#### **Psycho-Social Services:**

- Many Orientation/Sensitization programs provide the awareness and tolerance toward different Psychological, Cultural & Social aspects. Besides, these areas, the In-house Professional Counsellor also extends support services to students who are affected by domestic troubles.
- We have an Anti-Ragging Committee and an Anti-Sexual harassment Committee established in the College to provide necessary counselling and preventive measures to address Psycho-Social Issues.



- 5.1.9 Does the institution have a structured mechanism for career guidance and placement of its students? If 'Yes', detail on the services provided to help students identify job opportunities and prepare themselves for interview and the percentage of students selected during campus interviews by different employers (list the employers and the programmes).

YES.

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.**



*Every year several students are placed through campus recruitment, the data for the last three years are presented in the tables as give below:*

Sl. No	Employer	Sl. No	Employer
1	Accenture India	42	Mainstay Teleservices Pvt Ltd
2	Ace Creative Learning Pvt Ltd	43	Mandovi Motors Pvt. Ltd
3	Aditya Birla Group	44	Molecular Connections Pvt. Ltd
4	Aditya Birla Minacs	45	Mphasis Ltd
5	Aegon Religare Life Insurance Company Ltd	46	MPS Greenery Developers Ltd.
6	Anthem Biosciences Pvt. Lt	47	Nandi Toyota Motor World Ltd
7	ANZ Grindlays Bank	48	Naseba Communications India Pvt Ltd
8	Balaji Telefilms Ltd	49	Novo Nordisk India
9	Bharti AXA General Insurance	50	Ocwen Financial Solutions Pvt. Ltd
10	BIOCON Ltd	51	Omega Health Care India Pvt. Ltd
11	Biomerieux India Pvt Ltd	52	OMICS Publishing Group
12	Biotechnology Consortium of India Ltd	53	Oracle India Pvt. Ltd.
13	Cegon Soft Pvt Ltd	54	Park field Resotel
14	Clean Technology Company	55	Probiosys India Ltd
15	Cognizant solutions Technology	56	Puravankara Projects Ltd
16	DS- MAX Properties Pvt. Ltd	57	Purple Leap Ltd
17	Easiprocess Pvt. Ltd	58	Reliance Life Insurance Company Ltd
18	EMC Corporation	59	Royal OAK India Ltd
19	Enventure Technology Services India Pvt. Ltd	60	Saint- Gobain Sekurit India
20	Ernst & Young	61	Sami Labs Ltd
21	Ernst & Young	62	SAP Labs India Pvt. Ltd
22	Everonn Systems India Ltd	63	Skoda Auto India Pvt. Ltd
23	First Source Solutions Ltd	64	Specialist Diagnostic Services Pty Ltd(SDS Pathology)
24	Hamilton Housewares Pvt Ltd	65	Strategic Outsourcing
25	HDFC Bank	66	Subex Ltd
26	Hewlett-Packard Global Soft Limited	67	Talking Headz Bangalore
27	Hinduja Global Solutions	68	Tata Consultancy Services Ltd
28	Horiba India Pvt Ltd	69	Tata Consultancy Services Ltd
29	IBM India	70	Tech Mahindra Ltd.
30	ICICI Bank	71	Tesco PLC
31	ICICI Securities Ltd	72	The Northern Trust Corporation
32	IGATE Corporation	73	Thomas Cook India Pvt. Ltd
33	Insys Global Networks	74	Thomson Reuters India
34	Infosys BPO Ltd	75	Times India Trade
35	Infosys technologies Ltd.	76	Torry Harris Business Solution India Ltd
36	ISGN India	77	UST- Global
37	ITC Infotech India Limited	78	Wipro Ltd
38	JP Morgan India	79	Wockhardt Ltd
39	Kotak Mahindra Bank	80	XCyton Diagnostics Ltd
40	Larsen & Toubro InfoTech	81	Zenith Software Ltd
41	Mainstay Offshore Solutions	82	Zyme Solutions Pvt. Ltd

**Placement Trends during the last 4 years:**

Year	Number of Companies	Jobs Offered	Number of Students Placed
2010-11	24	90	75
2011-12	75	180	150
2012-13	40	225	205
2013-14	Placement activities are in progress		

**5.1.10 Does the institution have a student grievance redressal cell? If Yes, list (if any) the grievances reported and redressed during the last four years.**

YES. The College does have a Students' Grievance Redressal Cell to address all the issues that are brought to its notice. The Class Teacher also plays a crucial role in addressing students' grievances like teaching-learning issues, issues with common facilities like laboratories, library etc. In addition, a suggestion box is kept in selected places in the campus so that the students can freely communicate their grievances.

A Students' Examination Grievance Redressal Committee is also constituted to address the issues of students pertaining to their examinations (Shortage of attendance, non-participation in Internal/Preparatory exams etc). The committee co-ordinates with supporting admin staff in solving issues related to revaluation, delay in issue Marks statements, Degree Certificates, etc by the Affiliating University

List of Student grievances addressed by the Student Grievance Redressal Cell during the last four years:

Sl. No.	Major Grievance Reported	Redressal
1.	Insufficient number of Library cards and Non-availability of borrowing facility for Reference books	Increase in the number of library cards issued; Extension of Borrowing facility for Reference books
2.	Examination – Revaluation Issues	A Committee specific to examination grievance Redressal was constituted
3.	Inconsistency in the availability of safe drinking water	RO water System installed to ensure continuous supply of potable water
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 systems

5.1.11 What are the institutional provisions for resolving issues pertaining to sexual harassment?

Issues pertaining to sexual harassment were being primarily addressed through Principal, HoDs in the College. To strengthen these mechanisms, a committee was constituted to address the issues pertaining to sexual harassment, in compliance with the Anti-Sexual Harassment Act 2013.

Special lectures are organized under the guidance of Women's Cell to educate the students and employees to create awareness on the prevention of sexual abuse and harassment. Seminars are also organized on gender issues by eminent speakers.

5.1.12 Is there an anti-ragging committee? How many instances (if any) have been reported during the last four years and what action has been taken on these?

An active anti-ragging committee is functional in the College. The Committee conducts many sensitization programs on ragging and its consequences/penalties through the extensive use of Anti-ragging messages in College & hostel notice boards, hand books, College Prospectus etc. Through the committee, students are also made aware that the College has a **zero-tolerance policy towards ragging**.

These initiatives have helped us in successfully negating ragging-related issues.

5.1.13 Enumerate the welfare schemes made available to students by the institution

The College has an extensive of welfare measures:

- 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

5.1.14 Does the institution have a registered Alumni Association? If 'Yes', what are its activities and major contributions for institutional, academic and infrastructure development?

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 workshops.

## 5.2 Student Progression

5.2.1 Providing the percentage of students progressing to higher education or employment (for the last four batches) highlight the trends observed

Student progression	Batch 2007-10	Batch 2008-11	Batch 2009-12	Batch 2010-13
	Values in percent (%)			
UG to PG	45-50	45-55	50-55	50-55
PG to M.Phil.	12	7	6	2
PG to PhD	5	5	6	6-7
Self employed	3	2	4	4
Employed • Campus selection	27	29	31	33
• Non campus recruitment	2.3	2.3	3	1

5.2.2 Provide details of the programme wise pass percentage and completion rate for the last four years (course wise/batch wise as stipulated by the university)? Furnish programme-wise details in comparison with that of the previous performance of the same institution and that of the Colleges of the affiliating university within the city/district.

The College has a track record of producing good results and improving year by year. The College has made a remarkable achievement by bagging many of university ranks. All these are furnished in the accompanying tables.

### PG Courses (Pass Percentage) & Completion Rate

Course	Batch 2008-10		Batch 2009-11		Batch 2010-12		Batch 2011-13	
	Pass %	Completion Rate (in %)	Pass %	Completion Rate (in %)	Pass %	Completion Rate (in %)	Pass %	Completion Rate (in %)
M.Sc (BT)	98	100	92	100	98	100	91	100
M.Sc (MB)	100	100	91	100	86	100	68	100
M.Sc (BC)	82	99	77	99	79	99	70	99
M.Sc (OC)	52	98	55	99	9	100	27	99
M.Sc (AG)	100	100	100	100	80	100	72	100
M.F.A.	-	-	-	-	92	100	96	100
M.I.B	-	-	-	-	66	99	70	98
M.Com.	-	-	96	100	98	100	98	100

**UG Courses Pass Percentage & Completion Rates for the previous 4 years**

Course	Batch 2007-10		Batch 2008-11		Batch 2009-12		Batch 2010-13	
	Pass %	Completion Rate (in %)	Pass %	Completion Rate (in %)	Pass %	Completion Rate (in %)	Pass %	Completion Rate (in %)
B.Com	69	97	64	95	77	96	62	96
B.B.M.	55	94	60	97	62	95	59	97
B.C.A.	39	95	66	96	52	92	52	98
B.Sc. (EMC)	44	98	28	97	50	99	27	97
B.Sc. (GBCMB)	84	100	93	100	87	100	71	100
B.Sc. (GBCBT)	84	100	77	100	75	100	78	100
B.A. (Pol. Sc)	86	98	89	99	62	96	100	100
B.A. (Psy)	86	98	86	98	75	97	100	100

**University Ranks (out of 650+ Colleges) secured by students of the IADC**

Sl. No.	Course	Academic Year	University Rank
1.	B.Sc.	2001-02	20
2.	B.Sc.	2002-03	59
3.	M.Sc. (Biotechnology)	2004-05	2
4.	B.C.A.	2004-05	5
5.	M.Sc. (Organic Chemistry)	2006-07	5
6.	M.Sc. (Applied Genetics)	2007-08	4
7.	B.C.A.	2008-09	8
8.	M.Sc. (Microbiology)	2009-10	1
9.	M.Sc. (Organic Chemistry)	2008-09	1
10.	M.Sc. (Biotechnology)	2009-10	4
11.	B.Com.	2009-10	10
12.	M.Sc. (Organic Chemistry)	2010-11	2
13.	M.Sc. (Organic Chemistry)	2010-11	4
14.	M.Sc. (Microbiology)	2010-11	5
15.	M.Sc. (Applied Genetics)	2010-11	5
16.	M.Sc. (Microbiology)	2011-12	1
17.	M.F.A.	2011-12	1
18.	M.F.A.	2011-12	4
19.	M.Sc. (Biochemistry)	2011-12	1
20.	M.Sc. (Biochemistry)	2011-12	2
21.	M.Sc. (Biochemistry)	2011-12	3
22.	M.Sc. (Biochemistry)	2011-12	4
23.	M.Sc. (Applied Genetics)	2011-12	2
24.	M.Sc. (Applied Genetics)	2011-12	5
25.	M.Sc. (Biotechnology)	2011-12	6
26.	M.Sc. (Biotechnology)	2012-13	3
27.	M.Sc. (Biotechnology)	2012-13	5
28.	M.Sc. (Biochemistry)	2012-13	2
29.	M.Sc. (Biochemistry)	2012-13	4
30.	M.Sc. (Applied Genetics)	2012-13	2
31.	MIB	2012-13	2

### 5.2.3 How does the institution facilitate student progression to higher level of education and/or towards employment?

- 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.

### 5.2.3 Enumerate the special support provided to students who are at risk of failure and drop out?

- The Class teachers/HODs identify the students who are at the risk of failure and drop out by monitoring their academic performance and attendance.
- Students who are likely to drop out or fail are counselled to help them overcome academic, personal and/or psycho-social problems.
- Following this, as per the needs required, additional academic inputs are provided to those who are struggling with the growing academic demands.
- Financial assistance in the form of extended fee payment options, partial fee waivers are provided for deserving cases.
- For students who are facing domestic troubles, counsellors are available for additional inputs and to enable them to cope with uninterrupted academic pursuit.
- Through sustained initiatives cited above, we have been able to keep the failure rate & dropout rate of students at negligible levels.

### 5.3 Student Participation and Activities

#### 5.3.1 List the range of sports, games, cultural and other extracurricular activities available to students. Provide details of participation and program calendar

##### *Sports and Games available to the Students*

Indoor and Outdoor Events	Field events
TT	1500 M
Volleyball	100 M
Basketball	4 x 400 M
Handball	800 M
Kabaddi	Discuss Throw
KhoKho	4 x 100M
Carrom	200 M
Chess	400 M
Shuttle badminton	High Jump
Football	Long Jump
Cricket	Triple Jump
Throw ball	Shot-put, Javelin Throw
Programme Calendar	
Annual sports Meet	February
Football tournament	July /August
Premier league cricket tournament	November

##### **Annual Football Tournament**

Year	Date	No of participants	No of Medals Instituted	
			Gold	Silver
2011-12	28-29 July 2011	24 Teams	08	08
2012-13	3 -4 Aug 2012	26 Teams	08	08
2013-14	2 -3 Aug 2013	29 Teams	08	08

##### **Introduction of Premier league Cricket Tournament**

Year	Date	No of participants	No of prizes Medals & Cash prize			
			Gold	Silver	Winners	Runners
2012-13	09 -10 April 2012	23 Teams	15	15	Rs.7001	Rs.5001
2013-14	8-9 Nov 2013	30 Teams	15	15	Rs.10000	Rs.5001

##### **Other Sports and Games during Annual Sports Meets**

Year	Number of Participants	Number of Prizes/Medals/Cash Prizes instituted				
2010	1180	138 Winners Annually	138 Runners up Annually	36 Gold medals Annually	36 Silver medals Annually	36 Bronze medals Annually
2011	1300					
2012	1850					
2013	1900					

The College is also widely known for extracurricular activities including cultural activities. The College prestigiously organizes two major but important programs, viz. SPECTRUM, YUVTARANG and INTERNATIONAL STUDENTS DAY. Spectrum is an annual cultural Fest that provides a platform for the students of the institution to showcase their talents in several cultural events including fashion show. It is held in the month of September of every year. Yuvtarang is an annual inter-collegiate cultural Fest organized by the College. It is a mega competitive Fest involving students and faculty of several Colleges. The presence of great personalities in fine arts/literature at the concluding ceremony of Yuvtarang gives a big boost to the image and reputation of the College. International Students' Day is celebrated every year with much fanfare and gaiety. The students from various countries look forward to this event which promotes unity in diversity. It provides an opportunity to every student to understand and appreciate other's traditions and culture.

#### Achievements in Extra-curricular & Co-curricular activities

Sl. No	YEAR	Host Institution	Event	Achievements
1	2008-09	Christ University, Bangalore	Seminar on Statistics	I Prize
			Group Discussion in Mathematics	
		St. Anne's Degree College, Bangalore	Business Plan	III Prize
		St. Anne's Degree College, Bangalore	Best Manager	I Prize
			Mad Ads	I Prize
			Ice Breaker	I Prize
		M.S.Ramaiah College of Arts, Science and Commerce, Bangalore	CACOPHONY (Western Acoustic)	III Prize
		M.S.Ramaiah College of Arts, Science and Commerce, Bangalore	Pandemonium (Battle of the Bands)	III Prize
		Mahaveer Jain College, Bangalore	Peacock Dance	III Prize
		New Horizon College of Engineering, Bangalore	Western Group Dance	II Prize
		Bangalore University, Bangalore	Skit	II Prize
		Bangalore University, Bangalore	Western Solo Singing	III Prize
		PES College of Engineering, Bangalore	Cooking without Fire	II Prize
		United Mission College, Bangalore	Fashion Show	III Prize
2	2009-10	Bangalore City College, Bangalore	Inter Club Snooker Handicap Tournament	I Prize
		Good Will Christian College for women, Bangalore	Anthakshari	Runner Up
			Indian solo Classical Dance	I Prize
		Garden City College, Bangalore	Story telling (Arabian Nights) competition	II Prize
		Garden City College, Bangalore	Lecture competition	I Prize
				II Prize



Sl. No	YEAR	Host Institution	Event	Achievements
	2009-10	Garden City College	Puzzle Solving	I Prize
			Puzzle Solving	II Prize
			Psychotorture	II Prize
			IT Sizzlers	I Prize
			Mime	II Prize
			Mime	II Prize
			Trouble Shooting	I Prize
			Graphics	I Prize
			Graphics	I Prize
			Dance	I Prize
			Folk Dance	II Prize
			Bio Race competition	I Prize
			Collage	II Prize
			Collage	II Prize
			Painting the Poem	II Prize
		HKES, Bangalore	Mad –Ads	I Prize
		Vivekananda College, Bangalore	Mad –Ads	I Prize
			Indian Group of Singing	II Prize
			Choreography	II Prize
			Groom the Bride	II Prize
			Group Dance (Indian)	II Prize
			Solo Dance (Indian)	II Prize
			Bhava Geethe	II Prize
			Group Dance (Western)	III Prize
		Sindhi College, Bangalore	Mad Ads	I Prize
		St. Anne's Degree College, Bangalore	Fashion Show	III Prize
			Product Launch	III Prize
		Kristu Jayanti College, Bangalore	Business Quiz	II Prize
		CMR Law College, Bangalore	Fashion Show	II Prize
		St. Anne's Degree College, Bangalore	Mad Ads	II Prize
			Western Group Dance	I Prize
		St. Anne's Degree College, Bangalore	Product Launch	III Prize
			Fashion Show	I Prize
		Maharani Lakshmi Ammanni College, Bangalore	IT Poetry	II Prize
		Garden City College, Bangalore	Western Group Dance	II Prize
		SFS Degree College, Bangalore	Western Group Dance	I Prize

Sl. No	YEAR	Host Institution	Event	Achievements
	2010-11	Kristu Jayanti College, Bangalore	Chromophilli	I Prize
			Quiz	II Prize
			Mime	II Prize
			Mix & Plot	II Prize
			Fusion Group Dance	I Prize
			Western Group Dance	I Prize
			Western Solo Dance	I Prize
			Adaptune	I Prize
		CMR Institute of Management Studies, Bangalore	Product Launch	I Prize
		Al-Ameen College, Bangalore	Mad Ads	I Prize
			Service Launch	II Prize
			Collage	I Prize
			Western Group Dance	I Prize
			Solo Dance	I Prize
		CMR Institute of Management Studies, Bangalore	Quiz	I Prize
			Dumb charedes	II Prize
			Debate	I Prize
			Palm art	II Prize
			Quiz	I Prize
			Fashion Show	II Prize
		BAPU College of Management studies	Western Group Dance	I Prize
			Mad Ads	II Prize
			Collage	I Prize
			Debate	III Prize
			Solo Singing "Kannada"	I Prize
		Bishop Cotton Women's College, Bangalore	Collage	I Prize
			Fashion Show	II Prize
		Sheshadripuram First Grade College, Bangalore	Ice Breaker	I Prize
			Product Launch	II Prize
			AD-Venture	III Prize
		RC Degree College, Bangalore	Ice Breaker	I Prize
			Entrepreneurs	I Prize
			Marketing	I Prize
			Finance	I Prize
			Best Manager	II runner up
			Business Collage	II Prize
			Group Dance	I Prize
			Business Quiz	I Prize

Sl. No	YEAR	Host Institution	Event	Achievements
	2010-11	Vivekananda Degree College, Bangalore	Skit	II Prize
		Bangalore University, Bangalore	Indian Group Song	II Prize
			Western Group Song	III Prize
			Debate	Consolation
			Spot Photography	III Prize
			Hand Ball	Runner up
		St. Anne's Degree College, Bangalore	Fashion Show	I Prize
			Group Dance	II Prize
			Skit	II Prize
			Mock Stock	II Prize
			Cross Word	II Prize
			Cross Word	III Prize
			Science Quiz	III Prize
			Ice Breaker	I Prize
			Physics Cross Word	II Prize
			Science Quiz	III Prize
			Kannada Poetry	II Prize
		Dr. B.R. Ambedkar Medical College, Bangalore	Solo Dance	I Prize
		Maharani Lakshmi Ammani College, Bangalore	Solo Dance	III Prize
4	2011-12	St Joseph's College of Commerce, Bangalore	Product Launch	II Prize
			EDP	I Prize
			Ice Breaker	
			Service Launch	II Prize
			Public Relations PPT	I Prize
			Physics College	I Prize
			Corporate Fashion Show	I Prize
			Business Quiz	III Prize
			Best Economist	I Prize
			Best Economist	III Prize
5	2012-13	Bangalore University, Bangalore	Cricket Tournament	Runner up
		Sheshadripuram First Grade College, Bangalore	Mad adds	III Prize
			Tattoo Designing	I Prize
			Fashion Show	I Prize

Sl. No	YEAR	Host Institution	Event	Achievements
6	2013-14	St. Joseph College of Commerce	Western solo	II prize
			Extempore	II Prize
			Western Solo Street Dance	II Prize
			Western Group Dance	III Prize
			Bible Quiz	II Prize
			Treasure Hunt	II Prize
			Collage	I Prize
			Poetry	II Prize
			Pencil Sketching	II Prize
		St. Clare College, Bangalore	Coding	II Prize
			Gaming	II Prize
			PPT	I prize
			IT Manager	II Prize
		Garden City College, Bangalore	Solo Dance	III Prize
			Solo Singing	II Prize
		Sindhi College, Bangalore	Solo Dance	II Prize
			Group Dance	II Prize
		Garden City College, Bangalore	Solo Singing	I prize
			Group Singing	II Prize
		St. Anne's Degree College, Bangalore	Group Singing	III Prize
		New Horizon College of Engineering, Bangalore	Solo singing	I prize
		Reva College of Engineering, Bangalore	One Min to Fame	II Prize
		Bishop Cotton College, Bangalore	Group Dance	I prize
			Pencil Sketching	II Prize
		Oxford College of Business and Management, Bangalore	Essay Writing	III Prize
			Group Singing	II Prize
		Mount Carmel College, Bangalore	Essay Writing	I Prize
			Article Writing	II Prize
			Mock Press	I prize
7	2013-14	GRV College	Skit	I Prize

5.3.2 Furnish the details of major student achievements in co- curricular, extracurricular and cultural activities at different levels: University / State / Zonal / National / International, etc. for the previous four years

*Representation in University Teams and Participation  
at State and National Level Sports*

Year	Event	Level
2008-09	Boxing	National
2011-12	Cricket	University
2011-12	Hand Ball	University
2012-13	Shuttle Badminton	University
2012-13	Shuttle Badminton	University
2012-13	Cricket	University
2012-13	Hand Ball	University
2012-13	Hand Ball	University
2013-14	Hand Ball	University
2013-14	Hand Ball	University
2013-14	Kabaddi	State

*Achievements in Inter collegiate competitions*

Events	Date	Trophy won
Inter Collegiate Hand Ball Tournament organized by Bangalore University at Pawan College, Kolar	2007-08	Championship trophy
Inter College Foot Ball Tournament organized by R.B.A..N.Ms College, Bangalore	2008-09	Runners trophy
Inter Collegiate cricket tournament organized by Al Ameen College, Bangalore		Runners trophy
Inter College Foot Ball Tournament organized by Bangalore University at Indian Academy Degree College, Bangalore	2008-09	Championship trophy
Inter Collegiate Throw Ball tournament organized by R.B.A..N.M.S College, Bangalore	2008-09	Runners trophy
Inter College Athletic Tournament organized by Bangalore University at Kanteerava Stadium, Bangalore	2008-09	Five students won prizes
Inter College Foot Ball Tournament organized by Bangalore University at Acharya College, Bangalore	2013-14	Runners trophy

5.3.3 How does the College seek and use data and feedback from its graduates and employers, to improve the performance and quality of the institutional provisions?

- Regular feedback from students through their academic stay in the College forms a major source of inputs based on which the quality and performance of the Institution is assessed. Based on such assessment, appropriate remedial actions are initiated to improve the performance and quality of Institutional provisions.
- Regular interactions with Industry experts and academicians, who visit our College, also provide inputs on the academic facilities of the College and aspects like students' learning attitudes and abilities. Such feedback is regularly sought and considered to alter and improve the academic operations of the College.

- Recruiters and Experts who visit the College for Campus Placement activities provide candid and highly reliable feedback on the potential of the students and call attention to the gaps in Industry requirements versus the academic delivery. Such feedback provides valuable inputs for the College as well as for the students.
- The Alumni Association through their continuous engagement in both academic and co-curricular activities also forms a major source of feedback.
- Feedback from all of these different stakeholders is welcomed and necessary remedial action and corrective measures are put in place to improve the performance and quality of the Institutional provisions.

#### 5.3.4 How does the College involve and encourage students to publish materials like catalogues, wall magazines, College magazine and other material? List the publications/ materials brought out by the students during the previous four academic sessions

The College has several initiatives through which students are encouraged to showcase their creativity & communication skills; creative expression is captured through the **Annual College Magazine (Manthana)**, **Fortnightly Newsletters**, **Wall Magazines**, **a Creative Corner for students**, etc.

- With the support and guidance of teachers, the students contribute their thoughts & expressions in the form of essays, poems, stories, paintings, sketches, etc to the College Magazine. The editorial team of the College magazine, which is a key initiator of obtaining widespread student participation in the College magazine, is also **represented majorly by the students**.
- Besides the College Magazine, there are **2 department level magazines/newsletters** in which subject related features appear.
- The Department of English has introduced a **Wall Magazine/Creative Corner** through which feature articles, major stories from the current news, minor research/surveys conducted by students, etc are placed; the wall magazines promote continuous creative activity and also form a platform to complement additional learning and academic ingenuity.
- The students of Journalism have also initiated a **fortnightly Newspaper**, called the '**Indian Academy Newscape**', which covers local news of the areas surrounding the campus, details of community-based projects undertaken by the students etc

#### 5.3.5 Does the College have a Student Council or any similar body? Give details on its selection, constitution, activities and funding

YES.

The College has a Student Council that is well-structured and well-represented; the composition of the council is as detailed below:

- College Representative
- Associate College Representative
- One Department Representative, selected to represent each department
- A Class Representative, selected from each class

The Students' Council is a democratically constituted student body. It is the interface between College administration and the students and plays an active role in organizing many activities and initiatives on the campus. Also contributes in organizing Athletic & Sports Meets, Social Service activities like Blood donation camps, awareness, rallies and the co-ordination of major events like Graduation Day, Annual Day, Cultural fests etc conducted in the college. The College funds the activities of the Students' Council.

**5.3.6 Give details of various academic and administrative bodies that have student representatives on them.**

- The College provides opportunities for representation of students in both academic and administrative bodies
- For Example, the Governing Council of the College, the highest policy-making body, representing different stakeholders also includes 2 student members.
- The Editorial Committee of the Annual Magazine of the College, (Manthana) also has adequate representation of students.
- Students also form a part of the various committees in the College, which are constituted to co-ordinate and plan the various Seminars, Workshops, Cultural Fests, Management Fests, other major events such as Annual Day and Graduation Day conducted in the College.

**5.3.7 How does the institution network and collaborate with the Alumni and former faculty of the Institution.**

The Institution networks with the alumni by participating in the pre-scheduled meetings of the Alumni Association. The Annual Alumni Meetings, which are held at the end of every academic year, is attended by a large number of alumni, while the Quarterly meetings are attended by mostly the office bearers and a selected number of members from the alumni.

The Principal, the faculty co-coordinator of IAAA, HODs and faculty and the Management actively participate and network with the alumni in these meetings. Social media also plays an important role in networking with alumni. The Institution **collaborates with the alumni in organizing many student development programmes** such as Guest Lectures, Workshops, Placement Drives, Cultural Fests, Athletic Meets and in **organizing Faculty Development Programmes**. The Alumni also collaborates with the College in many **community development initiatives**.

The College stays in touch with many of the former faculty by networking with them and inviting them for all the major Seminars, Workshops and Events. The Former faculty also associates with the College in carrying out **student-competency-building activities** and other **Institutional development activities**.





## **CRITERION VI:**

### **Governance, Leadership and Management**



## 6.1 Institutional Vision and Leadership

6.1.1 State the vision and mission of the Institution and enumerate on how the mission statement defines the institution's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, institution's traditions and value orientations, vision for the future, etc.?

### **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.

To prepare graduates who manifest critical and effective communication skills along with informed value judgments and a strong educational foundation in mastering tomorrow's challenges by partnering with business, government and community.

### ***Distinctive Characteristics addressing needs of the Society:***

- The College offers programs that are career-oriented, holistic & socially-relevant; prepare graduates who possess strong educational foundation and manifest creative, critical and informed judgments
- The College aims to provide inclusive opportunities to learners from diverse social, cultural, ethnic, linguistic & religious backgrounds;
- The College is committed to provide educational opportunities encompassing inclusivity and equity.

### ***Distinctive Value orientations:***

- The Institution is conscious about being student-centric in all its courses, programs and activities.
- The College also aims at preparing graduates who are sensitive to the society and are humane
- Unwavering commitment to excellence in education with focus on imbibing good values deeply rooted in traditions

6.1.2 What is the role of top management, Principal and Faculty in design and implementation of its quality policy and plans?

- The top management formulates quality policies by benchmarking with the best role models in education. The quality policy includes commitment to excellence in the following spheres: top quality human resources, state-of the-art infrastructure, interface of technology to facilitate learning and student-centric learning atmosphere. The Top Management formulates plans for short term and long term, keeping in view the institutional objectives and stakeholders' feedback.
- Short term plans focus on judicious blending of curricular teaching with competency-building initiatives and enrichment activities with effective industry-academia interface.

- Long term plans are built around those emerging societal trends & needs that will contribute to national development. In conformity with the stated plans, organizational structure, procedures and processes are designed for the short term needs and will be subjected to dynamic re-designing as per future needs.
- The quality policy is consciously and continuously integrated at all levels of implementation with slated plans & structured procedures. Principal, faculty and other supporting staff are responsible for the effective implementation of the slated plans & procedures to realize institutional objectives to their fullest. Under the guidance of the Principal, various committees are also formed at College level to continuously guide, monitor, and assess the execution of various activities as planned and scheduled.

### 6.1.3 What is the involvement of the leadership in ensuring :

The policy statements and action plans for fulfilment of the stated mission:

The policy statements and actions plans are prepared by the top management in consultation and obedience with the views of stakeholders and in alignment with apex regulatory bodies of higher education in our country.

#### Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan:

Institutional strategic plan is prepared by the top management based on stakeholder aspirations & inputs and emerging societal needs and market dynamics. In conformity with the strategic plan, the action plans are formulated for all operations by the top management after due deliberations with the Academic Advisory Bodies, Principal, HODs and Faculty and Staff.

- **Interaction with stakeholders:**

The College management is in constant interaction with all the stakeholders (employees, students, parents, alumni, representatives from the public and industry etc) for all the relevant decisions. For example, the views of parents and feedback from alumni are given due consideration in curriculum implementation. Student representatives and employee representatives are also on the Governing Council of the College

- **Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders:**

The need analysis, research inputs and consultations with stakeholders are given due importance by the leadership. Institutional objectives, strategic planning and action plans are built around the needs of the system and inputs received from stakeholders.

- **Reinforcing the culture of excellence:**

The quality policy and the action plans are always built on the achievement & sustenance of excellence in every sphere of the operations of the Institution. It is therefore pertinent to nurture, recognize and reward excellence among the Students, Faculty and Staff.

Excellence in Faculty members is thoughtfully rewarded through both monetary & non-monetary motivational support tools like support to acquire higher academic credentials and qualifications.

The Institution also consistently rewards excellence in students through tools like Scholarships, awarding of prizes, medals, additional opportunities for advanced learning. Through continuous nurturing and reinforcement of excellence, the Institution aspires to sustain and improve on the quality of academic delivery in all areas of operations.

- **Championing organizational change:**

The top management strongly believes in embracing changes in the systems and practices to cope with the changing external environment. However, through the process of change, emphasis is laid on a humane approach and the active involvement of all stakeholders concerned is sought consciously. While incorporating organizational change, greater leniency is laid out to retain and re-train human resources within the system.

#### 6.1.4 What are the procedures adopted by the institution to monitor and evaluate policies and plans of the institution for effective implementation and improvement from time to time?

All plans and policies should translate into achieving institutional objectives. The top management assigns clear roles and responsibilities to all people at every level of operations including: the Principal, Vice-Principal, HODs, faculty members and supporting staff.

Ensuring accountability and individual responsibility at each job role contributes to the effective implementation of policies and plans. Continuous monitoring and evaluation of plans and periodical assessment of stakeholders' feedback ensures effective remedial initiatives resulting in continuous improvement in implementation of our action plans.

#### 6.1.5 Give details of the academic leadership provided to the faculty by the top management?

- The top management exercises its leadership role by continuous interactions & interventions with faculty members and support staff; thereby, in the process, also receiving feedback. A democratic and participative approach is adopted in all operational level functions.
- In consultation with the Governing Council, the top management builds clarity through well-structured systems and procedures with reference to faculty roles and tangible responsibilities.
- The top management also plays an important role in attracting best-in-class human resources, with greater emphasis on inclusion and diversity.

Appropriate remuneration, faculty welfare measures, supportive work environment are given due importance in nurturing and retaining faculty members in the system.

- Faculty development programs are conducted to impart latest advances in teaching-learning process and in the effective use of ICT. The Management also provides ample opportunities for engagement in scholarly activities by encouraging the faculty members to undertake research initiatives in their respective fields or subjects. A Faculty Grievances Cell helps to interface with the top management to sort out major issues in the day-to-day operations.
- An objective & multi-pronged faculty appraisal system based on self appraisal, student feed, academic progression, peer evaluation along with a 360 degree assessment creates a system that brings in individual development along with a fair reward mechanism.

#### 6.1.6 How does the College groom leadership at various levels?

The conventional academic operations are delivered through traditional hierarchy consisting of Principal-Vice Principal- HoDs- Faculty members- Admin & Support Staff.

Teachers who are at the helm of the teaching-learning process are in an advantageous position to play multiple roles in addition to teaching, learning, student evaluation functions. Therefore, the Management is continuously seeking new roles for faculty members to propel academic delivery and to sustain quality initiatives. For example: Managing competency-building initiatives, mentoring, industry interfacing, enhancing placement activities, faculty development initiatives, identification and effective integration of new technologies in academic operations, co-ordination with regulatory bodies, curriculum/content development, knowledge management and student support services are some of the key areas that requires effective leadership.

The top management, in co-ordination with the Principal and other heads need to identify and nurture leadership through close monitoring & interaction of human resources from the existing pool of faculty. Leadership is developed by assigning additional roles on a pilot basis and based on the performance, new roles are expanded. At the initial stages of new roles, focused training is imparted to enable the staff to enhance their knowledge & skills required for the newly assigned functions. If necessary, in specific situations, human resources are drawn from other pool of admin & support staff and are nurtured in similar methods.

Individuals who have exhibited passion and who have excelled in multiple assignments associated with academic operations are groomed for senior positions with greater responsibilities such as that of the Vice Principal, Principal. In the changing contexts of managing academic Institutions, it is imminent to introduce positions equivalent to Chief Operations Officers/ Chief Executive Officers with strong track record and sound managerial and technical backgrounds.

6.1.7 How does the College delegate authority and provide operational autonomy to the departments / units of the institution and work towards decentralized governance system?

The top management sets the plans, policies, processes and procedures. But the actual governance of academic programs is vested with the Principal, HODs and faculty. The top management is also committed to provide greater autonomy with proper accountability and decentralize the governance and operations of the College.

- The Principal is the Chief Executive of the College and accordingly it has all administrative and financial powers. The Principal is also given financial autonomy for all routine operations within the budget approved by the top management-Chairman. All external correspondence and coordination with stake holders and regulatory bodies and affiliating University is done by the Principal only. The Principal has a major say in recruitment, appraisal and discharge of employees. The Principal is also a disciplinary authority.
- The curriculum of the courses along with academic calendar is given by the affiliating University but the actual planning and delivery including pedagogy to be adopted is decided at department level under the guidance of Principal. The HOD and the faculty of the department take the responsibility of its actual execution as well. The students' attendance and discipline are also taken care of by the department, thereby providing operational autonomy at department levels.
- The Co-curricular and Extracurricular activities are also initiated and executed by the department but with the knowledge of the Principal. Indian Academy Centre for Professional Excellence (IACPE) steps in to play a significant role in conceiving and coordinating Value added and Competency building initiatives among students.
- The requirements of support services (e.g. lab equipment, lab assistants, etc) are identified both by the Principal and HOD concerned, and the proposals are submitted for approval by the Chairman representing the top Management.
- As far as financial autonomy is concerned, a department submits its annual budget at the beginning of the academic year through the Principal for approval by the Chairman. Once it is approved by the Chairman, the department can spend the amount on the programs or activities planned. Thus the Departments are given complete operational autonomy & appropriate financial autonomy under the guidance of the Principal.

6.1.8 Does the College promote a culture of participative management? If 'yes', indicate the levels of participative management.

YES.

- The College does believe in **democratic and participative style of management**. The Governing Council, the policy making body of the College is composed of representatives of teachers, students, non-teaching staff besides external educationists and education administrators.

- In addition the inputs from all the stake holders are assessed and the major points are taken into consideration for steering the operations of the College. Thus the opinions or view points of different stakeholders are factored in the decisions of the Governing Council and eventually into the all academic operations of the College.
- All executive decisions are taken in the meetings of College Council consisting of all HODs with the Principal in the chair. New formal courses, value added courses, enrichment courses, etc are discussed and proposed by the College Council. The academic calendar for the academic year is also decided by the College Council.
- At Department level the meetings of faculty council (all faculty members of the department) are held to discuss and take decisions with regard to designing of course syllabus (for courses other than university courses), offering of new elective subjects, organizing seminars/workshops, inviting guest faculty, students' tours/visits, etc

## 6.2 Strategy Development and Deployment

### 6.2.1 Does the Institution have a formally stated quality policy? How is it developed, driven, deployed and reviewed?

YES:

- The **Quality Policy** of the College is to achieve excellence in teaching, research, student support, extension and consultancy with social relevance. The quality management system encompasses **organizational structure, procedures, processes and resources inclusive of financial, non-financial, human and technological resources**.
- The Quality Policy is initially developed by top management after having deliberations and discussions with different stakeholders particularly with regard to organizational structure, procedures, processes and resources.
- The Quality process is driven through the Principal- Vice Principal- HODs- Faculty and supporting staff
- The Quality Process is deployed through the teaching and support staff benefitting the Students and other stake holders.
- The Quality Management System is reviewed periodically at different levels with feedback from all the stake holders, especially from students and faculty, which is incorporated and approved by Governing Council.

### 6.2.2 Does the Institute have a perspective plan for development? If so, give the aspects considered for inclusion in the plan.

YES:

The College has the vision of becoming a world class Institution of excellence. Accordingly, it has a perspective plan for 20 years with the following long-term objectives:

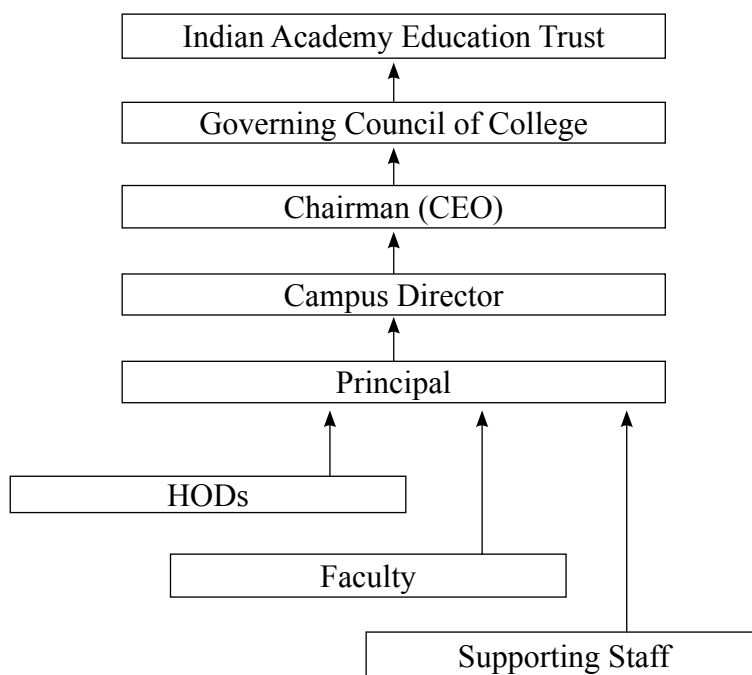
- To be passionate, innovative, creative, adaptive and technology-friendly to sustain quality and to improve quality in all levels of academic operations
- To become an autonomous Institution in a year or two and subsequently to become a degree-awarding/deemed-to-be Private University



- To be more innovative, industry-relevant in curriculum design and be more creative in academic delivery; with a strong emphasis on effective integration of technology in the teaching-learning process
- To provide greater academic flexibility to students with cafeteria approach and modular approach;
- To initiate multi-pronged learning opportunities to enrich curriculum
- To monitor the impact of course curriculum on employability and to take continuous feedback on curriculum delivery from stakeholders; and to dynamically update the curriculum
- To adapt pedagogy that is more student-centric. The pedagogy should arouse creative thinking and innovative system approach. The learning should always be experiential so that the students can easily and quickly enter into real life situations after their course work.
- To ensure greater flexibility and access for students and to attract heterogeneous group of students from many parts of India from many countries of the world.
- The teacher to be more a facilitator and mentor than just a full time tutor
- To facilitate the students to have continuous learning, a provision be created so that a student can join short term courses at any time during his/her employment to upgrade his knowledge and skills. It means that the College shall be a centre of lifelong learning for a student.
- To realize the vision, the College primarily needs to have creative faculty and world-class infrastructure. The College shall tap the talent pool and attract creative faculty of international repute. Continuous and effective integration of ICT in the teaching-learning process.
- 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.
- Life skills will be an integral part in curriculum development and delivery.
- To emphasise on multi-dimensional evaluation of student learning and to enable student learning outcomes match with their employers' expectations
- To promote consultancy and research among faculty and students
- To strengthen extension activities through active engagement with the community on a continuous bases thereby promoting Institutional Social Responsibility and inculcating social obligations in students.
- To collaborate with Institutions of repute at National & International Level thereby promoting student and faculty exchange and research collaborations of peers in other Institutions.
- To promote Industry-Academia collaborations to harvest human resources for curriculum design, development, teaching & Research.
- Collaborations with industries are aimed at promoting practical learning opportunities for students through internships; active collaborations with industries are also stressed upon to promote employment of students.
- To continuously expand the capacity and improve the infrastructural facilities to foster uninterrupted teaching - learning process in the campuses.
- To improve the IT infrastructure to suit the needs of students.

- To strengthen library resources and laboratory resources from time - to time along with technology interface as a top priority.
- To have an effective campus management system in place for the seamless interaction of operations round the clock.
- To lay major emphasis on student support initiatives and student progression.
- To promote financial and academic freedom to Principals, Teachers and other major operating managers and staff in the system.
- To promote broad strategies with participative democratic leadership and for effective deployment of strategies through meticulous planning and processes.
- To empower stakeholders especially students and faculty.
- To continuously build upon a strong Internal Quality Assurance System.
- 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.

### 6.2.3 Describe the internal organizational structure and decision making processes.



#### Decision Making:

- Based on the Policies, Strategies & Operation Plans, academic operations at department levels are developed by HODs in consultation with members of the departments.
- These decisions are communicated to the Principal and approval is obtained for seamless flow of operations.
- Decisions pertaining to Semester Lesson Plans and other co-curricular and extra-curricular activities are made by the Principal in consultation with all the departments; decisions for effective utilization of the infrastructural resources are made by the Principal, keeping in view all the academic plans of the departments. Any Deviations and setbacks in the day-to-day operations are corrected and managed by the Principal.

- To implement academic operations including co-curricular, extra-curricular activities and Skill Development programs, the Principal is empowered with free access to funds as per pre-approved budgetary allocations.
- The Top Management, represented by the Chairman, advised by the Campus Director/CEO and the Members of the Governing Council, takes major decisions, makes budget allocations, and sets major strategies and directions.

#### 6.2.4 Give a broad description of the quality improvement strategies of the institution for each of the following

##### Teaching & 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

##### Research & Development

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

### Community engagement

- Willingness to work with the community for the benefit of the community through sincere engagement of students and faculty
- Provision for appropriate inclusion of the community in institutional governance
- Promoting the awareness of obligations and responsibilities towards community, among students and staff
- Willingness to share the infrastructural resources for community initiatives
- Effective engagement of community in student support and student development initiatives

### Human resource management

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

### Industry interaction

- 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

#### 6.2.5 How does the Head of the institution ensure that adequate information (from feedback and personal contacts etc.) is available for the top management and the stakeholders, to review the activities of the institution?

The Principal, who is at helm of all academic operations of the Institution, has a well-designed and structured process in place to collect information on all activities of the Institution. The information comes through:

- Feedback from students
- Feedback from parents through informal communication and through interactions in formal Parent-Teacher meetings
- Through regular monitoring of academic plans and their implementation
- Through regular interaction with teachers and staff
- Through evaluation of faculty and staff performance
- By analyzing the academic performance of students and by measuring the student progression

- Through assessment by external agencies and regulatory bodies
- Through inputs from other stakeholders such as industry recruiters, representatives
- Such information collected and analyzed is reviewed by the top management with representative participation of faculty, staff and Governing Council & other stakeholders for continuous improvements and for effective management of the academic operations of the Institution.

6.2.6 How does the management encourage and support involvement of the staff in improving the effectiveness and efficiency of the institutional processes?

- The management is fully aware about the reality that the sum of individual staff members' effectiveness is going to have a direct impact and reflection on the total effectiveness of the Institution. Therefore, every staff member's involvement is highly valued and appreciated by the management.
- The management supports the individual staff member of the institution by clearly defining their specific roles and responsibilities and also enables them to acquire skills that would enhance their productivity in the work place.
- Many fair and transparent staff welfare measures; friendly working atmosphere
- Structured, transparent, regular, annual appraisal policies where performance is recognized and rewarded with promotions and monetary benefits
- Provisions for inclusion of staff members in various committees that conceive and implement academic operations
- Inclusion of both faculty and non-teaching staff members in the Governing Council which is the apex body of the Institution.

6.2.7 Enumerate the resolutions made by the Management Council in the last year and the status of implementation of such resolutions.

S. No	Resolutions made by the Management Council	Status of Implementation
1.	To introduce competency building along with regular science courses in UG & PG levels to enhance admissions	Introduced 'System Biology' as a value addition to B.Sc., & M.Sc., students in life sciences streams
2.	To organize 'INSPIRE' in association with DST by engaging scientists from premier institutions of advanced research	Successfully Implemented
3.	Improve the quality of Remedial classes	Implemented by deploying experienced faculty in time slots that are more convenient to students
4.	To decrease the teaching work load of faculty engaged in research activities	Implemented by substantial decrease in the teaching load to enable more time for active research engagements
5.	To refurbish Seminar Halls with better ambience and acoustics and state-of-the-art AV systems	Implemented in both Seminar Halls
6.	To encourage faculty to obtain funding for research	Succeeded in securing funding for 11 Research Grants from UGC
7.	To establish of Centre for Entrepreneurial Learning to promote entrepreneurship among students	Established IACEL, with a designated faculty co-ordinator

6.2.8 Does the affiliating university make a provision for according the status of autonomy to an affiliated institution? If 'yes', what are the efforts made by the institution in obtaining autonomy?

YES:

- 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.

6.2.9 How does the Institution ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyse the nature of grievances for promoting better stakeholder relationship?

Yes

- There is a **well-conceived mechanism** that is in practice to address **grievances/ complaints from students, parents and employees and other stakeholders of the system**. To aid the Institution in this mechanism, **Students' Grievance Redressal Committee, International Students' Cell & Employee Grievances Redressal Committee** have been established. The responsibilities of running these Committees are designated by assigned staff members.
- Student feedback/complaints are received from various sources like **suggestion boxes, direct parent/guardian interactions, correspondence through mails** etc. The complaints received from students are forwarded to the Students' Grievance Redressal Committee, which takes active steps in the following forms: discussions with the concerned class teachers and HODs and Principal and implementation of **immediate effective remedial actions**. The remedial actions are also communicated to the complainants.
- Employee Grievances received are processed by the **Employee Grievances Redressal Committee** in consultation with the HoDs, Principals and with the top management. The remedial actions, approved by the top management are informed to the complainant staff members through memos.

6.2.10 During the last four years, had there been any instances of court cases filed by and against the institute? Provide details on the issues and decisions of the courts on these?

No.

6.2.11 Does the Institution have a mechanism for analyzing student feedback on institutional performance? If 'yes', what was the outcome and response of the institution to such an effort?

Yes, Student feedback is obtained regularly both on academic performance of teachers and on institutional performance particularly with regard to support services.

For example: Feedback on the lack of canteen facilities was immediately considered and a canteen has been established.



### 6.3 Faculty Empowerment Strategies

#### 6.3.1 What are the efforts made by the institution to enhance the professional development of its teaching and non teaching staff?

The College organizes:

- **Structured Faculty Development Programs**, which are conducted in timely intervals during semester breaks and are permanent features of the academic calendar. In such programs, which span across 4 to 5 working days, experts conduct invited workshops and lectures on varied themes: teaching-learning process, student support, use of technology in academic delivery, innovative/best practices in teaching, leadership development, etc. For example: Annual Faculty Development Program called 'SRUJANA'
- **Non-Structured Faculty Development Programs** introduced to train faculty at the onset of new technologies, new courses and new value-added initiatives/needs. These development programs are conducted in a variety of subjects to upgrade and enhance the knowledge and skills of the faculty.
- The Institution also sponsors/supports faculty participation in Faculty Development Programs, Workshops, Seminars conducted by other premier Institutions through the extension of financial support and travel grants
- The College also supports faculty members playing advisory roles in Boards of Studies, Boards of Examinations, Committees of other Institutions etc
- The College also supports faculty members serving in the BOEs & BOSs of the affiliating University and by providing opportunities to participate in the central evaluation of answer scripts of Bangalore University examinations.
- The College also promotes consultancy initiatives of faculty members
- The College also conducts competency-building activities/training for non-teaching staff such as computer literacy, laboratory practices, automation & IT integration in administration, also including participation in other Institutions.

#### 6.3.2 What are the strategies adopted by the institution for faculty empowerment through training, retraining and motivating the employees for the roles and responsibility they perform?

The Institution has developed a broad range of strategies to empower faculty by **assigning new roles and responsibilities** as per the system's requirements from time to time. Some of these roles include:

Student support and mentoring, Conducting internal & external examinations, Conducting Co-curricular & extra-curricular activities, serving in various committees such as Disciplinary Committee, Anti-Ragging Committee, Students' Grievances Redressal Committee, Anti Sexual Harassment Committee etc.

Those Faculty members who are chosen to undertake some of these new assignments are offered **appropriate training to acquire necessary skills** to essay these new roles efficiently. Faculty members, based on their performance in additional roles, are **rewarded with promotions and monetary benefits**.



6.3.3 Provide details on the performance appraisal system of the staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.

- Performance appraisal is conducted for all teaching & non-teaching staff on a **regular basis, annually**.
- Information is captured primarily through the Self Appraisal of staff members which is done through **Self-Appraisal Forms that are designed as per UGC guidelines**.
- Students' feedback on teachers also forms an additional source of information for the performance appraisal of the faculty.
- Faculty appraisals are made based on the information received through self appraisal, students' feedback, Principal's feedback, HoD's feedback etc that covers inputs on the multiple roles performed by the staff & faculty.
- Objective evaluation of these multiple inputs forms the basis of arriving at the performance output of an individual faculty/staff member. Based on the qualitative and quantitative aspects of performance, staff members are rewarded appropriately with hikes in the salary and promotions at appropriate phases.

6.3.4 What is the outcome of the review of the performance appraisal reports by the management and the major decisions taken? How are they communicated to the appropriate stakeholders?

- The review of performance of staff members through annual performance appraisals enables the Institution to map the revised/updated competencies of its human resources.
- Performance review highlights the achievements and shortcomings of the staff members in specific areas.
- Staff members, who have performed multiple roles efficiently, are considered for more prestigious assignments in the academic operations of the Institutions and are also appropriately rewarded with attractive monetary compensation.
- The shortcomings of the staff members, as reflected in the performance reviews are reviewed by the top management with Principals, HoDs and Reporting managers.
- Specific inputs are shared with concerned staff members wherever necessary. Appropriate remedial actions are suggested and necessary support is provided to the staff member to successfully improve on some of those inadequacies.

6.3.5 What are the welfare schemes available for teaching and non teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?

The College Management offers the following welfare schemes for all its employees.

- Annual Paid vacation to both teaching and non-teaching staff
- 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

6.3.6 What are the measures taken by the Institution for attracting and retaining eminent faculty?

**Measures taken to attract eminent faculty & staff:**

- Wide publicity through reputed print media. (For Example: Times of India, Deccan Herald)
- Intensive use of job portals like Naukri, Monster
- Notifications in the Career pages of the College's website
- Networking with reputed Industries/Institutions

Well-structured job descriptions, attractive compensation, Institution's reputation etc are factors that included in the advertisements and other correspondence to attract eminent human resources.

**Measures taken to retain eminent human resources:**

- Regular performance appraisals with attractive benefits and compensation
- Merit-based Promotions
- Greater opportunities and support for individual & career advancement

6.4 **Financial Management and Resource Mobilization**

6.4.1 What is the institutional mechanism to monitor effective and efficient use of available financial resources?

- The College has evolved a system for budgeting for all recurring expenses and also setting aside contingency funds.
- The HODs and principal prepare Annual budgets of their own units before commencement of academic year and submit the same to the top management for approval.
- Once the budgets proposed, are reviewed and approved by the top management, the HOD/Principal can utilize the funds as per allocations.
- The HOD/Principal may submit proposals for interim expenditure as per budget provisions for sanction, and expend the amount by observing the relevant procedure.
- The budgeting and formally specified procedures have a built-in mechanism to ensure effective and efficient use of financial resources of the College.

6.4.2 What are the institutional mechanisms for internal and external audit? When was the last audit done and what are the major audit objections? Provide the details on compliance.

- The College is under the management of Indian Academy Education Trust, which is recognized as a non-profit, charitable Institution as per the Income Tax Act, 1961
- Internal audit process is taken up regularly by a certified Chartered Accountant, on a quarterly basis
- An external auditing is done annually through a certified Chartered Accountant who processes our transactions & files Income Tax returns regularly, every year.
- The last (external) audit was done for the financial year 2012-13 and there were no major audit objections.

6.4.3 What are the major sources of institutional receipts/funding and how is the deficit managed? Provide audited income and expenditure statement of academic and administrative activities of the previous four years and the reserve fund/corpus available with Institutions, if any.

The major sources of Institutional Receipts are **Tuition Fees, Examination Fees**, etc and the major expenses include **Salaries, Maintenance, Utility Charges**, etc. Deficits, when arising, are managed through overdraft & Bank Loan facilities.

**Income and Expenditure Statement for the Last Four Years\***

Year	Direct Income (Rs)	Indirect Income (Rs)	Direct Expenses (Rs)	Indirect Expenses (Rs)	Excess of Income over Expenditure (Rs)
2009-10	4572673.60	43515943.04	2627362.15	11321720.00	34139534.49
2010-11	5825586.00	45673148.16	4714903.00	9625610.00	37158221.16
2011-12	1398100.00	53183568.49	3696196.15	8227748.00	42657724.34
2012-13	823109.00	46717112.16	3286394.22	12936132.15	31317694.79

*\*Compiled from Audited Income and Expenditure Statement*

6.4.4 Give details on the efforts made by the institution in securing additional funding and the utilization of the same (if any).

Additional funding, as and when necessary, is secured through loans from financial Institutions.

- The IADC, which has been recognized with 12 (B) & 2 (f) status from the UGC, is able to attract additional funds to serve the growing financial needs
- The College has received additional funds in the form of a VGST-CISEE Grant from the Government of Karnataka for the establishment of Research facility in Molecular Biology & Bio-informatics
- Recently, the College has received 10 Research Grants, awarded to faculty members from the UGC, amounting to Rs. 15,49,140.

## 6.5 Internal Quality Assurance System (IQAS)

### 6.5.1 Internal Quality Assurance Cell (IQAC)

- a. Has the institution established an Internal Quality Assurance Cell (IQAC)? If 'yes', what is the institutional policy with regard to quality assurance and how has it contributed in institutionalizing the quality assurance processes?

Yes.

- The College has established IQAC in 2009, soon after the 1st cycle of accreditation by NAAC.
- IQAC is set up to facilitate institutionalization of quality initiatives for improvement of the academic and administrative performance of the College.
- The **Quality Policy** of the College is to achieve excellence in teaching, research, student support, extension and consultancy with social relevance. The quality management system encompasses **organizational structure, procedures, processes and resources inclusive of financial, non-financial, human and technological resources**.
- The College assures quality education and training by process benchmarking, performance benchmarking and strategic benchmarking.

- b. How many decisions of the IQAC have been approved by the management/ authorities for implementation and how many of them were actually implemented?

The IQAC is very active in its functioning. It has made many recommendations in its periodical meetings, the highlights of which are tabulated below:

S. No	Decisions of IQAC	Year	Approved/Implemented
1.	Construction of additional class rooms	2010	Approved and 4 additional class rooms were constructed to accommodate greater needs
2.	Digitization of Library	2010	Implemented
3.	Establishment of International Students' Club	2010	International Students' Club is constituted & is actively functioning
4.	Initiative to get Permanent Affiliation of Bangalore University	2010	The College has got permanent affiliation status from Bangalore University.
5.	Establishment of R&D Facility	2010	Research facilities have been established for Molecular Biology, Biotechnology, Chemistry, Biochemistry & Microbiology & Applied Genetics
6.	Introduction of value added programs	2010	Implemented
7.	Establishment of cafeteria with better facilities.	2011	Implemented
8.	Installation of elevators especially for convenience of differently-abled students and staff.	2011	Implemented
9.	Extending transportation facility to staff	2011	Implemented
10.	Establishment of Board Room	2011	State-of-art Board Room is available now.

S. No	Decisions of IQAC	Year	Approved/Implemented
11.	Up-gradation of Language Lab	2011	Systems were upgraded and air conditioner attached
12.	Initiatives to get UGC 12(B) status	2011	Efforts were made and the College has got UGC 12 (B) status
13.	Training non-teaching staff in basic computer operations	2012	Every year training classes are organized for non-teaching staff to upgrade their skills
14.	Uploading of students attendance in the College website and creation of online information system	2012	Implemented
15.	Employability index for the students	2013	Initiatives are in progress
16.	Performance Appraisal System to be strengthened	2013	Implemented
18.	Introduction of Blue Book system for internal assessment	2013	Implemented
19.	To provide more financial support to meritorious and socially backward students	2013	Indian Academy Education Trust has instituted merit scholarships and also merit-cum-means scholarships in partnership with the community.
20.	Constitution of Students Council	2013	Implemented
21.	Messages to students through bulk SMS facility	2013	All important information is passed on to the students through bulk SMS facility
22.	To increase seed money for research projects	2013	Implemented
23.	Periodical syllabus reviews at department level	2014	All departments have initiated reviews of their syllabus involving stakeholders.
24.	Campus Wi-Fi connectivity for effective teaching- learning	2014	Implemented

c. Does the IQAC have external members on its committee? If so, mention any significant contribution made by them.

YES

The IQAC has two external members as advisors, viz. Dr. G. Venkatesh and Dr Chandrasekharan.

Dr. Venkatesh, Ph.D is a Physicist and a former Principal of a reputed College in Bangalore with over 30 years of teaching and administrative experience. As an accomplished educationist, he guides the IQAC on evolving quality initiatives and institutionalizing them.

Dr. Chandrasekharan, Ph.D is a Scientist (Organic Chemistry) turned entrepreneur with vast experience in R&D. He helps the IQAC in interfacing the College with the industry for experiential learning for the students.

d. How do students and alumni contribute to the effective functioning of the IQAC?

Students' feedback that is obtained periodically on various aspects of academic development like teaching-learning processes, Library & Laboratory resources, Competency building needs etc., are assessed by the IQAC and **used for benchmarking and for sustaining and improving quality initiatives** in the College.

Members of the Indian Academy Alumni Association, interface with the academic operations of the College by **participating in counselling our students on academic progression, by providing overview on the industry practices, offering pre-placement training and also conducting recruitment activities** through the companies with whom they are associated. The alumni also work with the institution closely for **community development initiatives**. Thus the alumni of IADC contribute to the achievement of objectives of IQAC in areas such as student development & student support, Institutional engagement with community development.

e. How does the IQAC communicate and engage staff from different constituents of the institution?

- The IQAC formally meets, on regular basis, the members of teaching & non-teaching staff to promote the quality policy of the Institution.
- In addition, IQAC also deliberates with the staff about the effectiveness of several initiatives undertaken in sustaining & promoting quality.
- The IQAC also engages faculty and staff by organizing skill development programs that will contribute to the improved performance of the Institution.
- The IQAC also works closely with the staff to enable them to deliver effective student support initiatives.
- The IQAC identifies themes for workshops/seminars on quality initiatives that are required for the Institution through continuous interaction with the teaching & non-teaching staff of the College.

6.5.2 Does the institution have an integrated framework for Quality assurance of the academic and administrative activities? If 'yes', give details on its operationalisation.

**Yes.**

The IQAC has evolved operational framework for quality assurance by integrating with **all academic & administrative operations of the Institution**.

- IQAC associates closely with every academic operation of the Institution to ensure that all operations have structured strategies, well-defined processes in delivery. This enables tangible measurement of performance, which will serve as reference for sustaining & building quality in future initiatives.
- IQAC closely observes student support initiatives being delivered at various touch-points across the system, to identify deviations from student-centric approaches. Once such short-comings are identified, the IQAC actively involves in the amendment and modification of processes/systems, communicates the same and also plays a key role in ensuring firm adherence to these modifications.
- The IQAC also continuously validates the conformity between the academic and administrative delivery to ensure that there is no disconnect in the comprehensive effectiveness.

6.5.3 Does the institution provide training to its staff for effective implementation of the Quality assurance procedures? If 'yes', give details enumerating its impact.

Yes.

The Institution is an ISO 9001:2008 certified institution, (since 2009). Therefore, our Institution has been undergoing regular, periodical academic audits which are conducted by internal faculty members who have been trained in academic auditing.

**Faculty training in quality management systems:**

- Mrs. Umalakshmi (Co-ordinator, IQAC) has undergone a Lead auditor training program; Prof. Sangeetha Annie George, (Management Representative, to coordinate ISO initiatives) & Prof. Shobha have been trained as internal auditors by TUV, India
- Additionally, 6 faculty members have been trained in internal academic audit by an ISO consultant, Mr. H.N. Narasimha Hebbar
- Availability of such internal resources, who are formally trained in quality management systems, plays an important role in our quality assurance initiatives.

6.5.4 Does the institution undertake Academic Audit or other external review of the academic provisions? If 'yes', how are the outcomes used to improve the institutional activities?

Yes.

- Work diaries, Course files maintained by individual faculty members and the reviews made by the Principal, HODs, Academic Audit Committee etc are used to strengthen the activities of the Institution. Feedback from stakeholders especially from students is given adequate importance in developing academic plans
- Additionally, the academic audits conducted by the Local Inspection Committee of Bangalore University & other regulatory bodies also aid the refinement and the development of our activities.
- The Institution, being an ISO 9001:2008 certified Institution (by TUV Rheinland) the Institution is in compliance with the quality management systems and procedures as prescribed by the external auditing Institutions.
- As a prerequisite of ISO compliance the College undertakes periodical internal audits (twice in a year) to ensure that all academic objectives set at the beginning of the semester/academic year are achieved.
- External auditing by TUV is done once a year during which internal audits are subjected to scrutiny, to ensure that the Institution is in compliance with the Quality Management Systems.
- Non-conformances noticed during such audits is discussed with the relevant stakeholders, remedial measures are introduced thus removing the non-conformances thereby ensuring sustenance of quality.
- Major external auditing is done, once in 3 years for re-certification indicating that the Institution is in compliance with the quality management system prescribed in the ISO manuals.
- The Institution has gone through 2 successful cycles of ISO 9001:2008 certification and will be ready for the 3rd cycle of certification in 2015.



6.5.5 How are the internal quality assurance mechanisms aligned with the requirements of the relevant external quality assurance agencies/ regulatory authorities?

- Internal quality assurance systems in the Institution are formulated on the basis of the guidelines of external quality assurance agencies such as ISO, NAAC, UGC & the Affiliating University.
- Through internal and annual external audits, our quality assurance systems have evolved over a period of time and have been strengthened further.
- Regular ISO audits and the active functioning of IQAC during the last five years have greatly strengthened our quality management systems, resulting in achievement of academic and institutional objectives; greater alignment with the policies, procedures, systems prescribed by the external quality assurance agencies and regulatory authorities.

6.5.6 What institutional mechanisms are in place to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?

- The quality of teaching is measured through the various tools such as Faculty Work Diaries, Academic Plans, Academic Audit & Course Files, etc that have to be mandatorily maintained by each faculty at the College. All of these tools are analyzed and reviewed by HODs, the Principal & IQAC to monitor progress and in the case of deviations from the formulated plans, remedial actions to overcome the lacuna is suggested and implemented.
- The Academic performance of the students in internal & University examination is a vital indicator of the quality of teaching & learning. The results of various tests & examinations are analyzed; the findings of such analysis are used to strengthen the teaching-learning process further.
- Student feedback on Teachers and teaching methods & Teacher's observation on Students' Learning abilities are collected and analyzed and the results of such analysis is shared with both the students and the teachers and appropriate remedial actions are initiated to further strengthen the Teaching-Learning process.
- The IQAC plays a significant role in monitoring & evaluating the quality of teaching-learning process at all levels.
- Major Outcomes arising from Institutional reviewing of teaching-learning process: Increased integration of ICT in teaching-learning process; emphasis on promoting increased use of ICT along with sensitization & training of faculty; identifying gaps in the skill sets & competencies of students; identification of key areas in which value-added programs must be initiated; successful conception of specific skill-development programs that have contributed to increased employability in students.



6.5.7 How does the institution communicate its quality assurance policies, mechanisms and outcomes to the various internal and external stakeholders?

Quality assurance policies, mechanisms and outcomes are shared/communicated

1. To students in various orientation programs and through handbooks;
2. To faculty in faculty meetings, through various review meetings, Annual Reports;
3. Reports submitted to external regulatory bodies such as the Affiliating University, NAAC, UGC, etc
4. Parent-Teacher meetings are some of the platforms in which they are shared with parents of students



## **CRITERION VII: Innovations and Best Practices**



**7.1 Environment Consciousness****7.1.1 Does the Institute conduct a Green Audit of its campus and facilities?****Yes**

The College has constituted a Green Audit Committee with four members of the faculty. The Committee examines and monitors the activities of the College such that they don't become hazardous to the environment, through the following measures:

- Raise awareness of environmental issues with all members of the College, students and employees. The committee proactively organizes seminars and expert lectures to enlighten internal stake holders on how the campus can be maintained pollution free and energy conservative.
- Develop an audit to assess environmental practices of the Institution regarding the different aspects such as: Energy Efficiency, Composting, Water Consumption, Paper Reduction, Air Quality, Hazardous Materials, Environmental Purchasing / Ethical Investing.
- Deliver feedback and suggestions to improve practices relating to energy efficiency, composting, water consumption, waste reduction and general environmental responsibility.
- Identify measures feasible for implementation, determine implementation costs of the identified measures and implement them.

**7.1.2 What are the initiatives taken by the College 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 to 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. Check dam construction

No scope to construct check dams on the campus.

#### e. 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.
- Sharpnells 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 Environmental 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.

## g. e-waste management

Electronic waste, e-waste or e-scrap have to be disposed of with care as informal processing of electronic waste may cause serious health and pollution problems as all electronic scrap components contain contaminants such as lead, cadmium, beryllium, or brominated flame retardants. The College has the following to reduce and dispose e-waste:

- The College makes conscious efforts to buy electronic items which have warranties, to enable.
- The College has also has sold many old monitors in a second hand sale rather than just disposing them.
- We use pen drives and flash drives rather than once use and throw CDs.
- We also have facility to collect personal and College e-waste which is collected by a recognized e-waste collection centre in the city.
- 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

## 7.2 Innovations

## 7.2.1 Give details of innovations introduced during the last four years which have created a positive impact on the functioning of the College.

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:

**1. Inter-Disciplinary Learning Practice through “JIGYASA “**

“JIGYASA” is **an Inter-Disciplinary Learning Practice** initiated with the objective to enrich the overall educational experience of students & to integrate the knowledge from various disciplines to inculcate an open learning culture. It is in practice from the academic year 2009-10. These sessions are scheduled on third Saturday of every month.

The goal of ‘JIGYASA’ is to provide the possible ways to disseminate inter-disciplinary knowledge across the courses. For example popular lectures on commerce & management help Science students similarly business management students to understand the aspects of sciences. In this program the teachers impart knowledge to benefit the students to have a holistic perspective.

**JIGYASA** is carried out at two levels namely **lecture sessions & project work.**

- **Lecture Session**

Inter-disciplinary lecture Sessions are delivered by Faculty members & advanced learners for students of UG & PG.



- **Project Work**

At Masters' level, JIGYASA is executed involving students drawn from different disciplines to take up **short term projects** for a month under the guidance of designated members of faculty. The inter-disciplinary approach synthesizes the knowledge of more than one discipline and with teams of teachers and students that enrich the overall educational experience. Advanced learners are engaged in the projects, meetings among them and communicate with the faculty guides every week.

## **2. E-GURUKUL program for Lab Assistants**

The Department of Computer Science in association with Women's' Council conducts e-Gurukul program for the Lab assistants in the Institution.

The Lab assistants are trained in MS-Office for 1 to 2 weeks during each academic year. The syllabus consists of the basics of working on MS Word and MS Excel till creating tables and applying formulas. The syllabus is framed and is executed by conducting classes each academic year.

One Faculty member of the Department of Computer Science co-ordinates the program with the B.C.A. student volunteers to execute the training. The Lab assistants are trained extensively in the contents allotted for that academic year.

The Learning outcome is that they are able to take up additional roles during examinations and at other times.

## **3. 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

***Short term action plans of IACPE:***

- To offer a range of customized corporate education/skill development programs, both short-term (one day to a few months) and medium term (six months to one year) through tie-ups with the industry.
- Offer value added/career oriented/finishing school programs to all sections of the student community at affordable cost.
- Provide opportunities to students to do professional courses like CA, ICWAI, CS, etc in parallel with their regular courses like B Com, B A, B Sc, M Com, etc.
- Prepare students for successful careers by offering coaching to crack the competitive exams for Bank Probationary Officers, NDA, Combined Defence Services, Civil Services, GATE, NET, etc.

***The on-going programs of CPE are:***

- Coaching for CA exams namely CPT/IPCC/Final

Certification programmes and value-added training in the following areas:

- NSE-Certified Capital Market Professional Course (NCCMP) in association with the National Stock Exchange (NSE) to offer specific, skill-based training in the operations of stock markets and capital markets
- Career Planning and career guidance programmes conducted in partnership with leading experts from Industries & Career Schools
- Certification on Wealth Management in partnership with experts from the field of wealth Management to impart additional skills specific for finance students
- Certification Course in Tourism and Air Ticketing conducted in partnership with expertise from Travel & Tourism-based Agencies: Meridian International Institute, Travelsky Voyages Pvt. Ltd
- Coaching for Bank Probationary Officer examinations
- Coaching for Combined Defense Services examinations conducted in association with
- Coaching for competitive & entrance examinations like GATE, NET, CA-CPT, CSIR-UGC etc
- Certification programme in Bio-Informatics, Retail Management, Mass Media and Communication and Event Management

***Industry Collaborations:***

**a) the following companies/Institutions have already been forged:**

- National Stock Exchange of India Limited (NSE) for training in Capital Markets
- Meridian International Institute for training Airline Ticketing & Tourism
- Sembramky Environmental Management Pvt. Ltd to associate in the areas of promoting awareness on disposal bio-medical waste as per the guidelines of the Pollution Control Board, to provide industry-based knowledge and expertise

- BiOZEEN - Bangalore Biotech Labs Pvt. Ltd. To collaborate in staff/faculty training and for Student Projects
- Grindwell Norton Ltd – collaboration with the students and research faculty in IADC & development of anti-bacterial scrub
- Nidan Technologies Pvt. Ltd. has provided training in soft skills, ICT, Banking, Retailing disciplines
- CADD Centre has been providing skill-based training in MS office

**b) Industry collaborations with the following companies/Institutions are in progress:**

- Timken India Ltd. for Benchmarking Study, Data Analytics, Skill Development, curriculum design and development
- Axis Bank for Student Internships, Banking Processes and standard operating procedures
- Principle for student internships; workshops and student engagement on Branding, Brand equity Analysis
- Kennametal: Production Process Know-how, Quality Process in Production
- iGATE: Software Project Dissertation, Campus Placements

**4. 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

**Activities & events:**

- A 72-hour Entrepreneurship Development Programme is currently conducted in association with the Entrepreneurship Development Institute of India (EDI)
- A Guest talk session was conducted in the topic: ‘Mystifying Entrepreneurship’ on the 23rd of October 2013 to familiarize students with the idea of entrepreneurship development
- A Guest Talk was held on ‘Opportunities in Bio-Sciences Research and Business’ on the 23rd of November 2013 by experts from Association of Biotechnology Led Enterprises (ABLE)

**1. DEPARTMENT OF STUDENTS DEVELOPMENT AND RESEARCH (DSDR)**

A significant proportion of the courses offered in the College are in the areas of Life Sciences (3 UG courses and 4 PG courses). The academic performance of the students’ of the Life Sciences with the involvement of the teachers has been commendable. However, the College management and faculty realize that the passed out students were not becoming competitive in their employability and further higher studies too. To bridge this gap, a separate department, Department of Students’ Development and Research (DSDR) was established in the year 2010.

- In the first year of its operation, a suitable laboratory infrastructure was established (infrastructural facility and list of instruments is reflected in the section 3.3.3) and also a curriculum was formulated. The curriculum was developed as evenly poised between dry and wet laboratory activities with the aim of strengthening the capacity of the students’ in both the areas.
- The program has been named as Basic Skill Advancement Programme (BSAP) and the duration of the programme is 52 hrs, which is equivalent of an individual paper in regular course. The program aimed the student’s skill to be enhanced in the area of application of Bioinformatics tools and Gene Cloning. Both these areas are common to all life science students and fundamentally required in their experience being a student of Biology. 300 students in three successive years (2011: 120 students; 2012: 100 students; 2013: 80 students) have already been trained till date.
- The department has also received a grant of INR 30, 00, 000 from Vision Group of Science and Technology, Government of Karnataka and the work on this research grant will further strengthen the student’s involvement and enrich College environment towards more research activities, knowledge generation and better impact on the teaching and learning processes too.
- Certificate course on Systems Biology: The advancement in technology through input from branches of sciences like Engineering, Physics, Chemistry And Robotics have yielded the birth of the high throughput technologies called the “omics” technologies such as Genomics, Microarray, Metagenomics, Proteomics, Interactomics and Metabolomics. The terabytes of data generated by these technologies cannot be analyzed by the human brain, so we require the help of statistics, computation and mathematics. Thus, Systems biology is the analysis of a biological system as a whole through the integration of omics data using statistical, computational and mathematical tools.

This course equips the students to pursue careers in such companies. As we are a College of having 6 Bachelor's Degree and 4 Master's Degree courses in biological sciences, we have started this course to train students in systems biology. Course offers the students a fundamental understanding of the overview and state of art "in silico" Systems Biology and its applications. The lecture-based and hands on sessions provides both an conceptual framework and practical experience on analyzing omics data with a special focus on transcriptome analysis, reconstruction of networks from information coming from experimental datasets, such as interactomes and gene expression data, databases and scientific literature. Visualizing and analyzing biological networks through various tools.

The course was offered to the final year M.Sc. (22 students) Life Sciences students; for a duration of 20 hours (8 hours Theory and 12 hours of Practicals which constituted hands on the different software). It was introduced along with the other curriculum courses. **Two guest lectures by students of Indian Institute of Science who are actively pursuing research in Systems biology was also arranged** to give an exposure to the students taking this course. The students were also given two assignments, a test at the end of the course and a cumulative grade was given based on their attendance, assignments and their performance in the test.

Three of the students who have taken this course have already got job opportunities. Two of them as trainees, as part of the systems biology group, in a company called Connexious Life Science Pvt. Ltd & one of them at the Indian Institute of Science, Bangalore.

## 2. STUDENT CLUBS

Dedicated Student Clubs have been established in many departments to enable students to come together and organize Group Learning Activities in an informal, friendly, conducive climate. The activities in these clubs are conceived, planned and implemented by students and are ably-assisted by the College through the provision of infrastructural facilities, equipments and other monetary support. The students, through these Clubs, undertake a multitude of curricular and extracurricular activities which surpass the limitations of regular curricular syllabus. These clubs organize activities that enhance students' knowledge & skills in areas such as: the latest trends in functional areas, latest career disciplines & current market realities, technological advancements that enable continuous learning, community-based activities/surveys etc., through these activities in Student Clubs, students have been able to develop leadership capabilities, team working skills.

- **Journal Club:** The Post Graduate Departments of Life Sciences & Chemistry initiated an innovative concept of bringing all the PG students together in Journal club, (Since December 2010) to have a common platform for scientific discussion & to inculcate scientific temper and research culture among students. The students, in this Club, select an article from a renowned scientific Journal and present the paper. This activity is carried out on every Saturday. The session is conducted for 2 hrs followed by questionnaires and discussion, after which the article copy is circulated in all the departments.

- **Kannada Kali:** Kannada is the state language and very needed for communication. An initiative was taken by the Department of Kannada to teach Kannada, for the non Karnataka and foreign students from 2010. The Non-Karnataka and International students were taught the basics of Kannada which helped them for their better communication during their stay in Karnataka.
- **Management Club:** The Management Club is a platform for Management students to explore and develop managerial skills through their participation in intra-class, inter-class & inter-collegiate Management Meets or Fests organized by various management Institutes in the country. Through these clubs activities like mock interviews, product launch competitions, management quizzes, debates and group discussions are conducted.
- **Commerce Forum** The Commerce Forum is an association of students and teachers of the **PG Department of Commerce**. Its regular activities include Business Quizzes, Mock Court sessions, Student Seminars & presentations, Competitions on Personality Development and other topics of contemporary importance, etc.
- **Commerce Club:** The Commerce Club, popularly known as 'EXCHEQUER', organizes regular events like Mock Stock Market trading, Business Quiz, Inter-class Competitions like: Sell out, corporate dumb charades, etc.
- **Computer Club:** The Computer Club provides a platform for the students of computer science to upgrade and update their knowledge and skills in computing and information technology. A multitude of co-curricular activities are conducted on a weekly basis to challenge the young technical minds. Through the Computer Club, activities such as model-making and simulation techniques, etc are conducted.
- **Literature, Film & Theatre Club:** The Literature, Film and Theatre Club is a forum to discover the competencies of students in the language, film and theatre. By conducting a variety of programs or events, this club creates several opportunities for students to showcase their talents and get motivated to take to such professions as their career choice.
- **Life Science Club:** Students of life science courses are the members of Life Science Club, known as BIOGALAXY. This club provides a platform for students to have updated knowledge of advances in the field of biology. The club conducts expert lectures, student seminars, exhibitions, etc to enrich the knowledge of the members of the club.
- **Physical Sciences Club:** As a parallel to the Life Science Club, the Physical Science Club conducts different kinds of programs including exhibitions for the benefit of students pursuing physical science courses. The students are immensely benefited by organizing and participating in the activities of the club.



### 3. B.Com PLUS & M.Sc., PLUS Courses

- B.Com. PLUS, a course that provides opportunity to the students of B.Com streams to pursue Chartered Accountancy along with the regular curriculum of the B.Com course of the Bangalore University. The College organizes coaching classes for the CA-CPT & IPCC examinations outside the regular working hours of the College.
- The College offers M.Sc PLUS which consists of additional coaching for GATE (Life Sciences/Chemical Sciences streams) & CSIR-UGC combined with NET examinations (Life Sciences/Chemical Sciences) in addition to the regular M.Sc syllabus as prescribed by the Bangalore University.

### 4. Introduction of ACADEMIC COURSE Files:

- Individual faculty members prepare teaching schedules for the assigned papers after taking into consideration the minimum number of teaching hours as prescribed by the Board of Studies. The Head of each department, in association with the associating teachers (Department Council) develop departmental Teaching Plans **consisting of Academic Course File, Work Diaries & Semester Execution Summaries.**
- The faculty members also prepare work diaries for each subject wherein period-wise academic delivery has to be mentioned. Teaching plans for classroom as well as laboratory sessions are finalized after taking into consideration, the workload of all the members of the department.

### 5. Introduction of 'BLUE BOOKS'

The College has introduced a system of maintaining separate Blue books for each student, which becomes tools to monitor Students' academic progression in Internal Examinations. The Blue book is also used as a tool/basis for feedback to students and their guardians and enhances the process of evaluation.

### 6. EXTENSION ACTIVITIES

The College has **adopted a Govt. Model Higher Primary School, in a rural area** in Kolar Dist, Malur Taluk, which is around 60 kms from Bangalore. Successfully, adopted under the order of Department of Public Instruction, Govt. of Karnataka, since the year 2008

Post adoption, the Institution has been consistently, over the past 5 years, taken up infrastructural & support initiatives. Some of the major initiatives:

- Building toilets for boys and girls
- Construction of a compound wall around the school premises & installing exit and entry gates at 2 locations
- Construction of a kitchen & storeroom with an RCC structure of approx. 500 sq ft area was constructed with provisions for kitchen & storeroom, to support the mid-day meal scheme of the school
- In addition, the students of the College organize NSS camps to undertake voluntary services in and around the school and also partner in skill sharing initiatives in subjects like Computer Science, Elementary level Mathematics etc.

The College also plans upcoming projects in the following areas:

The College also intends to build an RCC structure to house a Science Laboratory of approx. 1000 sq ft area and a Library facility of approx of 2000 sq ft area;

- 1) To provide necessary equipment for the Science laboratory
- 2) Multi-media based library learning material and books for the library

In addition, the staff and students of the College, on selected National Holidays like Gandhi Jayanti, Ambedkar Jayanti, undertake socially-relevant awareness programs in rural towns. On October 02nd, 2012, we have conducted a student rally, in association with the students and staff of M.C. Halli Govt. Primary Model School & volunteers from local communities; the rally was conducted to promote Gandhian values.

A similar rally was organized in Devanahalli, of Bangalore Rural District on the 02nd October, 2013, popularizing Gandhian principles with a strong representation from the students and staff of the local Schools and Colleges

On 14th April, 2013, (Ambedkar Jayanti) a student rally was conducted in HBR layout, the College's neighbourhood, on energy conservation, afforestation, water harvesting.

Through such activities, we provide opportunities for our students and staff to connect with the community, understand societal inequities.

### 7.3 Best Practices

7.3.1 Elaborate on any two best practices in the given format which have contributed to the achievement of the Institutional Objectives and/or contributed to the Quality improvement of the core activities of the College.

#### Best Practice 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:***

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



# ENCLOSURES





## Enclosure - 1

FN. 23230331, 23234116, 23235733, 23232317  
23236735, 23239437, 23239627

Extension No. 413 (CPP-I Colleges)

UGC Website: [www.ugc.ac.in](http://www.ugc.ac.in)

F. No. 8-310/2010 (CPP-I/C)



UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI-110 002

April, 2011

The Registrar,  
Bangalore University,  
Jnana Bharathi,  
Bangalore – 560 056,  
Karnataka.

13 MAY 2011

Sub: - Recognition of College under Section 2 (f) of the UGC Act, 1956.

Sir,

I am directed to refer to the letter No. Nil dated 07.10.2010 received from the Principal, Indian Academy Degree College, Bangalore – 560 043, (Karnataka) on the above subject and to say that it is noted that the following college is temporarily affiliated to Bangalore University. I am further to say that the name of the following college has been included in the list of colleges prepared under Section 2 (f) of the UGC Act, 1956 under the head 'Non-Government Colleges teaching upto Master's Degree':-

Name of the College	Year of Establishment	Remarks
Indian Academy Degree College, Bangalore – 560 043, (Karnataka).	1994	The college does not fulfill the requirement of permanent affiliation. Therefore, the college is not eligible to receive Central assistance under Section 12 (B) of the UGC Act, 1956.

The Indemnity Bond and the other supporting documents submitted in respect of the above College have been accepted by the University Grants Commission.

Yours faithfully,

(Uma Bali)

Under Secretary

Copy to:-

1. The Principal, Indian Academy Degree College, Bangalore – 560 043, (Karnataka).
2. The Secretary, Government of India, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi - 110 001.
3. The Principal Secretary (Higher Education), Government of Karnataka, K.G.S. 6<sup>th</sup> Floor, M.S. Building, R. No. 645, Dr. B.R. Ambedkar Road, Bangalore – 560 001, (Karnataka).
4. The Deputy Secretary, UGC, South-Western Regional Office (SWRO), Prasanna Kumar Block, Palace Road, Bangalore - 560 009, (Karnataka).
5. Publication Officer (Website-UGC), New Delhi.
6. Section Officer (FD-III Section), UGC, New Delhi.
7. All Sections, UGC, New Delhi.
8. Guard file.

(Sunita Gulati)  
Section Officer

Enclosure - 2

Ph. 23236351, 23232701, 23237721  
23234116, 23235733, 23232317  
23236735, 23239437, 23239627

Extension No. 413 (CPP-I Colleges)  
UGC Website: [www.ugc.ac.in](http://www.ugc.ac.in)  
F. No. 8-310/2010 (CPP-I/C)



ज्ञान-विज्ञान विमुक्तये  
SPEED POST

विश्वविद्यालय अनुदान आयोग  
बहादुरशाह जफर मार्ग  
नई दिल्ली-110 002  
UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI-110 002

May, 2013

The Registrar  
Bangalore University  
Jnana Bharathi  
Bangalore – 560 056  
Karnataka

4 JUN 2013

**Sub:** - Declaring a College fit to receive Central Assistance under Section 12 (B) of the UGC Act, 1956.

Sir,

I am directed to refer to the letter no. nil dated 28.02.2013 received from the Principal, Indian Academy Degree College, Bangalore – 560 043, Karnataka on the above subject and to say that I have noted that the following college is **un-aided/self financed and permanently** affiliated to **Bangalore University**. The college is already included under Section 2 (f) of the UGC Act, 1956 vide this office letter of even No. dated 13.05.2011. I am further to say that the name of the following college has been included in the list of colleges prepared under Section 12 (B) of the UGC Act, 1956 under the head 'Non-Government, self financed College teaching upto Master's Degree':-

Name of the College	Year of Establishment	Remarks
Indian Academy Degree College, Bangalore – 560 043, Karnataka.	1994	The College is now declared fit to receive Central assistance in terms of Rules framed under Section 12 (B) of the UGC Act, 1956. However, the College, being a self financing & unaided, would be eligible to receive UGC support only in respect of teachers & student related schemes as per the decision of the Commission dated 8 <sup>th</sup> July 2011.

The documents submitted in respect of the above College have been accepted by the University Grants Commission.

Yours faithful

(P.K. Sharma)  
Under Secretary

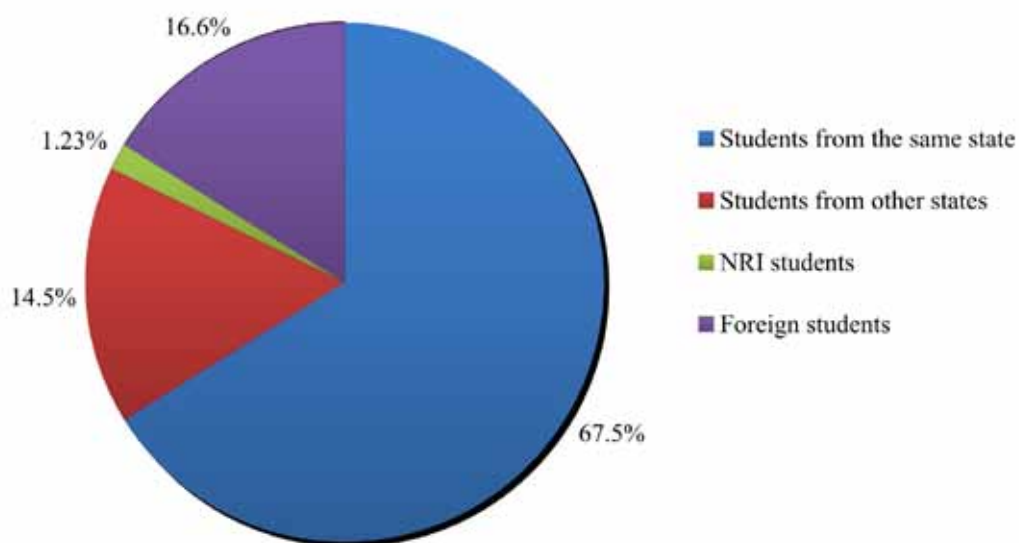
Copy to:-

1. The Principal, Indian Academy Degree College, Bangalore – 560 043, Karnataka.
2. The Secretary, Government of India, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi - 110 001.
3. The Principal Secretary Higher Education Govt of Karnataka K.G.S. 6<sup>th</sup> Floor, M.S. Building, No. 645 Dr. B.R. Ambedkar Road, Bangalore – 560 001.
4. Deputy Secretary, UGC, South-Western Regional Office Prasanna Kumar Block Palace Road Gandhi Nagar Bangalore – 560 009 (Karnataka).
5. Publication Officer (UGC-Website), New Delhi.
6. Section Officer (FD-III Section), UGC, New Delhi.
7. Guard file.

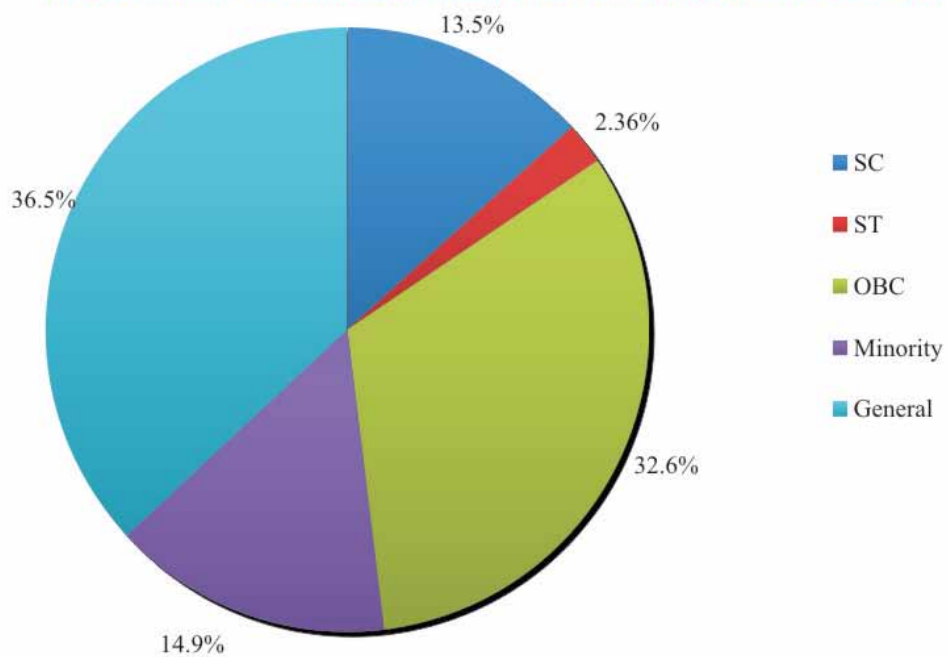
Enclosure - 3

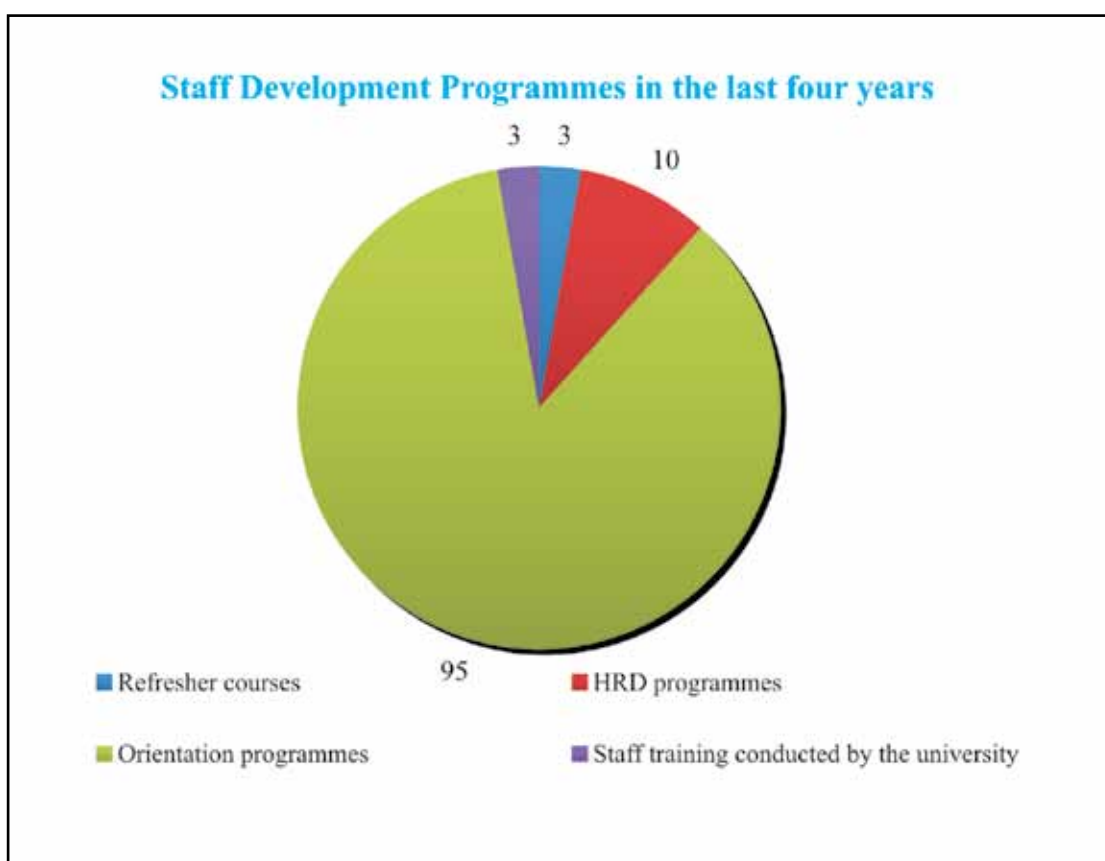
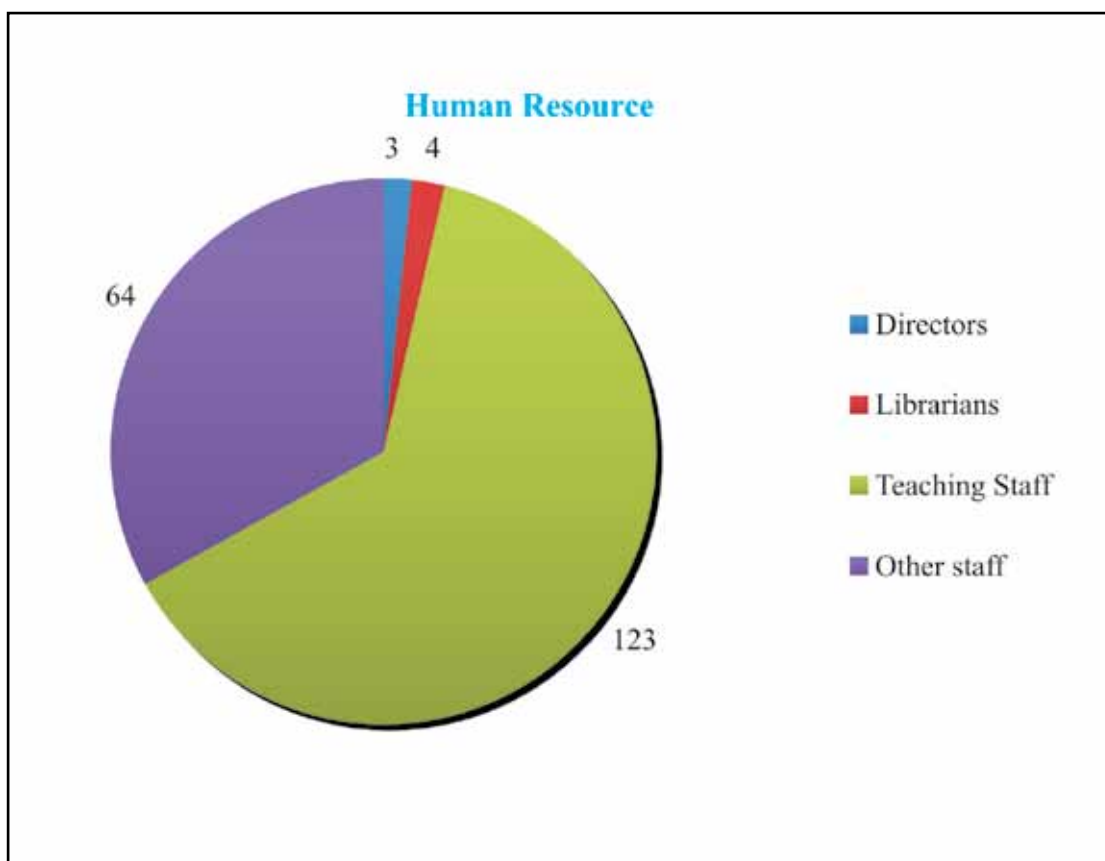


**Percent Student Diversity in Enrolment Based on Region (2013-14)**

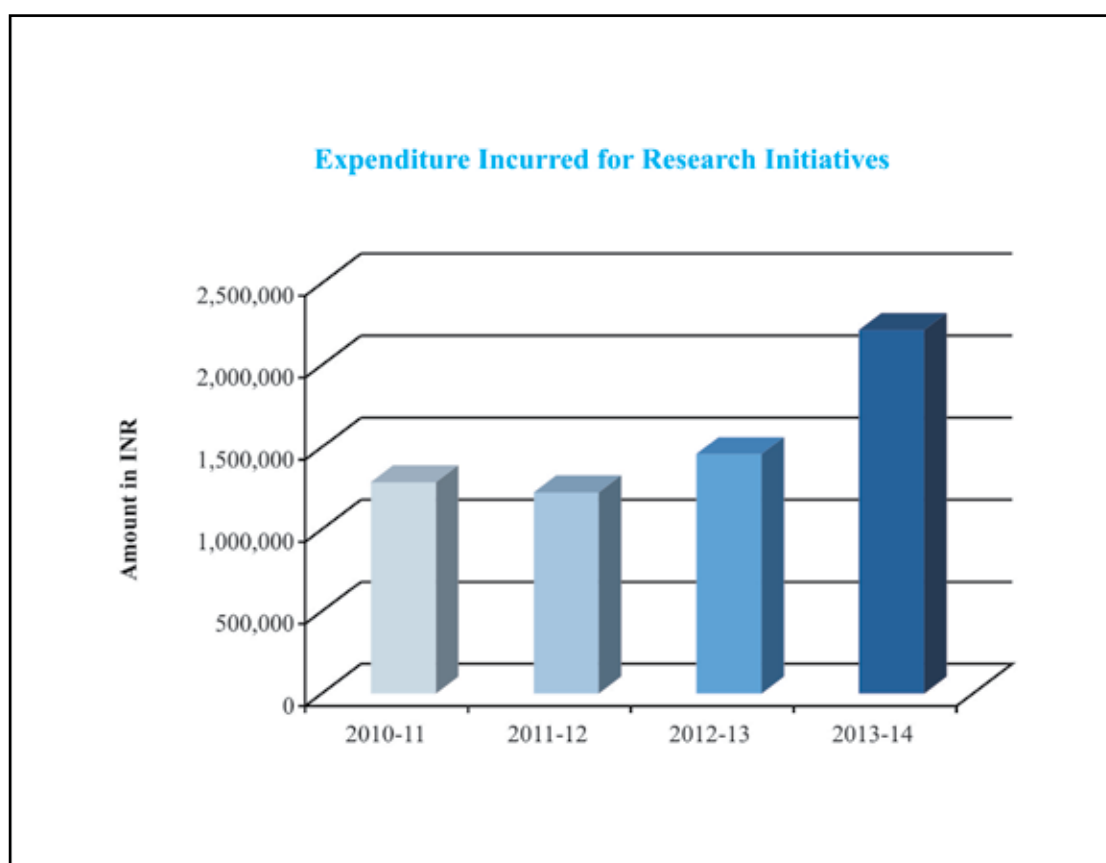
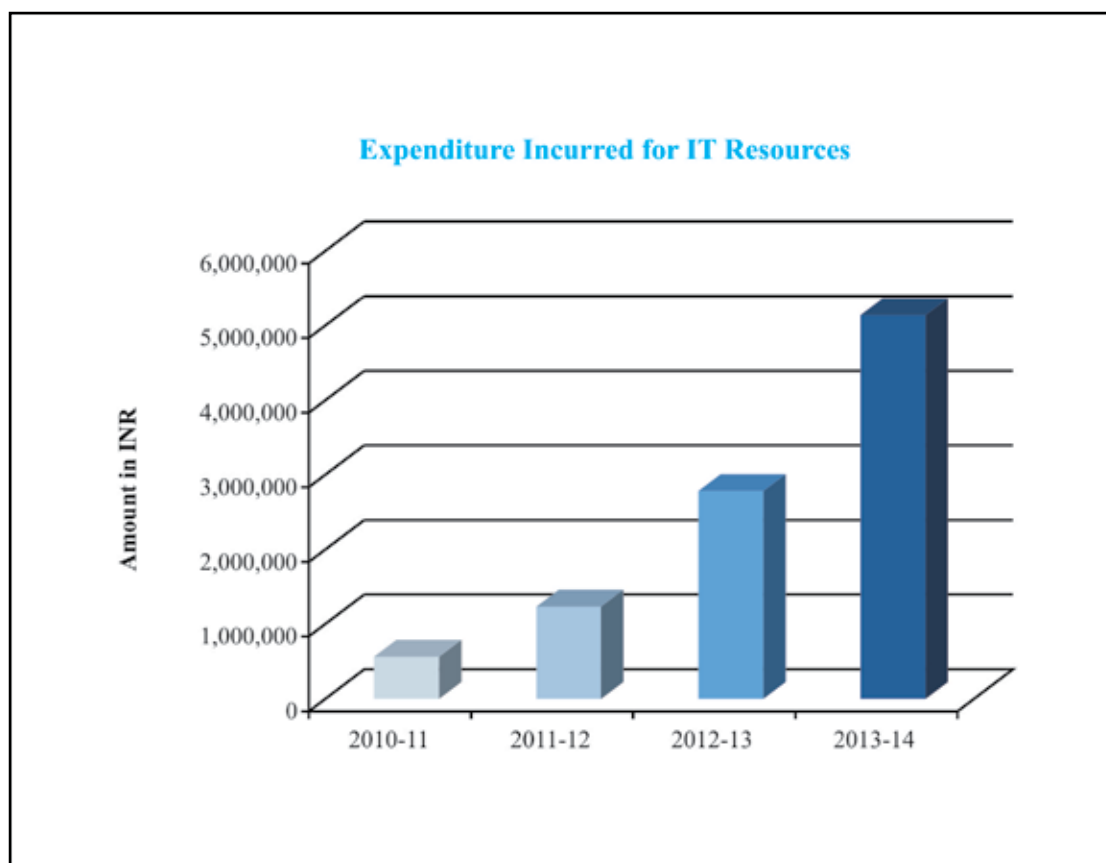


**Percent Student Diversity in Enrolment Based on Category Wise (2013-14)**

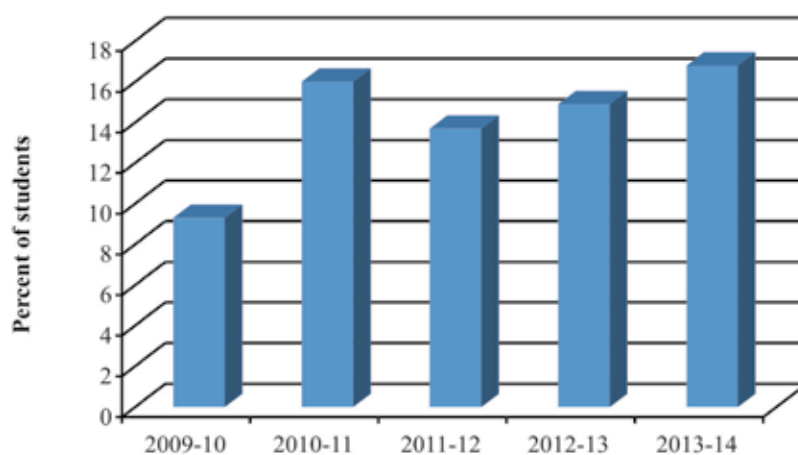




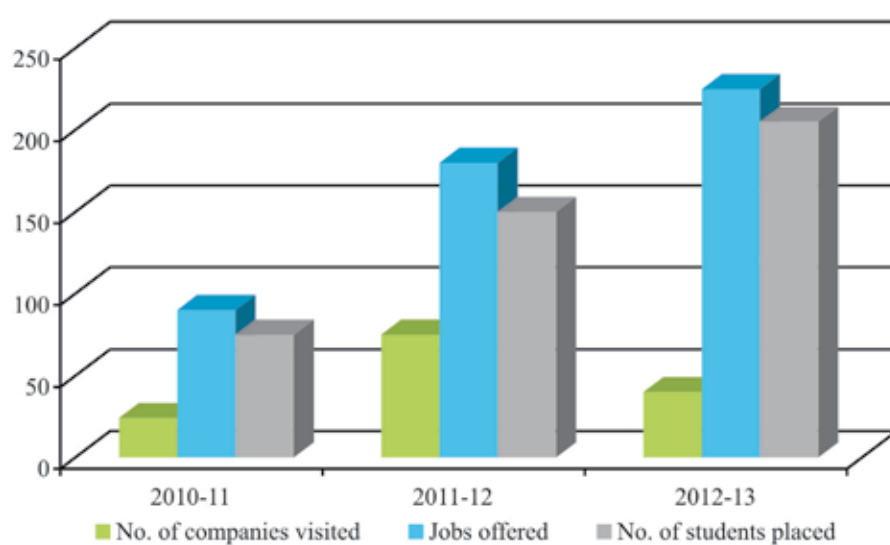




**Percent of Students Who Received Financial Assistance from State/ Central/ National Agencies**



**Placements Trend**





Library Facility



Laboratory



Computer Lab





Founders Day



Alumni Meet



Discourse at Sri Aurobindo Centre, IADC





Felicitation of Teachers-2013



Graduation Day-2014



Registration for Parents Teachers Meeting-2014





Cultural Programme-2013



Gandhi Jayanti-2013



Community Service-2013





Sports Meet



Teachers of Eminence Felicitated on Teachers' Day-2013



INSPIRE-Science Camp



Hostel Facility



International Students' Day



Cultural Programme





Sports Meet



Kannada Rajyotsava



Distinguished Scientists at INSPIRE Science Camp



# **DEPARTMENTAL EVALUATIVE REPORTS**





**DEPARTMENT OF BIOCHEMISTRY**

1. Name of the Department: Biochemistry
2. Year of Establishment: UG: 1999, PG: 2007
3. Name of Programmes / Courses offered: B.Sc.(Genetics/Biochemistry/  
Microbiology)  
B.Sc.(Genetics/Biochemistry/  
Biotechnology)  
M.Sc. Biochemistry

4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
B. Sc (Genetics/Biochemistry/Biotechnology)	Genetics, Biotechnology
B. Sc. (Genetics/Biochemistry/Microbiology)	Genetics, Microbiology

5. Annual/Semester/Choice Based Credit System (Programme Wise):

B. Sc: Semester

M. Sc: Semester

6. Participation of the Department in the courses offered by other Departments:

Course	Departments
Biochemistry	Biotechnology
Cell Physiology	Applied Genetics
Biochemical Techniques and Enzymology	Biotechnology

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	-	-
Associate Professors	2	2
Asst Professors	3	3

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Dr. Susanta Pahari	Ph.D	Associate Professor & HOD	Molecular Biology	6 years	-
2	Mrs. Pushpa Reddy	M.Sc, M.Phil	Associate Professor	Biochemistry of Metabolic Activities	14 years	-
3	Mrs. Ramya B.S.	M.Sc, M.Phil	Asst. Professor	Enzymology	6 years	-
4	Mrs. Malathi R.	M.Sc, M.Phil	Asst. Professor	Molecular Physiology	1 yr 2 months	-
5	Mrs. Ramya K.	M.Sc	Asst. Professor	Biochemical Techniques	1 yr. 5 months	-

11. List of Senior Visiting Faculty:01

Mr. Manohar M.Sc. (NET Qualified)

12. Percentage of Lectures Delivered And Practical Classes Handled (Programme Wise) By Temporary Faculty: Nil

13. Student-Teacher Ratio: UG:20:1- PG: 12:1

14. Number of Academic Support Staff (technical )and Administrative staff; sanctioned and filled:

Academic Support Staff	Sanctioned	Filled
Technical	03	03
Administative	Nil	Nil

15. Qualifications of Teaching Faculty with D.Sc/ D.Litt/Ph.D/MPhil/PG:

Sl. No	Name	Qualification
1	Susanta Pahari	Ph.D
2	Pushpa Reddy	M.Sc. M.Phil
3.	Ramya B.S.	M.Sc. M.Phil
4.	Malathi R.	M.Sc. M.Phil
5	Ramya K.	M.Sc.

16. Number of Faculty with ongoing Projects from a) National  
b) International funding agencies and Grants received: 01

17. Departmental Projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: VGST, Govt of Karnataka (INR 30,00,000 Lakhs)

18. Research Centre /Facility recognized by the University:  
Applied to Bangalore University.

19 Publications: Number of papers published in peer journals(National/Inter-National) by faculty –

Name of the Authors	a) Printed Publication: Title, year, volume and page no	Site of listing of the Publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database- International Social Sciences Directory, EBSCO host, etc.);	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Susanta Pahari	World University Rankings and Indian Universities. Current Science, (2011), 100, 7.		0.935
Susanta Pahari	Can Semester Portability improve quality of education? India education Review <a href="http://www.indiaeducationreview.com/article/can-semester-portability-improve-quality-education">http://www.indiaeducationreview.com/article/can-semester-portability-improve-quality-education</a>		
Susanta Pahari	Popular demand of Science Education in India is dwindling down: causes and potential remedials		0.935

20. Areas of consultancy and income generated: Nil
21. Faculty as members in
- a) National committees: Nil
  - b) International Committees: Nil
  - c) Editorial Boards....: Nil
22. Student projects
- a) Percentage of Students who have done in-house projects including inter Departmental/Programme: 100%
  - b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: 50%
23. Awards/Recognitions received by Faculty and Students: Six students from the Department have got University ranks.

Sl.No	Name of the Student	Batch	Score (%)	Rank
1	Ms. Krupa S.	2010-2012	73.5	I
2	Ms. Latha M.		73.1	II
3	Ms. Shilpi Choubey		72.75	III
4	Ms. Aashita Sinha		71.65	IV
5	Ms. Ms. Noor Ayesha	2011-2013	73.5	II
6	Ms. Ramya		71.4	IV

24. List of Eminent Academicians and Scientists / Visitors to the Department: Mr. Vishnu Janardan (IISc, Bangalore), Mr. Dattatrya M. Shetty (National Centre for Cell Science, Pune), Ms. Kathakali Banerjee (Centre for Cellular Molecular Biology, Hyderabad)
25. Seminars/ Conferences/Workshops organized & the source of funding

Sl.No	Seminars/ Conferences/Workshops	Source of funding
1	From the test tube to the fruit fly: Studies on a novel Enzyme	Indian Academy Degree College
2	Application of Nanotech particles to develop anticancer Therapy	
3	Higher exposure to career building	
4	Studies on the regulation of host signalling pathway during Rota virus infection	
5	Effect of short term and long term exposure of mild crab, <i>Scylla serata</i> , in hyposaline environment. Change in lipid bilayer of plasma membrane of gill epithelial cells.	
6	Training of faculty to use the newly procured instruments in the DSDR Laboratory	

**26. Student Profile Programme/Course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
B.Sc Biochemistry	2007-10	42	38	15	23	94
	2008-11	31	26	9	17	92
	2009-12	50	45	26	19	75
	2010-13	45	37	13	24	70
M.Sc Biochemistry	2008-10	27	22	7	15	82
	2009-11	28	24	13	11	77
	2010-12	34	31	19	12	79
	2011-13	35	30	10	20	70

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of Students from the same state	% of Students from other States	% of Students from abroad
B.Sc. Biochemistry	2010	27	25	48
	2011	27	10	62
	2012	38	16	45
	2013	65	24	10
M.Sc Biochemistry	2010	60	23	17
	2011	74	20	6
	2012	76	22	2
	2013	92	4	4

**28. How many Students have Cleared National and State Competitive Examinations such as NET, SLET, GATE, Civil services, Defense services, etc?**

Sl. No	Name of the Student	Batch	Examination (year)
1.	Mr. Saumitra Dey Choudhury	2008 - 2010	NET (2012)
2.	Ms. Kathakali Banerjee	2009 -2011	NET (2012)

**29. Student Progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to MPhil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. Biochemistry	2007-10	61	-	-	20	9
	2008-11	72	-	-	20	8
	2009-12	68	-	-	30	2
	2010-13	74	-	-	20	6
M.Sc. Biochemistry	2008-10	-	-	2	80	18
	2009-11	-	-	3	75	22
	2010-12	-	-	-	64	36
	2011-13	-	-	-	65	35

## 30. Detail of Infrastructure Facilities:

- Centralized College Library
- Exclusive Departmental Library
- Internet Facilities for Staff & Students: Computers, Laptops and broadband internet connection (WiFi).
- Class Rooms with ICT facility: LCD projection is regular in the classroom
- Laboratories: 2 spacious and well equipped laboratories.
- Adequate access to chemicals and reagents

## 31. Number of Students Receiving Financial Assistance from College, University, Government or other agencies. Government of Karnataka: 24

## 32. Detail on student Enrichment Programmes (Special lectures / Workshops / Seminars) with External Experts.

	Date	External Person	Institution	Topic
1	27/11/2012	Prof.Vishnu Janardan	IISc, Bangalore	From the test tube to the fruit fly: Studies on a novel Enzyme
2	26/03/2013	Prof.Dattatrya M. Shetty	National Centre for Cell Science, Pune	Application of Nanotech particles to develop anticancer Therapy
3	19/10/2013	Prof.Kathakali Banerjee	Centre for Cellular Molecular Biology, Hyderabad	Higher exposure to career building
4	8/03/2014	Dr.Prasanthi K.	IISc, Bangalore (Invited lecture)	Studies on the regulation of host signalling pathway during Rota virus infection
5	8/03/2014	Prof. Prateek	IADC, Student (work on Summer research Fellowship offered by Indian Academy of Sciences, Bangalore, India	Effect of short term and long term exposure of mild crab, Scylla serata, in hyposaline environment. Change in lipid bilayer of plasma membrane of gial epithelial cells.
6	01/06/2012	From various industries like Invitrogen, Syngene, Shimadzu etc		Training of faculty to use the newly procured instruments in the DSDR Laboratory

## 33. Teaching Methods Adopted to Improve Student Learning :

Sl No	Teaching Methods Adopted
1	Regular usage of LCD-Projectors
2	Arrangement of quiz/MCQ
3	Students presentation through seminar series
4	Periodic evaluation through internal tests
5	Availability of NPTEL program
6	Availability of E-resources

## 34. Participation in Departmental Social Responsibility (ISR) and Extension activities:

S. No.	Date	ISR Activities
1	10/03/2014	Awareness and analysis of food and their composition

## 35. SWOC Analysis of the Department and Future plans:

## Strengths:

- Excellent Result of the Department with 6 University Ranks to date
- Excellent Infrastructure, well-equipped Laboratories
- Highly qualified faculty
- Strong emphasis on research
- Strong competency-building initiatives

## Weaknesses:

- Lack of autonomy in Curriculum Design

## Opportunities:

- Development of additional, competency-building/value added programmes
- Student involvement in Research Projects
- Thrust in securing research grants from external funding agencies such as UGC, DST, DBT, CSIR etc

## Challenges:

- Declining trends in successful employment/placement opportunities
- Attracting better quality of students

## Future Plans:

- Introduction of Research Programmes in Biochemistry
- Enrichment of Practical Courses
- Addition of Skill Development courses

**DEPARTMENT OF BIOTECHNOLOGY**

1. Name of the Department: Biotechnology
2. Year of Establishment: UG: 1999 PG: 2002
3. Name of Programmes / Courses offered: B.Sc.(Genetics/Biochemistry/  
Biotechnology)  
B.Sc. (Chemistry/Zoology/  
Biotechnology)  
M.Sc. Biotechnology  
Post Graduate Diploma in  
Analytical Chemistry- IGNOU

4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
B.Sc.(Genetics/Biochemistry/ Biotechnology)B.Sc. (Chemistry/ Zoology/Biotechnology)	Genetics, Biochemistry Chemistry, Zoology

5. Annual/Semester/Choice Based Credit System (Programme Wise):

B. Sc: Semester  
M. Sc: Semester

6. Participation of the Department in the courses offered by other Departments:

Course	Departments
Bioinformatics and Biostatistics	Microbiology, Biochemistry
Molecular Medicine	Genetics
Biotechnology	Biochemistry
Immunology	Biochemistry
Recombinant DNA technology	Genetics
Environmental Science	Commerce(UG), Management Studies(UG)
Bioinformatics and Biostatistics	Microbiology, Biochemistry

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Post Graduate Diploma in Analytical Chemistry- IGNOU
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	01	01
Associate Professors	01	01
Asst Professors	04	04



10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Dr.R.Senthil Kumar	M.Sc. PhD. NET	HOD	Microbiology Bioinformatics	15	3
2	Mrs.Geetika Pant	M.Sc. (PhD)	Assoc. Prof.	Cell Biology, Plant Biotechnology	12	-
3	Mr.Khalid Imran	M.Sc. (PhD)	Asst. Prof.	Microbiology, Immunology	08	-
4	Mr.Sudhakar Malla	M.Sc., M.Res. SLET	Asst. Prof.	Genetic Engineering, Medical Biotechnology	07	-
5	Dr.Selvam Arjunam	M.Sc. PhD Post Doc	Asst. Prof.	Genomics & Proteomics, Animal Biotechnology	02	-
6	Dr. Sibi G	M.Sc. PhD	Asst. Prof.	Industrial BT, Genetics, Plant Biotechnology	06	-

11. List of Senior Visiting Faculty: 01 Mr. Manohar M.Sc.(NET qualified)

12. Percentage of Lectures Delivered And Nil  
Practical Classes Handled(Programme  
Wise) By Temporary Faculty

13. Student- Teacher Ratio UG 20:1, PG 10:1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled:

Academic Support Staff	Sanctioned	Filled
Technical	02	02
Administrative	01	01

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Dr. Senthil Kumar R	M.Sc. PhD. NET
2	Mrs. Geetika Pant	M.Sc. (PhD)
3.	Mr. Khalid Imran	M.Sc. (PhD)
4.	Mr. Sudhakar Malla	M.Sc., M.Res. SLET
5	Dr. Selvam Arjunam	M.Sc. PhD Post Doc
6	Dr. Sibi G	M.Sc. PhD

16. Number of faculty with ongoing projects from a) National 06  
b) International funding agencies and grants received:

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received.

Sl. No	Name of the Faculty Member	Project	Funding Agency	Value in Rs
1	Dr. R. Senthil Kumar (PI)	Antibacterial Activity of Nanomaterial Synthesized From Plant Extract Against Methicillin Resistant Staphylococcus Aureus (MRSA)	(UGC)	135000
2	Mrs. Geetika Pant (Co-PI)	Biosorption Of Chromium From Electroplating And Galvanizing Industrial Effluents Using Fresh Water Microalgae Under Extreme Conditions	(UGC)	160000

3	Mr. Khalid Imran	Development of Multiplex Pcr Kit For The Detection Of Oral Streptococci In Caries Active Subjects	(UGC)	200000
4	Mr. Sudhakar Malla (Co-PI)	Molecular Bioinformatics Evaluation Of Antistaphylococcal Secondary Metabolites of Bacterial Isolates From Hospital Waste Water Environment	(UGC)	110000
5	Dr. Selvam Arjunan (PI)	Dengue Viral Non Structural Protein Induced Host Cubic Membrane: A Target For Understanding And Combating Viral Infections	(UGC)	140000
6	Dr. Sibi G (PI)	Biosorption of Chromium From Electroplating And Galvanizing Industrial Effluents Using Fresh Water Microalgae Under Extreme Conditions	(UGC)	160000
7	Dr. Sibi G (PI)	Heavy Metal Induction For Enhanced Lipid Productivity In Fresh Water Microalgae	KSCST	9500

18. **Research Centre/Facility Recognized by the University:** Applied to Bangalore University

19. **Publications:**

Number of papers published in peer journals(National/Inter- National) by faculty –

Name of the Authors	(a) Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database- International Social Sciences Directory, EBSCO host, etc.);	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Alireza Akbari Khorram, Forough Jannesari, Selvam Arjunan, Radhakrishnan Senthilkumar	Effect of Dasatinib and Herceptin on Her-2 gene transfection in ER/PR positive breast cancer cells. European Journal of Experimental Biology, 2014, 4(1): 211-217.	ISI Indexed	
Forough Jannesari, Alireza Akbari Khorram, Selvam Arjunan, Radhakrishnan Senthilkumar	Effect of Dasatinib and Herceptin on HER-1, HER-2 and ER/PR (Triple negative) Breast Cancer Cells. Academic Journal of Cancer Research, 6 (2): 84-89, 2013	Scopus Indexed	IF: 0.149 SJR: 0.12
Mahshid, Khalid Imran, Selvam Arjunan, Radhakrishnan Senthilkumar	Comparison of qPCR and ELISA for the detection of Pseudomonas aeruginosa in not chronically infected cystic fibrosis patients. Int J Pharm Bio Sci 2014 April; 5(2): (B) 36 – 40	Elsevier Indexed	IF: 0.67 SJR: 0.129
Farzad Imami, Selvam Arjunan, Radhakrishnan Senthilkumar	Cloning of antigen 85A isolated from Mycobacterium tuberculosis into E.coli DH5α host. Int J Pharm Bio Sci 2014 April; 5(2): (B) 122-128	Elsevier Indexed	IF: 0.67 SJR: 0.129

Name of the Authors	(a) Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database-International Social Sciences Directory, EBSCO host, etc.);	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Geetika Pant, Sanivarapu Hemalatha, Selvam Arjunan, Sudhakar Malla, G.Sibi	Effect of heat stress in synthesis of heat shock proteins and antioxidative enzyme response in <i>Trigonella foenum-graceum</i> L. Journal of Plant Sciences 2013; 1(4): 51-56.		
Bassam, Selvam Arjunan, Radhakrishnan Senthilkumar	Cloning and expression of Cag Pathogenicity island antigen for the production of vaccine against <i>Helicobacter pylori</i> , the risk factor for gastric cancer. Int J Pharm Bio Sci 2014 April ; 5 (2) : (B) 588 – 595.	Elsevier Indexed	IF: 0.67 SJR: 0.129
Amudha Kuppaswamy, Nisha Das, Epsita Bhattacharyya, Selvam Arjunan, Raja Rajan	Molecular Characterization of Multidrug Resistant <i>Escherichia coli</i> Isolated from Urinary Tract Infections. AJPCR, Vol 7, Suppl 1, 2014	Elsevier Indexed	IF: 0.70 SJR: 0.22
Hamzah Abdulrahman Salman, Selvam Arjunan, Radhakrishnan Senthilkumar	Cloning of Phytase- PhyL gene isolated from <i>Bacillus Licheniformis</i> ATCC14580 into <i>E.coli</i> DH5 $\alpha$ host. Int J Pharm Bio Sci 2014 Jan; 5(1): (B) 1000-1004	Elsevier Indexed	IF: 0.67 SJR: 0.129
Manoj Adhikari, Asal Mohseni Sajadi Eraghi, Radhakrishnan Senthilkumar, Selvam Arjunan	Proteomic profile in heavy metal treated <i>Saccharomyces cerevisiae</i> of baker's yeast. Global J. Pharmacol., 8 (3): 336-339, 2014	Thomson Reuters	IF: 0.62 SJR: 0.22
Pavan Kumar Kalla, Sashikanth Chitti, Seyedeh Tahereh Aghamirzaei, Radhakrishnan Senthilkumar and Selvam Arjunan	Anti cancer activity of silymarin on MCF-7 and NCIH-23 cell lines. Advan. Biol. Res., 8 (2): 57-61, 2014.	ISI Indexed	
Sibi G, A.P. Devi, B.G. Patil and D. Fouzia.	Prevalence, microbiologic profile of urinary tract infection and its treatment with trimethoprim in diabetic patients. Research Journal of Microbiology. 2011. 6(6): 543-551.	Scopus Indexed	IF: 1.276 SJR: 0.54

Name of the Authors	(a) Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database-International Social Sciences Directory, EBSCO host, etc.);	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Dhananjaya K, G. Sibi, H. Mallesha, K.R. Ravikumar and S. Awasthi	In silico studies of daidzein and genistein with human estrogen receptor $\alpha$ . Asian Pacific Journal of Tropical Biomedicine. 2012. S1747-S1753	Scopus Indexed	IF: 0.403 SJR: 0.49
Sibi G, R. Wadhavan, S. Singh, A. Shukla, K. Dhananjaya, H. Mallesha and K.R. Ravikumar.	Plant latex: A promising antifungal agent for postharvest disease control. Pakistan Journal of Biological Sciences. 2013. 16 (23): 1737-1743	NCBI	SJR: 0.28
Sibi G, K. Kaushik, K. Dhananjaya, H. Mallesha and K.R. Ravikumar.	In vitro antimicrobial activity of Muntingia calabura fruit extracts against food borne pathogens. Pharmacognosy Journal. 2013. 5(3): 135-136.	Elsevier Indexed	SJR: 0.22
Mohammad javad mehran, Seyed hossein zendehbad., Sudhakar malla	cloning and expression of a partial urea antigen for the production of vaccine against helicobacter pylori, the risk factor for gastric cancer. Asian J Pharm Clin Res, Vol 7, Issue 1, 2014,111-117.	Elsevier Indexed	IF: 0.70 SJR: 0.22
Venkata Raman.B, Samuel, Pardha saradhi M, Narashimha Rao B, Sudhakar M.	Antibacterial, antioxidant activity and GC-MS analysis of Eupatorium odoratum. Asian J Pharm Clin Res, Vol 5, Suppl 2, 2012, 99-106	Elsevier Indexed	IF: 0.70 SJR: 0.22
Geetika Pant and Ugam K. Chauhan	Germination behavior of cassia tora seeds in Various pre-sowing treatment methods. Int J Pharm Bio Sci 2013 July; 4(3):(B)773 - 778.	Elsevier Indexed	IF: 0.67 SJR: 0.129
Geetika pant, J. Krishna Sai, Babasaheb, Rajashekar Reddy and sibi G.	In vitro $\alpha$ -amylase and $\alpha$ -glucosidase inhibitor activity of abutilon indicum leaves. Asian J Pharm Clin Res. Vol 6, 2013.	Elsevier Indexed	IF: 0.70 SJR: 0.22
Geetika Pant and Umesh Kabade	Micropropagation of Artocarpus lakoocha Roxb (Monkey jack) through Shoot Bud Culture. Tree Genetics and Molecular Breeding, 2014, Vol.4, No.1, 1-6	CABI & Pro Quest	peer reviewed journal

Name of the Authors	(a) Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database-International Social Sciences Directory, EBSCO host, etc.);	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Geetika Pant and Aruna J.	Biodiesel: The New Energy Lifeline. Advanced Biotech September 2008,39-41.	The Scitech Journal	
Geetika Pant and Aruna J.	Bioplastics: A new life for plastics. Online International Journal of Biosolution. Vol. 3, Issue1, 25 March. 2013, Pages 110-115		
Geetika pant, sudhakar Malla and ugam kumari chauhan	Comparative analysis of heat treatments on morphology of selected cassia species. Asian J Pharm Clin Res. Vol 7, Issue2, 2014.	Elsevier Indexed	IF: 0.70 SJR: 0.22
Geetika Pant, Sandeep Kumar Mistry and Sibi G.	Isolation, identification and characterization of p, p'-DDT degrading bacteria from soil. Journal of Env sci and Tech.Vol 6, Issue 3,2013, 130-137.	Scopus	SJR: 0.56
Geetika Pant, Sudhakar Malla and Ugam Chauhan	Effect of Dry Heat Treatments on Viability and Vigour of Cassia tora L. Seeds. Online International Journal of Biosolution. Vol. 2, Issue 1, 2012, Pages 58-64.	-	-
Raj.J, Senthilkumar.R and Deepthi Poornima,	water saving systems for plants in containers, 2007, Agricultural update,2(1): pp3	-	
Balasubramani S.P and Senthilkumar.R	Probiotics-Health Assuring Microorganisms,2007, National Journal of Jyothi Research Academy,1(1):33-36.	-	-
R.Senthilkumar Aruna, Geethika Pant, and Balasubramani	Sustainable development for better life, 2007, Proceedings of 4th National Teachers Science conference, Sponsored by Dept. of Science and Technology, Govt.of India,	-	-
Senthilkumar.R and Khalid Imran,2010	e Tools - Potential and Utility Status in Indian Higher Education,2010, Proc. National Seminar on Higher Education, NAAC,Bangalore:33-35	-	-

Name of the Authors	(a) Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database-International Social Sciences Directory, EBSCO host, etc.);	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Senthilkumar.R, Muthuraj.R, Lakshmipathy.R and Radha D kale,	Influence of phosphorus solubilizing Bacteria on earthworm biomass and vermicompost Microbial Quality, 2011, Journal of Soil Biology and Ecology vol 31; 2011.	NAAS rated	
Khalid Imran and R.Senthilkumar	Submitted thirty eight 16S rRNA sequence samples to NCBI, GenBank Bethesda, Maryland USA. 12th September 2012. (BankIt1565425 Seq1 JX678668 to BankIt1565425 Seq38 JX678705)	NCBI- GENBANK Indexed	

20. Areas of consultancy and income generated: Nil

21. Faculty as members in

a) National committees : Nil

b) International Committees : Nil

c) Editorial Boards:

Name of the Faculty	Member in Editorial Board
Dr. Senthilkumar R	Range Land Science
Dr. Sibi G	American Journal of Life Sciences Innovare Journal of Medical Sciences Journal of Plant Sciences Science Research

22. Student projects

a) Percentage of students who have done in-house projects including inter departmental/programme: 60%

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: 40%

23. Awards/Recognitions received by faculty and students:

Faculty/ Student name	Award/ Recognition	Awarding Body
Dr. Senthil kumar R	Invited for Science Curriculum Development and Understanding	Calgary University, Canada
Mrs. Geetika Pant	PhD	
Mr.Sudhakar Malla	SLET	JNTU, Hyderabad
Mr. Khalid Imran	Certificate of Merit on International seminar	Bharathidasan University

Faculty/ Student name	Award/ Recognition	Awarding Body
Ms. Shilpa Tholtle (Student)	University 4th Rank(2010)	Bangalore University
Ms. Naik Swapnali Desai Ramnath(Student)	University 6th Rank(2012)	Bangalore University
Ms. Apoorva Tripathi (Student)	University 3rdRank(2013)	Bangalore University
Mr. Manerikar Gautam Vijay (Student)	University 5th Rank(2013)	Bangalore University

24. List of Eminent Academicians and Scientists / Visitors to the Department

Eminent Academician/ Scientist	Institute
Dr. Geetha Bali	Vice-Chancellor, Karnataka State Woman's University, Bijapur, Karnataka
Dr Clive S. Butler	School of Biosciences, University of Exeter, Exeter, UK
Dr. N. Jayaraman (Bhatnagar Awardee)	Indian Institute of Science,(IISc) Bangalore
Prof. Balakrishnan	Professor Emeritus, Indian Institute of Technology, (IIT Madras)
Dr. Mangala Sunder Krishnan	Professor, Indian Institute of Technology, (IIT Madras)
Dr. Mukesh Doble	Professor, Indian Institute of Technology, (IIT Madras)
Dr. S.Srinivasan	Professor, Indian Institute of Technology, (IIT Madras)
Dr. Arshinder Kaur	Indian Institute of Technology, (IIT Madras)
Dr. Ananthanarayana V. S.	Professor, National Institute of Technology Karnataka, Surathkal
Dr. Hemalatha Balram	Jawaharlal Nehru Centre for Advanced Scientific Research, Bangalore
Dr. Sudhir Nambiar	Director, AstraZeneca India Pvt Ltd, Bangalore
Dr. Rajan Dighe	Professor, Indian Institute of Science, (IISc) Bangalore



## 25. Seminars/ Conferences/Workshops organized &amp; the source of funding

S. No	Seminars/ Conferences/Workshops	Date	Source of funding
1	Confluence: Seminar on Life sciences	3-4 March 2009	Indian Academy Degree College
2	Entrepreneurship Skill Development Programme (ESDP) in Biotechnology	5 September 17 October, 2009	MSME- Govt of India
3	Training on “DNA Finger Printing” (in collaboration with Aristogene Pvt. Ltd, Bangalore)	30 Dec 2009 to 02 Jan 2010	Indian Academy Degree College
4	Confluence 2010: Lectures on Science and Academia-Industry Interaction	10 April 2010	
5	Training programme on “Protein Purification” (in association with Enzene Biosciences Pvt Ltd, Bangalore)	13-15 May 2010	
6	Entrepreneurship Skill Development Programme (ESDP) in Biotechnology	5 January - 2 Feb 2011	MSME- Govt of India
7	Training on PCR and Finger Printing (in association with Aristogen Biosciences Pvt Ltd, Bangalore)	14-15 March 2011	Indian Academy Degree College
8	Conference on “Recent Trends in Genomics and Proteomics”	26-27 May 2011	
9	Workshop on “PCR and ELISA” (in association with Aristogene Biosciences PVT Ltd, Bangalore)	13 August 2011	
10	Entrepreneurship Skill Development Programme(ESDP) in Biotechnology	5 September- 17 October, 2011	MSME- Govt of India
11	Workshop on “Biological Data Interpretations”	29 June 2012	Indian Academy Degree College
12	Instrumentation Workshop for Faculty Members	1 June 2013	
	Computational methods for Biological Data Interpretation-workshop for B.Sc final year life science students.	8 August 2013	
13	Summer School on “Cloning Techniques and Gene Tinkering”	1-30 September 2013	IIT Madras
14	Workshop on “National Programme on Technology Enhanced Learning” (Sponsored by NPTEL, IIT Madras)	7-8 November 2013	



**26. Student profile programme /Course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass per- centage
				M	F	
B.Sc Biotechnology	2007-10	54	48	22	26	84
	2008-11	32	27	09	18	77
	2009-12	43	43	14	29	86
	2010-13	45	42	18	24	78
M.Sc Biotechnology	2008-10	47	47	28	19	98
	2009-11	60	58	30	28	92
	2010-12	60	60	34	26	98
	2011-13	57	57	30	27	91

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
B.Sc. Biotechnology	2009	36	12	52
	2010	22	30	48
	2011	27	10	63
	2012	38	16	45
	2013	65	24	10
M.Sc Biotechnology	2009	20	80	0
	2010	5	77	18
	2011	5	80	15
	2012	5	80	15
	2013	10	90	0

**28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc? 12**
**29. Student progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. Biotechnology	2007-10	40	-	-	42	18-SE
	2008-11	38	-	-	54	8-SE
	2009-12	41	-	-	40	19-SE
	2010-13	65	-	-	20	15-SE
M.Sc. Biotechnology	2008-10	-	-	10	60	30-SE
	2009-11	-	-	8	55	37-SE
	2010-12	-	-	8	68	24-SE
	2011-13	-	-	15	61	24-SE

## 30. Detail of Infrastructure facilities:

Sl.No.	Infrastructure	Details
a	Library	Available with 60 Books and 150 E –Books
b	Internet Facilities for Staff and students	Available - Wi-Fi
c	Class room with ICT facility	Available- 4
d	Laboratories	Available-4

## 31. Number of students receiving financial assistance From college, University, Government or other agencies. : 05

## 32. Detail of student Enrichment Programmes (Special lectures / Workshops / Seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	3-4 March 2009	Confluence: Seminar on Life sciences
2	5 Sept. 17 Oct., 2009	Entrepreneurship Skill Development Programme (ESDP) in Biotechnology. Dr.Ranga Prasad, Director,MSME-DI, Banglore and 15 resource persons from Banks, DIC's and EDI.
3	30 Dec 2009 to 02 Jan 2010	Training on "DNA Finger Printing" (in collaboration with Aristogene Pvt. Ltd, Bangalore) Dr. Sudha and Dr. Vasutha
4	10 April 2010	Confluence 2010: Lectures on Science and Academia-Industry Interaction, Dr.Kshitish Acharya from IBAB, Bangalore
5	13-15 May 2010	Training programme on "Protein Purification" (in association with Enzene Biosciences Pvt Ltd, Bangalore) Dr. Sudha and Dr. Vasutha
6	9-24 August 2010	Two weeks training programe on "three-dimentional x-ray structure determination of small molecules" and macromolecules and also on "molecular modeling and induced fit docking" at University of Madras Dr.Velmurugan, Director, Centre for Crystallography, University of Madras.
7	16-20 August 2010	One week training program on chromatographic methods of analysis (Gas chromatography), ATI, Mumbai. M P Nair JDT, Advanced Training Institute, M/O Labour & Employment, Mumbai
8	06 September 2010	Two weeks National Workshop on Methods in Invitro toxicology for Alternatives to the use of animals in Life science Education at Mahatma Gandhi Doerenkamp Center (MGDC), Trichy. Dr.Pasha, Bharathidasan University.

S.No	Date	Special lectures / Workshops / Seminars
9	5 Jan. - 2 Feb 2011	Entrepreneurship Skill Development Programme (ESDP) in Biotechnology, Dr. Ranga Prasad, Director, MSME-DI, Bangalore and 15 resource persons from Banks, DIC's and EDI
10	07-11 March 2011	One week training program on Total Quality Management (TQM) at ATI, Mumbai, . M P Nair JDT, Advanced Training Institute, M/O Labour & Employment, Mumbai
11	14-15 March 2011	Training on PCR and Finger Printing (in association with Aristogen Biosciences Pvt Ltd, Bangalore) Dr. Sudha and Dr. Vasutha
12	26-27 May 2011	Conference on "Recent Trends in Genomics and Proteomics" 13 Experts from IISc, NCBs and JNCASR
13	13 August 2011	Workshop on "PCR and ELISA" (in association with Aristogene Biosciences PVT Ltd, Bangalore), Dr. Sudha and Dr. Vasutha
14	5 Sep - 17 Oct, 2011	Entrepreneurship Skill Development Programme(ESDP) in Biotechnology, Dr.Ranga Prasad, Director, MSME-DI, Bangalore and 15 resource persons from Banks, DIC's and EDI
15	29 June 2012	Workshop on "Biological Data Interpretations", Dr.Kshitish Acahrya, IBAB, Bangalore
16	12 October, 2012	Seminar on cancer biology by Dr. S.N. Nagendra, Director,
17	1 June 2013	Instrumentation Workshop , Experts from Eppendorf and Life technology,
18	1-30 September 2013	Summer School on "Cloning Techniques and Gene Tinkering" Dr.Devaraja Achar, Indo American Hybrid Seeds, Bangalore
19	7-8 November 2013	Workshop on "National Programme on Technology Enhanced Learning" Dr. Balasubramanian and 6 other scientists from IIT Madras (Sponsored by NPTEL, IIT Madras)
20	18-19 Feb, 2014	Students attended the seminar and were exposed to various technology of organic farming at Regional Centre for organic farming, Bangalore, Dr.Lisha, Centre for Organic farming, Bangalore
21	March 2- 8, 2014	A hands- on training on drug designing at University of Madras, Dept. of Crystallography and Biophysics. Dr.Velmurugan, Director, Centre for Crystallography, University of Madras.

## 33. Teaching methods adopted to improve student learning

S.No	Teaching Methods Adopted
1	Black Board Teaching
2	Using Multimedia technology
3	Assignments in the form of work sheets
4	Alumni-Juniors interaction forum
5	Practical sessions
6	Case studies in IPR
7	Flipped Classroom
8	Group analysis
9	Incorporation of Virtual labs- Bioinformatics
10	Cloud Technology

## 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S.No.	Date	ISR Activities
1	3-10-2009	Taking Biotechnology to Rural schools
2	18-5-2010	Plastic Bags Removal from Bangalore Gardens(Lalbagh)
3	17-09-2010	Tree planting
4	22-12-2010	Taking Biotechnology to Rural schools
5	30-1-2011	Plastic Bags Removal from Bangalore Gardens (Cubbon)
6	14-2-2011	Taking Biotechnology to Rural schools
7	1-11-2011	Aids Awareness Programme
8	30-1-2012	Visit to Orphanage
9	2-10-2012	Malur – Gandhi Jayanthi Programme
10	11-11-2012	War against Diabetes in collaboration with Nova Nordisk
11	29-1-2013	Taking Biotechnology to Rural schools
12	3-15 April 2013	Survey on the knowledge of Genetically Engineered Food among School Teachers
13	2-10-2013	Devanahalli – Gandhi Jayanthi Programme
14	1-11-2013	Aids Awareness Programme
15	10-5-2014	Rio 20 programme – Examination and certificate Awarding

## 35. SWOC analysis of the Department and Future plans:

## Strengths:

- Good Infrastructure
- Well qualified faculty members with International Exposure
- Strong Teaching Methodologies and Materials leads to Good results and University Ranks
- Well-connected with Industries and other Institutes
- Networking with Scientists
- Research Grants from National and State Funding agencies
- Well connected with Alumni
- Membership in Bodies like ABLE(Association of Biotechnology Lead Enterprises)
- Well defined finishing school programmes

## Weaknesses:

- The socio-economic background of many of the students (some of them are first and second generation learners) admitted in the department have poor language competence in English. This leads to an unsatisfactory level of comprehension and communication, particularly in the first two semesters. The results are also affected.

## Opportunities:

- Possibilities to become one of the best department in the Affiliated Colleges under Bangalore University with more admissions, research funding and placement of students.
- Bio Pharma, Bio Agri and Bio IT industries getting momentum in India. There is need for skilled work force where the department can play a major role.
- Chance get major projects funding from national and state funding agencies
- Opportunity to establish an innovation centre under Dept of Biotechnology.
- Possibility to collaborate with MSME-DI, Ministry of Small and Medium Scale Enterprises, Govt of India to conduct ESDP in Biotechnology.
- To promote entrepreneurship opportunities for students by exploiting the liberal policy of both Central & State Governments

## Challenges:

- Drop in admissions for UG and PG programmes
- Limited opportunities to revise syllabus frequently
- Limited Employment opportunities
- Faculty retraining

## Future Plans:

- To establish a innovation centre under DBT, Govt of India in 2015
- To become a centre for excellence in Biotechnology in 2018
- To ensure 100% Employability for the students
- To run DBT sponsored specialized courses like Molecular Diagnostics
- To get major funding from DST/DBT
- Possible collaboration with Foreign countries for Students and faculty projects
- To establish an exclusive Centre for Science competitive Examination like CSIR/DBT/ICMR/ICAR/BARC etc

**DEPARTMENT OF CHEMISTRY**

1. Name of the Department: Chemistry
2. Year of Establishment: B.Sc. Chemistry-1994 and
3. Name of Programmes / Courses offered: M.Sc. Chemistry-2004  
B.Sc. (Chemistry/Zoology/Biotechnology)  
B.Sc. (Chemistry/Zoology/Microbiology)  
M.Sc. Organic Chemistry  
PG Diploma in Analytical Chemistry (IGNOU)
4. Names of Interdisciplinary Courses and the Departments/units involved:
 

Course	Departments
B.Sc. Biochemistry B.Sc.(Chemistry/Zoology/Biotechnology) B.Sc.(Chemistry/Zoology/Microbiology)	Biochemistry, Zoology, Biotechnology
5. Annual/Semester/Choice Based Credit System (Programme Wise):  
B.Sc.-Semesters  
M.Sc.Organic chemistry. -Semesters
6. Participation of the Department in the courses offered by other Departments:
 

Course	Departments
Biochemistry Paper-I	Biochemistry
Biochemistry Paper-II	Biochemistry
Biochemistry Paper-III	Biochemistry
Biochemistry Paper-IV	Biochemistry
M.Sc. –Biochemistry-101	Biochemistry
7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: P.G. Diploma in Analytical Chemistry, Course offered by Indira Gandhi National Open University
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	03	03
Associate Professors	03	03
Asst Professors	02	02

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.)

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Mr. Sreeraj K.S.	Professor	M.Sc., M.Phil, (Ph.D)	Inorganic Chemistry	13 years	-
2	Dr.Mahuya De Ghosh	Professor	M.Sc., Ph.D	Organic Chemistry	13 Years	-
3	Dr.Indrani C.	Professor	M.Sc., Ph.D	Organic Chemistry	7 years	-
4	Mrs. Latha.V	Associate Professor	M.Sc., M.Phil, MBA	General Chemistry	7 years	-
5	Dr. Monika Bajpai	Associate Professor	M.Sc., Ph.D	Organic Chemistry	7 years	-
6	Ms. Lalitha	Associate Professor	M.Sc., M.Phil	General Chemistry	4 years	-
7	Ms. A.Kalyani	Assistant Professor	M.Sc.,	Industrial Chemistry	1 years	-
8	Mrs. S.Chitra	Assistant Professor	M.Sc.,	General Chemistry	1 year	-

11. List of Senior Visiting Faculty

05

Sl.No	Name
1	Dr. Pradeep Kumar Acharya
2	Ms. Veena Rao
3	Dr. C.V. Yelamangad
4	Dr. Vijayasankar A.V.
5	Mr. Md. Zabiulla

12. Percentage of Lectures Delivered And Nil  
Practical Classes Handled(Programme  
Wise) By Temporary Faculty

13. Student- Teacher Ratio

12:1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	3	3
Administative	Nil	Nil

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Mr. Sreeraj K.S.	M.Sc., M.Phil, (Ph.D)
2	Dr. Mahuya De Ghosh	M.Sc., Ph.D
3	Dr. Indrani C.	M.Sc., Ph.D
4	Mrs. Latha	M.Sc., M.Phil, MBA
5	Dr. Monika Bajpai	M.Sc., Ph.D
6	Ms. Lalitha	M.Sc., M.Phil
7	Ms. Kalyani	M.Sc.
8	Mrs. S.Chitra	M.Sc.

16. Number of faculty with ongoing projects from  
 a) National b) International funding agencies and grants received  
 a. National funding: 03  
 b. International funding: Nil
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received

Name of Faculty	Project Title	Amount sanctioned
Dr.Monika Bajpai	Antioxidant properties of polyphenols of nutraceuticals importance in the fermented and the non-fermented extract obtained from the waste and underutilized parts of fruits and vegetables.	Rs. 1,40,000
Dr.Mahuya De Ghosh	Super Absorbent Polymer-Synthesis and Biological Studies.	Rs.1,80,000
Dr. Indrani Choudhary	Chemoenzymatic synthesis of triterpene (present in rice bran)estersand their studies on microbial activity for finding them as new cosmetic preservative.	Rs.2,00,000

18. Research Centre /Facility Recognized by the University Applied to Bangalore University

#### 19 Publications

Number of papers published in peer journals(National/Inter- National) by faculty

Name of the Authors	(a)Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database- International Social Sciences Directory, EBSCO host, etc.)	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Dr. Mahuya De Ghosh	Antioxidant survey in certain food plants vol I 2011,pg 1-7	Int J Pharm. Bio. Sci.	3
	A perspective on antioxidants Vol2(4),2012. Pg-17-30	American journal of Pharmtech Research	2.2

Monographs	-	
Chapter in Books	-	
Books Edited	-	
Books with ISBN / ISSN numbers	-	

20. Areas of consultancy and income generated: Nil
21. Faculty as members in  
 a) National committees Nil  
 b) International Committees Nil  
 c) Editorial Boards Nil



**22. Student projects**

- a) Percentage of students who have done in-house projects including inter departmental/programme: 95%
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: 5%

**23. Awards/Recognitions received by faculty and students:**

2009-B.U. university 3rd rank in M.Sc. Chemistry ,  
2011- B.U. university 2nd and 4th ranks in M.Sc. Chemistry

**24. List of eminent academicians and scientists / visitors to the department:**

Eminent Academician/ Scientist	Institute
Dr. Pradeep Kumar Acharya	Scientist, Institute of Bioinformatics,Bangalore.
Ms. Veena Rao	Lead Scientist, GE, Bangalore
Dr. C.V. Yelamangad	Scientist, Centre for Liquid Crystal Research, Bangalore.
Dr. Vijayasankar A.V.	Professor, Dept. of Chemistry, Christ University, Bangalore.
Mr. Md. Zabiulla	Research Associate, Syngene Biocon, Bangalore.
Dr. Jayan Rappai	Research Scientist, Astra Zeneca India Ltd., Bangalore.
Dr. Nagasundara	Professor, Dept. of Chemistry, Bangalore University.
Dr. Sudeer Nambiar	Vice President, Astra Zeneca India Ltd, Bangalore.
Dr. Subendu Mohanty	Research Investigator, Syngene International Ltd, Bangalore.
Dr. Jayakumar Kesavan	Research Scientist, Astra Zeneca India Ltd, Bangalore.
Dr. Ananth Raj	Ex. Secretary, VGST, Govt. of Karnataka.
Mr. Rajesh Kumar	Team Leader, Himalaya Drugs, Bangalore.
Dr. Subhadepp Sarker	Director-IP, Cognizant Technology, Solutions, Bangalore.
Dr. Manjunatha. S.G	Sr. Principal & Scientist, Astra Zeneca India Ltd, Bangalore.
Dr. Chandrasekhar. R	Sr. Principal, Syngene International Ltd, Bangalore.
Prof. M.A. Pasha	Prof. of Chemistry, Bangalore University, Bangalore.
Prof. Chandrabhas Narayana	Professor, Jawaharlal Nehru Centre for Advanced Scientific Research, Bangalore
Dr. M. Afsal Pasha	Chairman, Department of Chemistry, Bangalore University, Bangalore.
Dr.Srinivasan Krishnaswami	Chief scientist at SABIC Technology Centre, Bangalore.

## 25. Seminars/ Conferences/Workshops organized &amp; the source of funding:

S. No	Seminars/ Conferences/Workshops	Date	Source of funding
1	Molecular Sieving & Chromatography Techniques	20-July-2012	Indian Academy Degree College
2	Workshop on Food Chemistry	12-Apr-13	
3	Workshop on Extraction and Isolation of organic compounds from natural sources	05-Oct-13	
4	Extraction technique for Bioactive compounds	20-Nov-13	
5	Extension activity on Food Adulteration	21-Dec-13	
6	State level seminar-Chemposium'11	26 -Nov-11	
7	State level seminar-Chemposium'13	23-Mar-13	
8	State level seminar-Chemposium'14	29-Mar-14	

## 26. Student profile programme/course wise:

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass per- centage
				M	F	
B.Sc Chemistry	2007-10	74	20	12	8	84
	2008-11		-			
	2009-12	77	-			
	2010-13	52	7	3	4	100
M.Sc Chemistry	2008-10	30	30	12	18	52
	2009-11	26	26	13	13	55
	2010-12	24	24	10	14	09
	2011-13	30	25	7	18	27

## 27. Diversity of Students

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
B.Sc. Chemistry	2010	50	-	50
	2011	70	-	30
	2012	80	10	10
	2013	-		
M.Sc Chemistry	2010	80	20	-
	2011	60	40	-
	2012	60	40	-
	2013	80	20	-

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.? Nil

29. Student progression

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. Chemistry	2007-10	90	-	-	10	-
	2008-11	-	-	-	-	-
	2009-12	-	-	-	-	-
	2010-13	70	-	-	-	-
M.Sc. Chemistry	2008-10	-	-	4	90	-
	2009-11	-	-	2	90	-
	2010-12	-	-	1	90	-
	2011-13	-	-	-	80	-

30. Detail of Infrastructure facilities:

Sl.No.	Infrastructure	Details
a	Library	133 Volumes apart from the central library
b	Internet Facilities for Staff and Students	Computers with internet are available for both faculty members and students and the campus is Wi-Fi enabled. Department is equipped with a laptop and an LCD projector, which enables the ICT teaching-learning facility.
c	Class room with ICT facility	Four Rooms with ICT facility are available.
d	Laboratories	3 separate well equipped Laboratories for Inorganic, Physical and Organic chemistry.

31. Number of students receiving financial assistance from College, University, Government or other agencies. : 9

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	3-4 March 2009	Confluence
2	14 November 2009	Special lecture on Mass spectroscopy by Dr. Pradeep Kumar Acharya
3	5 December 2009	Special lecture on molecular imprinting technology by Ms. Veena Rao
4	8 May 2010	Special lecture on Supra Molecular Liquid crystal by Dr. C.V. Special Yelamangad
5	13 January 2011	Special lecture on catalysis of pharmacologically important compounds by Dr. A.V. Vijayshankar
6	6 August 2011	Special lectures on how to approach the industry for jobs by Mhd Zabiulla
7	5 Nov 2011	Special lecture on Mass spectroscopy and pharmaceutical analysis by Dr. Jayan Rappi

S.No	Date	Special lectures / Workshops / Seminars
8	18 Nov 2011	Special lecture on group theory and its application to chemistry by Dr KR Nagasundra
9	26 Nov 2011	Special lecture on Current analytical practices in pharma companies by Dr. Sudhir Nambiar
10	26 Nov 2011	Special lecture on Medicinal chemistry by Dr. Subendu Mohanty
11	26 Nov 2011	Special lecture on NMR techniques by Dr.Jayakumar Kesavan
12	20 July 2012	Workshop on Molecular sieving and chromatographic techniques.
13	21 July 2012	Special lecture on Mass spectroscopy by Mr. Rajesh kumar
14	16 March 2013	Special lecture on stereochemistry methods of determining the configuration by Prof.MA Pasha
15	12 April 2013	Workshop on food chemistry
16	23 March 2013	Special lecture on modern methods in drug discovery by Dr. Chandra shekhar
17	23 March 2013	Special lecture on Green chemistry, Catalyst and Industry Application by Dr.Manjunatha.S.G
18	5 October 2013	Workshop on Extraction and Isolation of organic compounds from natural sources
19	19 October 2013	Special lecture on intellectual property rights by Subbhadepp Sarkar
20	20 November 2013	Extraction technique for Bioactive compounds
21	21 December 2013	Extension activity on Food Adulteration
22	11 April 2014	State level seminar-Chemposium 2014

### 33. Teaching methods adopted to improve student learning

S.No	Teaching Methods Adopted
1	Assignments & Presentation
2	In House Projects
3	Workshops
4	Industrial Visit
5	Continuous evaluation
6	Bridge courses
7	Video, PPT, Ball and stick model

34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S.No.	Date	ISR Activities
1	2-10-2012	Malur Gandhi Jayanthi program
2	2-10-2013	Devanahalli Gandhi Jayanthi program
3	1-11-2013	Aids Awareness Programme
4	20-12-2013	Food adulteration awareness

35. SWOC analysis of the Department and Future plans:

Strengths:

- Outstanding faculty, student-centered teaching
- Faculty members firmly believe in lifetime learning
- Integration of Research in teaching
- Proactive Career and Placement Training initiatives
- M.Sc. Students achieved University Ranks
- Wide range of extension, co-curricular and extra-curricular activities
- Student feedback analysed and used for advancement in all processes
- Teaching aids for ICT enabled teaching
- Gender-friendly and Eco-friendly premises

Weaknesses:

- Lack of diversity in student community
- Lack of aptitude in mathematics, which has a direct impact on the positive academic output at masters level

Opportunities:

- Initiating additional, remedial courses in mathematics
- Concious efforts to include students from diverse backgrounds
- Location advantage for strengthening academia-industry linkages
- Streamlining collaborations and consultancy
- Exploring possibility of collaborative research with research institutions
- Prosperous job opportunities

Challenges:

- Attracting students with high academic competencies/aptitudes
- Keeping pace with expectations of the industry
- Providing additional financial support/scholarships to students.
- Addition of expensive equipment like HPLC

Future Plans:

- To promote awareness among students about the emerging opportunities in the field of Chemistry
- To attract research grants and utilize the funds to equip laboratories
- To establish a recognized research lab
- To start new courses such as pharmacology, forensic chemistry and polymer chemistry

**DEPARTMENT OF COMMERCE – (UG)**

1. Name of the Department: Commerce (UG)
2. Year of Establishment: 1999
3. Name of Programmes / Courses offered: B.Com
4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
Environmental studies	Dept. of Bio-Chemistry
Computer Fundamentals	Dept. of Computer Science.
Indian Constitution	Dept. of Humanities.

5. Annual/Semester/Choice Based Credit System (Programme Wise): Semester
6. Participation of the Department in the courses offered by other Departments:

Course	Departments
MBA	Indian Academy School of Management Studies
BBM	Dept. of Management.
BCA	Dept. of Computer Science.

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	1	1
Associate Professors	1	1
Asst Professors	9	9

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Mr. B.R.Srinivas	M.Com.	Professor	Taxation	25 years	Nil
2	Mr. P.K.Simon	M.Com.	Associate Professor	Finance	18 years	Nil
3	Mrs. S.Usha Priyadarshini	M.Com, M. Phil	Asst Professor	Banking & Insurance	8 years	Nil
4	Mrs. S.Shoba	M.A. (Economics)	Asst Professor	Law & Insurance	6 years	Nil
5	Mrs. Rohanna Andrew	M.Com.	Asst Professor	Finance	5 years	Nil
6	Mrs Sushmashree SP	PGDBA	Asst Professor	Finance, Banking and Insurance	7 years	Nil
7	Ms Lakshmi	M.Com	Asst Professor	Accounts	2 years	Nil
8	Ms. Priya M	M.Com	Asst Professor	Finance	1 year	Nil
9	Mr.Leo	MBA	Asst Professor	Finance	2 months	Nil
10	Mrs. Rajeshwari Mukundan	PGDBM, Company Secretaryship, ACS	Asst Professor	Accounts & Finance	12 Year	Nil
11	Jayashree . N	M.Com	Asst Professor	Accounting & Taxation	1 Year	Nil

11. List of Senior Visiting Faculty 07
12. Percentage of Lectures Delivered And 20%  
Practical Classes Handled(Programme  
Wise) By Temporary Faculty
13. Student- Teacher Ratio 40%
14. Number of Academic Support Staff (Technical) And Administrative Staff;  
sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	0	0
Administrative	4	4

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Mr. B.R.Srinivas	M.Com.
2	Mr. P.K.Simon	M.Com.
3	Mrs. S.Usha Priyadarshini	M.Com, M. Phil
4	Mrs. S.Shoba	M.A. (Economics)
5	Mrs. Rohanna Andrew	M.Com.
6	Mrs Sushmashree SP	PGDBA
7	Ms Lakshmi	M.Com
8	Ms. Priya M	M.Com
9	Mr.Leo	MBA
10	Mrs. Rajeshwari Mukundan	PGDBM, Company Secretaryship, ACS
11	Jayashree . N	M.Com

16. Number of faculty with ongoing projects from a) National b) International  
funding agencies and grants received : Nil
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total  
grants received :

Sl. No.	Name of the Faculty Member	Project	Funding Agency	Value in Rs.
1	Mrs.Sushmashree	Credit appraisal of Personal loans at ICICI bank.	Indian Academy Degree College	5000
2	Mrs. Usha Priyadarshini	Best Investment opportunities to an Investor	Indian Academy Degree College	5000
3	Mrs. Shobha, Mrs. Priya	Functioning of Mutual Funds	Indian Academy Degree College	5000
4	Mrs. Rohanna Andrew	A comparative study on Stock market and Mutual Fund sector	Indian Academy Degree College	5000
5	Prof. B.R.Srinivas	A detailed study on Mergers and Acquisitions in India.2	Indian Academy Degree College	5000

18. Research Centre /facility recognized by the University: Nil

## 19 Publications: Number of papers published in peer journals(National/Inter-National) by faculty

Number of papers published in peer journals(National/Inter- National) by faculty

Name of the Authors	(a)Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database- International Social Sciences Directory, EBSCO host, etc.)	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Ms.Usha Priyadarshini	The Evolution and Impact of social Entrepreneurship, 2013	-	-
	Congruence between strategic appraisal and Rating procedure-Case Study 2013	-	-
	Importance of financial literacy in financial Inclusion 2013 Gender based Issues in Human Resource Management.	-	-
Ms. Rohanna and Ms. Sushmashree	Emerging trends in Derivative market	-	-
Ms. Shobha	Higher Education Transformation in India, changing contexts and Institutional responses.	-	-

Monographs	-
Chapter in Books	-
Books Edited	
Books with ISBN / ISSN numbers	Reinvesting issues in Business Management and Research. ISBN 978-93-81212-49-3 December 2013, Page 452 - 459

20. **Areas of consultancy and income generated** : Taxation and Financial Consultancy – Prof. B.R.Srinivas, Income Generated Honorary

### 21. Faculty as members in

- |                             |     |
|-----------------------------|-----|
| a) National committees      | Nil |
| b) International Committees | Nil |
| c) Editorial Boards         | Nil |

### 22. Student projects

- Percentage of students who have done in-house projects including inter departmental/programme 15%.
- Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies. 10%



**23. Awards/Recognitions received by faculty and students: Students 12**

Faculty/Student Name	Award/Recognition	Awarding Body
Mr. Suraj	Rank in Bangalore University in the year 2010	Bangalore University
Anand, Maria Clement, Nandini, Kishore.P.T, Rakesh, Nigella, John Vinod, Vani	10 Students have got recognition Local & National Levels of cultural activities and commerce fests	Bangalore University affiliated Institutions
Mr.Maria Clement	Best Beat Boxing talent	Bangalore University affiliated Institutions

**24. List of eminent academicians and scientists / visitors to the department:**

Eminent Academician/ Scientist	Institute
Prof. B.R. Ananthan	Former Dean, Dept. of Commerce., UOM
Dr. Suryanarayana Murthy	Former Dean, Dept. of Commerce, UOM.
Prof. Laxman	Former Special Officer , UOM
Prof. R.Chandraprakash	Former Registrar Kuvempu University
Prof. Devaraj	Dept. Of Commerce, PG center, UOM
C A Mahesh	Chartered Accountant, Member (Mysore Chapter)
Dr. Kottrappa	Chairman, Dept. of Commerce, UOM
Dr. Suresh	Dept. of Commerce, UOM
Prof. Mahesh	Dept. of Management Studies, UOM
Dr.A.N Vijay Kumar	Financial Educationist SEBI
Dr. M.M Bagali	Jain University
Narayanan Nambiar	Chartered Accountant, Financial Training Institute.

## 25. Seminars/ Conferences/Workshops organized &amp; the source of funding –

S. No	Seminars/ Conferences/Workshops	Date	Source of funding
1	Building competence for leadership	12/06/2009	Indian Academy Degree College
2	How to attract and retain customers	21/08/2009	
3	Interviewing skills	25/09/2009	
4	Impact of Foreign institutional Investors on Indian capital market	18/06/2010	
5	New horizons of banking - National Seminar	23/07/2010	
6	NPA's in commercial Banks - National Seminar	13/09/2013	
7	Supply chain and Logistics management - National Seminar	10/06/2011	
8	Presentation skills	21/01/2011	
9	Understanding Consumer personality in Indian market	25/03/2011	
10	Future prospects of Chartered Accountancy	17/06/2011	
11	Plastic money- Boon or a Bane	17/02/2012	
12	Social networking and its impact	27/04/2012	
13	Emerging trends in Banking and Finance - National Seminar	22/06/2012	
14	Contemporary Issues in Accounting and Finance	29/06/2012	
15	Priority sector lending by Commercial Banks	24/08/2012	
16	Total Quality management- A strategic thinking on Global competencies- National Seminar	14/09/2012	
17	Paradigm shift in marketing strategies	16/11/2012	
18	Are you Employable?	12/01/2013	
19	Tax assessment of salaried assesses	07/06/2013	
20	Financial Services, opportunities and challenges	08/06/2013	
21	Commodity future market in India	19/07/2013	
22	Future of Life Insurance in India	20/07/2013	
23	Fundamentals of Business Law in service sector	13/12/2013	
24	Corporate Etiquettes	24/01/2014	

**26. Student profile programme/course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass per- centage
				M	F	
B.Com	2007-10	122	120	79	41	69
	2008-11	119	118	75	43	64
	2009-12	180	175	114	61	77
	2010-13	259	259	179	80	62

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
B.Com	2009-12	90	7.5	2.5
	2010-13	86	8.5	5.5
	2011-14	86	12.5	1.5
	2012-15	89	5	6
	2013-16	86	8	6

**28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? : Nil**
**29. Student progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited %	Entrepreneur/ Self employed
B.Com	2007-10	65	-	-	25	10
	2008-11	75	-	-	10	15
	2009-12	56	-	-	24	20
	2010-13	60	-	-	32	8

**30. Detail of infrastructure facilities:**

Sl.No.	Infrastructure	Details
a	Library	Dept of Library is maintained, along with e-reference such as 24 e-journals and educative Videos of about 569 CD's & DVD's.
b	Internet facilities for staff	2 nos & students are provided with Wi-Fi access
c	Total number of class rooms	12 Nos
d	Class rooms with ICT facility	12 Nos.
e	laboratories	1Dept lab- Commerce Lab

**31. Number of students receiving financial assistance from College, University, Government or other agencies. : 172 State Government**

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	12/06/2009	Building Competence for Leadership - IADC Alumni
2	21/08/2009	How to Attract and Retain customers - Prof. Mahesh
3	25/09/2009	Interviewing Skills - Dr. M.M. Bagali
4	18/06/2010	Impact of Foreign Institutional Investors on Indian Capital Market - Mr. A.N Vijay Kumar
5	21/01/2011	Presentation Skills - Mr. Cariappa
6	25/03/2011	Understanding Consumer Personality in Indian Market - Mr. Kotrappa.
7	17/06/2011	Future Prospects of Chartered Accountancy - Mr. C. A. Mahesh, Chartered Accountant.
8	17/02/2012	Plastic Money- Boon or a Bane - Prof C. A. Mahesh
9	27/04/2012	Social Networking and its impact - IADC Alumni
10	22/06/2012	Emerging Trends in Banking and Finance - Mr. Narayan Nambiar, Chartered Accountant
11	29/06/2012	Contemporary Issues in Accounting and Finance - Mr. Narayan Nambiar, Chartered Accountant
12	24/08/2012	Priority Sector lending by Commercial Banks - Prof Devaraj
13	16/11/2012	Paradigm Shift in Marketing Strategies - Prof Babu
14	12/01/2013	Are you Employable?- Dr. M.M Bagali
15	07/06/2013	Tax Assessment of salaried assesses - Prof C. A Mahesh
16	08/06/2013	Financial Services, Opportunities and Challenges - Dr. Suresh
17	19/07/2013	Commodity Future Market in India - Mr. Nagabhushan
18	20/07/2013	Future of Life Insurance in India - Mr. Vijendra Neelagiri
19	13/12/2013	Fundamentals of Business Law in Service Sector - Dr. Binoy Mathew
20	24/01/2014	Corporate Etiquettes - IADC Alumni

33. Teaching methods adopted to improve student learning

S.No	Teaching Methods Adopted
1	ICT
2	Subject Related Videos
3	Case Studies
4	Group Discussions
5	Project Presentation
6	Problem Solving Cases

34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S.No.	Date	ISR Activities
1	10/10/2009	Cash donation of Rs 10000 was offered by the dept of commerce at Nava Jeeva Ashram
2	06/11/2010	Commerce Students organised the library facility of the organization and donated some books to the library at Home of Hope
3	01/10/2011	Staff and the students of commerce dept visited the premises offered some food, Clothing's and entertained the old age wards at Little sisters of the Poor
4	22/09/2012	Students and staff of Commerce dept visited 'Nirmala Sishu Bhavan' centre for disabled children, distributed food grains and entertained the children at Nirmala Sishu Bhavan'
5	23/11/2013	'Staff and students of commerce dept educated and create awareness about Health and Hygiene among the staff and students of the school. Commerce students entertained and engaged the school students in few activities and cultural and distributed food grains to the school the children at Anganwadi ' a govt school at Hennur

## 35. SWOC analysis of the Department and Future plans:

## Strengths:

- Healthy student enrolments
- Effective value-added programmes to enhance employability
- Experienced and dedicated Faculty members
- Team spirit and cohesive work environment in the department.
- ICT-enabled class rooms
- Industry Academia interface is facilitated by Commerce Club

## Weaknesses:

- Limited opportunities in the design & development of curriculum

## Opportunities:

- To improve academic performance of students in University level examinations
- To conduct more seminars/workshops in any of the emerging areas of trade, commerce & Banking
- Proximity to numerous Banks, NBFC's, Insurance companies which has enhanced industry interface for student internships & employment opportunities

## Challenges:

- Complacent attitudes among students toward greater academic achievements
- Lack of positive interest, among students, in additional value-added program

## Future Plans:

- MOUs with manufacturing and service enterprises to facilitate experiential learning among students
- To Establish a Commerce Research Facility
- To motivate students through interaction of industry experts
- To recruit faculty with research credentials and aptitude for research

**DEPARTMENT OF MANAGEMENT STUDIES (UG)**

1. Name of the Department: Management Studies (UG)
2. Year of Establishment: 1997
3. Name of Programmes / Courses offered: BBM (Bachelor of Business Management)
4. Names of Interdisciplinary Courses and the Departments/units involved: Nil
5. Annual/Semester/Choice Based Credit System (Programme Wise):  
BBM : Semester System
6. Participation of the Department in the courses offered by other Departments:

Course	Departments
Tax Management	Indian Academy School of Management Studies
Strategic Management	M.Com

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	0	0
Associate Professors	1	1
Asst Professors	6	6

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Mr. P.S.Ramesh	B.E. MBA	Associate Professor & HOD	Marketing	10	-
2	Mrs. Rekha K	MBA, (MCom)	Asst. Professor	HR, Marketing	4	-
3	Mr.Nagesha CS	MFA, MCom	Asst. Professor	Finance& Accounting	4	-
4	Mr. Suresh J	MBA, (MCom)	Asst. Professor	Finance, Taxation	2	-
5	Mrs.Usha Shree	MBA	Asst. Professor	HR	1	-
6	Mr.Sharath Harady	MBA, NET Qualified	Asst. Professor	Finance	1	-
7	Mrs. Ekta Jain	MBA	Asst. Professor	Marketing	4	

## 11. List of Senior Visiting Faculty

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Sl.No	Name
1	Ms. Kavita Sharma
2	Mr. Ravi Dasgupta
3	Ms. Jahnavi
4	Mr. Suresh
5	Asst. Prof. Md Arshad

## 12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty: Nil

## 13. Student- Teacher Ratio

40:1

## 14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	0	0
Administrative	1	1

## 15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1.	P.S.Ramesh	B.E. M.B.A.
2.	Rekha . R	MBA
3.	Nagesha C S	MFA, M.Com.
4.	Mr. Suresh J	MBA
5.	Mrs. Usha Shree	MBA
6.	Mr. Sharath Harady	MBA, NET
7.	Mrs. Ekta Jain	MBA

## 16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received : Nil

## 17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: Nil

## 18. Research Centre /Facility Recognized by the University: Nil

## 19. Publications

## 20. Areas of consultancy and income generated Nil

## 21. Faculty as members in

a) National committees	Nil
b) International Committees	Nil
c) Editorial Boards	Nil

## 22. Student projects

- a) Percentage of students who have done in-house projects including inter departmental programme 40 %
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies.: 26%



**23. Awards/Recognitions received by Faculty And Students:**

Student Name	Award	Awarding Body
Ms. Keerthi S	Best Out going Student-2011 Batch	Indian Academy Degree College
Ms. Smitha SU	Best Out going Student-2012 Batch	
Ms. Aditya Shekar	Best Out going Student-2012 Batch	
Mr. Prajwal P	Best Out going NCC Cadet	NCC- Department

**24. List of Eminent Academicians And Scientists / Visitors To The Department**

Eminent Academicians/ Visitors	Designation/Institute
Ms. Surabhi M A	Head, HR Radysis India Pvt . Ltd.
Ms. Kavita Sharma	DGM, HR, BEL
Mr. Ravi Dasgupta	Ex. Director, HR, Biocon
Ms. Jahnvi	Head, HR Timken Engineering & Research
Mr. Suresh	Registered Member of SEBI
Asst. Prof. Md Arshad	Faculty PG- Commerce, IADC
Prof. Jaffer Md. C	Coordinator PG Commerce ,IADC
Prof. M K Lodi	Associate Professor, IASMS
Prof. G Krishna Veni	Professor, Garden city College
Prof. P S P Swamy	HOD of Commerce, RBNMS
Prof. Sajini Jacob	Professor. St Annes College
Mr. Narayanan Gopalan	Director, ABC Consultants.
Mr. Shafeeq Ahmed	Marketing Manager, Hindustan Lever Ltd,
Mr. Tabraez Sait	Marketing manager, HP India
Mr. Bharat S Chabbi	Senior CDM, Timkin India
Mr. Pritam Sarkar	Head admissions IIM- B
Mr. Navin C	Assistant Manager NSE
Mr. Mahipal Akula	Registered Member of NSE
Prof. Mr Nagarjun	Trainer, Biocon India Ltd.
Prof. Sairam A	Professor, Bangalore University
Mr. Shripal Jain	Director, K2 Learning solutions
Mr. Josy Peter	Trainer,IBM Global Servies

## 25. Seminars/ Conferences/Workshops organized &amp; the source of funding

S. No	Seminars/ Conferences/Workshops	Date	Source of funding
1	A seminar on the Importance of Entrepreneurship for Staff and students of BBM	10 June 2010	Indian Academy Degree College
2	Discussion program Emerging Trends in Capital Markets.	16 April 2011	
3	A seminar on HRM Evaluation Techniques in collaboration with Timkin India	18 June 2012	
4	A workshop on Best Practices in Higher Education .	27 September 2012	
5.	A seminar on Use of Technology in teaching Method	18 march 2013	
6	Workshop on Investments in Mutual Funds and SIP	27 July 2013	
7	Discussion program Global scenario in tariffs and Quotas- Impact on Indian Trade	04 Nov 2013	
8	A Natinal Seminar on Gender Based Issues In HRM.	08 Feb 2014	

## 26. Student Profile Programme/Course Wise:

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
BBM	2007-10	132	120	94	26	55
	2008-11	157	145	115	30	60
	2009-12	199	188	144	44	62
	2010-13	162	145	109	36	59

## 27. Diversity of Students

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
BBM	2009	64	10	26
	2010	63	11	26
	2011	55	13	32
	2012	64	13	23
	2013	58	13	29

## 28. How many students have cleared National And State Competitive Examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? : 18

### 29. Student progression

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
BBM	2007-10	15	-	-	68	17
	2008-11	15	-	-	84	01
	2009-12	24	-	-	66	02
	2010-13	20	-	-	72	08

### 30. Detail of infrastructure facilities:

Sl.No.	Infrastructure	Details
a	Library	Department Library with E Books, DVDs and Reference Books on Management Subjects
b	Internet facilities for staff & students	Available with Wi Fi
c	Class rooms with ICT facility	Available-6
d	Laboratory	Available – Business Lab

### 31. Number of students receiving financial assistance from College, University, Government or other agencies

- Indian Council for Cultural Relations : 31 Students.
- Government of Karnataka : 51

### 32. Detail on Student Enrichment Programmes (Special lectures / Workshop / Seminars) with external experts.

S.No	Date	Special Lecturer/ workshop/Seminar Topic
1	03-09-2009	A work shop on Stress Management for staff and students
2	10-09-2009	Special Lecture on Prospects in Career Guidance for BBM students
3	18-02-2010	Insight Program and Hands on trading program in Trading in Stock Market Trading
4	21-07-2010	Study Skills and Memory techniques for Students
5	07-04-2011	NCFM Certified Courses for Advanced Learners
6	15-04-2011	Campus to Corporate Presentation Program
7	20-06-2011	Work shop on “How to build positive attitude-“
8	12-07-2011	A Special lecturer on Opportunities for BBM students in Finance field
9	16-08-2011	Practical Approaches in Derivative Markets and shares-Emerging Trends
10	21-01-2012	Seminar on Careers in Management field – Changing trends and Opportunities
11	21-03-2012	Workshop on Life Insurance and its concepts regarding HDFC Life Insurance Products.
12	16-06-2012	Work on Career Guidance and Higher Education for BBM Students.

S.No	Date	Special Lecturer/ workshop/Seminar Topic
13	08-07-2012	Career options and certificate programs in accounting and taxing
14	12-07-2012	Jobs in India , Prerequisites and gateway parameters for job and MBA as a career
15	16-08-2011	Seminar on Derivative Markets and shares and Stock Markets and Influence of FII
16	11-08-2012	Career advancement after UG –Special Reference to Competitive Examinations.
17	21-08-2012	Recent trends Social Entrepreneurship and Opportunities for Young Graduates
18	23-08-2012	Seminar on Role of the cooperative banks in Economic Development.
19	20-07-2013	Workshop on Cultural Sensitization with Global Culture-An Integrated Approach
20	10-08-2013	Seminar Business Environment in Globalised Regime- Changing trends and Challenges for Indian Industry.
21	14-09-2013	Overview of IFRS –Standards Expectations and Corporate Governance
22	05-10-2013	Work shop on Investment Options in equity Markets , Mutual funds and SIP route.
23	09-11-2013	Workshop on Work Life Balance and corporate culture trends and expectations.
25	12-01-2012	Awareness program on Civic Sense issues and its importance .
26	20-02-2012	Workshop Importance of rain water harvesting
28	16-06-2012	Work shop on Career Guidance and Importance of Higher Education
29	12-07-2012	Jobs in India , Prerequisites and gateway parameters for job and MBA as a career
30	13-08-2012	A Seminar on Green Marketing trends and changing scenario
34	12-02-2014	Workshop Importance of Goal setting , Career Path and to Build Positive Attitude
35	21-04-2014	Mock Assessment Test for Competitive Examination
36	08-02-2014	A Seminar on Gender Based Issues in Human resource management
37	25-01-2014	A workshop on Recruitment, Career Development and Progression in Public Sector
38	08-01-2014	A Special Lecture on "Breaking the glass ceiling"

## 33. Teaching methods adopted to improve student learning .

S.No	Teaching Methods Adopted
1	Flipped Classroom Method
2	Self Learning
3	Design Thinking (Case Method):
4	Gamification (Learning through Play)
5	Social Media
6	Free On Line Learning Tools
7	Lecture Method
8	Power Point Presentation Method
9	Group Discussion Method
10	Using IT Enabled Teaching resources.

## 34. Participation in Institutional Social Responsibility (ISR) and Extension

S.No.	Date	ISR Activities
1	02/10/2013	Awareness program on Gandhian principles on Gandhi jayanthi.
2	01/03/2014	Awareness on importance of voting.
3	17/10/2013	Participation In blood Donation Camp
4	18/08/2013	Organizing Free Eye Check Up For Children
5	24/03/2012	Awareness about RTE in the neighbourhood
6	10/07/2012	Computer Literacy Program for Parents.
7	13/08/2012	Participation in Civic sense Movement
8	15/03/2011	Awareness about Hygiene and Drinking water.
9	20/07/2011	Literacy Drive Campaign.
10	15/06/2011	Distribution of Books for Poor Children

## 35. SWOC analysis of the Department And Future Plans :

## Strengths:

- Strong academic discipline
- Initiatives to integrate strong value systems besides academic delivery
- Highly qualified, passionate faculty and adequate support staff
- Active, enthusiastic student community
- Healthy teacher-student ratio & good infrastructure
- Strong mentoring support for students
- Active involvement of alumni in departmental activities
- Active participation of students in NSS & NCC activities contributing to greater community engagement and development of all-round personality

## Weaknesses:

- Poor English comprehension skills among certain student categories
- Lack of effective engagement of faculty in research publications

## Opportunities:

- To initiate & integrate additional, value-added learning in emerging areas that are not part of the curriculum
- Effective engagement of faculty in research
- Enhancement of soft skills among students through well-structured training programs and courses by industry experts
- Emphasis on industry-academia interface

## Challenges:

- Effective utilisation of infrastructural resources
- Competition from many government, grant-in-aid, autonomous, unaided Colleges and deemed Universities within the vicinity of the institution.

## Future Plans:

- Planned utilization of infrastructural resources
- To have structured “Entrepreneurship Development” programme to promote entrepreneurship
- To develop collaboration with industry & academia at National and International levels
- To Publish Periodic News Letter from Management Department
- To Encourage Faculty to register for Ph.D Programs
- To support & encourage faculty to publish research papers in recognized Journals

**DEPARTMENT OF COMPUTER SCIENCE**

1. Name of the Department: Computer Science
2. Year of Establishment: 2000
3. Name of Programmes / Courses offered:
  - Bachelor of Computer Applications(BCA)
  - B.Sc.(Computer Science)
  - PG Diploma in Information Technology Enabled Services

4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
B.Sc. (EMCs)	Mathematics, Electronics, Computer Science.

5. Annual/Semester/Choice Based Credit System (Programme Wise):

BCA: Semester System

B.Sc.(EMCs): Semester System

6. Participation of the Department in the courses offered by other Departments:

Course	Departments
Computer Fundamentals	B.Com
	BBM
	B.Sc. GBcMb. B.Sc. GBcBt, B.Sc. EMCs
	BA Journalism, BA Political Science
Basics of Information Technology	MTA

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	-	-
Associate Professors	3	3
Asst Professors	5	5

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Mrs. Anuradha.P	MCA	Associate Professor	Computer Applications	12 yrs	-
2	Mr. Regis Britto Arokia Raja.K	M.Sc (C.Sc)	Associate Professor	Computer Science	12 yrs	-
3	Mrs. Srividhya.V	MCA	Associate Professor	Computer Science	11 yrs	-
4	Mr. Dileep Mohan	MCA	Assistant Professor	Computer Science	6 yrs	-
5	Mrs. Tejaswi	M.Sc (C.Sc)	Assistant Professor	Computer Science	6 yrs	-
6	Mrs. Veena	M.E.	Assistant Professor	Computer Science	2.5 yrs	-
7	Mrs. Sagarika Bakshi	M.Tech	Assistant Professor	Computer Science	2yrs	-
8	Mrs. Anupama Deo	M.Tech	Assistant Professor	Computer Science	2yrs	-

11. List of Senior Visiting Faculty

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Sl. No	Name
1	Dr. Prakash
2	Prof. Prashanth
3	Mr. Debashish
4	Mr. Satish Kumar
5	Ms. Divya
6	Mr. Parameshwar
7	Mr. Saadiq

12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty:

Nil

13. Student- Teacher Ratio

BCA : 40 : 1

B.Sc. : 5 : 1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	2	2
Administrative	1	1



15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Anuradha.P	MCA
2	Regis Britto Arokia Raja.K	M.Sc (C.Sc)
3	Srividhya.V	MCA
4	Dileep Mohan	MCA
5	Tejaswi	M.Sc (C.Sc)
6	Veena	M.E.
7	Sagarika Bakshi	M.Tech
8	Anupama Deo	M.Tech

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received : Nil

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received : Nil

18. Research Centre /Facility Recognized by the University : Nil

19. Publications

Number of papers published in peer journals(National/Inter- National) by faculty : Nil

20. Areas of consultancy and income generated Nil

21. Faculty as members in

- a) National committees Nil
- b) International Committees Nil
- c) Editorial Boards: Nil

22. Student projects

- a) Percentage of students who have done in-house projects including inter departmental/ programme 100%
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies.20%

## 23. Awards/Recognitions received by faculty and students:

Student Name	Award/Recognition	Awarding Body
Mr. Dibesh Mansingh and Mr. Charan	First prize in the quiz competition held in Kristu Jayanti college in March 2012	Kristu Jayanti college
Mr. Suraj Kumar and Mr. Muzzamil	First prize in the Paper Presentation competition held in Kristu Jayanti college in March 2012	Kristu Jayanti college
Mr. Issac Dominic and Mr. Edward Felix	First prize in the treasure hunt competition held in Kristu Jayanti college in March 2012	Kristu Jayanti college
Mr. Issac Dominic.A	The best outgoing student of the year 2012 and best NSS volunteer award in 2012	Indian Academy Degree College
Ms.Pooja	Best NCC Cadet award in 2012-13	Indian Academy Degree College
BCA team -students of 2010 batch	Runner ups in the intercollegiate cricket match held at MSRIT during February 2013, for Computer Science students	MSRIT, Bangalore
Mr. Nicholson and Mr. Dikshit	Second prize in the video making competition held in Kristu Jayanti college in February 2014	Kristu Jayanti college

## 24. List of eminent academicians and scientists / visitors to the department:

Eminent Academician/Scientist	Institute
Mr.Ankit Fadia	Cyber Security Expert
Mr. Patrick Pitchappa	Vice President, Goldman Sachs
Mr. Satish Gidugu	CTO, Medi Assist Health Care Pvt. Ltd
Mr. Ajith Mathew George	Director-Projects, Sysfore Technologies Pvt. Ltd
Mr. Vinod kumar.T	GM – HR (L&D), IBM India Pvt. Ltd
Dr. Balaji. M.S	Head HR, Siemens India
Ms.Savitha Gowda	ISEA- convener, CDAC
Dr. Muralidhara .B.L	Associate Professor, Dept. of MCA, Bangalore University
Dr. Manjaiah .D.H	Professor & Chairman BOS, Dept of Computer Science, Mangalore University
Dr. G. Prakash	Head CSI (Bangalore Chapter), Evangelist in EMC2, Vice Principal and HOD of Computer science in EPCET, Bangalore
Mr. Vimal	Consultant, Wipro Technologies
Mr. Girish	Senior Manager, Huawei Technologies
Mr. Sajith	Project Manager, Patni software solutions
Mr.Krishna Reddy	SoftwareEngineer, Adobe Systems
Mr. Shukla	Technical Consultant for Sun Microsystems

**25. Seminars/ Conferences/Workshops organized & the source of funding:**

S. No	Seminars/ Conferences/Workshops	Date	Source of funding
1	A national seminar on “Research Trends in Information Technology” was organized by the Dept of Computer Science on 15th March 2014.	15/3/2014	Indian Academy Degree College

**26. Student profile programme/course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass per- centage
				M	F	
BCA	2007-10	120	80	52	28	39
	2008-11	160	131	94	37	66
	2009-12	164	99	87	12	52
	2010-13	164	152	117	35	52

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
BCA	2009	58	7	35
	2010	58	6	36
	2011	32	10	58
	2012	60	5	35
	2013	47	6	47

**28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ?**

1 student

**29. Student progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
BCA	2007-10	63	-	-	36	1
	2008-11	65	-	-	32	1
	2009-12	63	-	-	32	5
	2010-13	61	-	-	37	2

## 30. Detail of infrastructure facilities:

Sl.No.	Infrastructure	Details
a	Library	There are 2180 computer books in the College Library. Also, the department maintains a small library for BCA students and staff usage.
b	Internet Facilities for Staff and Students	Wi-Fi facility is available in the campus. Also, LAN facility is available in all the systems in the computer lab for students as well as in the faculty room for efficient usage of information
c	Class room with ICT facility	Laptops and projectors are used as part of the teaching aid. In computer Lab, system communication software is used by faculty members for program demonstrations and to play subject related videos to students.
d	Laboratories	The computer Lab is fully air conditioned and consists of 105 systems. The practical sessions are conducted in such a way that each student gets hands on practice in the system (1:1).

31. Number of students receiving financial assistance from College, University, Government or other agencies. : 61 from government of Karnataka 6 students from college (Scholarships)

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts. Special Lectures:

S.No	Date	Special Lecturer/ workshop/Seminar Topic
1	7/2/09	Networks and Ethical Hacking by Mr.Julian, Mr.Alwin, Inter Networkz ltd
2	21/3/09	Introduction to free software, Linux Administration by Mr.Karthik, Mr.Sreejith, Free Software Movement Karnataka(FSMK)
3	1/8/2009	Linux administration by Mr.SathyaNarayan, Mr.Bhaskar, IIHT Ltd
4	12/9/2009	Cold Fusion, Flex and AIR technologies by Mr.Krishna Reddy, Adobe systems
5	31/10/2009	Solaris and VMS by Mr. Shukla, Technical Consultant for Sun Microsystems
6	6/2/2010	Software Testing by Mr. Ajay Tirumalesh, Infosense Ltd
7	30/7/2010	Multimedia and Animation by Mr.Samuel Sikander, Arena Multimedia
8	17/9/2010	Evolution of Software Architecture by Mr.Nanda Kumar, EveronnKompass
9	4/3/2011	Careers in digital media by Mr.David, ICAT (Image College of Arts, Animation & Technology)

S.No	Date	Special Lecturer/ workshop/Seminar Topic
10	11/3/2011	Careers in Information Technology by Mr.John Baptist, Cegonsoft Pvt.Ltd
11	16/7/2011	Software Engineering by Mr. Sajith, Patni Systems
12	26/8/2011	Open source technologies and Python by Mr.PremSagar, Cegonsoft Pvt Ltd
13	17/1/2012	Cloud Computing by Mr. Mohammed Saddiq, Aptech Ltd
14	21/1/2012	SDP Architecture and history by Mr. Girish, Huawei Technologies
15	7/2/2012	Careers Abroad by Mr. Suresh Chandran, WWICS
16	11/7/2012	Ethical Hacking, Robotics by Mr.Dennis , Appin Technology Lab
17	25/7/2012	Storage Area Networks by Mr.Vaquar Ahmed, Jetking Institute
18	15/7/2012	Android OS by Mr.Arun, Mr.Nithin kumar , Lehrer India
19	22/1/2013	Applications of cloud computing and Job opportunities by Mr.Vaquar Ahmed , Jetking Institute
20	29/1/2013	PHP –today & Tomorrow by Mr.Umesh ,NIIT Institute, Banaswadi
21	5/3/13	High Tech Training – J2EE, PHP, Android by Ms.Pushpha, Innobuzz Ltd
22	19/7/2013	Ethical Hacking and Cyber Security by Mr.Ankit Fadia , cyber security expert
23	10/9/13	Android overview and building an App by Ms. Anitha, eSquare Info Solutions
24	21/1/14	Role of Data Base Administrator by Ms.Sunitha Pratthipatti, Oracle certified trainer, NIIT ltd
25	23/1/14	Big Data and Hadoop by Mr.Prinshsu Verma, trainer Softtech Solutions
26	11/2/14	Virtualization and Cloud computing by Mr.Amit, cloud Professional, trainer IIHT
27	26/2/14	Information Security Education and Awareness by Ms.Savitha Gowda, ISEA Convener, CDAC

**Value added Program:**

In order to bridge the gap between Industry and Academia, a value added program is conducted every year for final year BCA students.

S.No	Date/ period	Value added course
1	February 2014 - April 2014	DOTNET (C++, .Net, ASP.Net) using VS 2013, conducted by Aptech Ltd
2	January 2013 - April 2013	DOTNET training and Intro to Win APP development using VS 2012, conducted by Aptech Computer Education Ltd
3	January 2012 - April 2012	DOTNET( C++, .Net, ASP.net) using VS 2008, conducted by Cegonsoft Pvt. Ltd
4	January 2011 - April 2011	DOTNET training ( C++, .Net, VB.net, ASP.net) using VS 2008 conducted by Cegonsoft Pvt.Ltd
5	January 2010 - April 2010	DOTNET (C++, .Net, ASP.Net) using VS 2005, conducted by Mentors Institute

**Workshop/ Seminar:**

S.No	Date/ period	Value added course
1	7/3/ 2014	An online workshop on 'LINUX' conducted by IITB (As part of National Mission on Education through ICT) organized for IV sem BCA students (Workshop code : 8063)
2	26/2/14	Ms.Savitha Gowda, ISEA- convener, CDAC, conducted a workshop on "Information Security Education and Awareness" for all BCA students.
3	3/2/2014	An online workshop on 'PHP and MYSQL' conducted by IITB (As part of National Mission on Education through ICT) was organized for final year BCA students ( Workshop code : 6559).
4	23/9/2013-25/9/2013	A three day workshop on "Ethical Hacking" was organized in association with Java Systems for final year BCA and B.Sc (EMC) students.
5	18/9/2013	Selected students of BCA (2011, 2012, 2013 batches) were sent to Aptech Ltd to attend a virtual seminar by Microsoft on Windows App Development
6	25/3/2013 - 27/3/2013	BCA students of 2010 and 2011 batch had attended a workshop on "Robotics" conducted by Dept. of Electronics, IADC
7	18/2/2011- 19/2/2011	BCA students of 2008 and 2009 batch had attended a 2-day National seminar on 'ROBOTICS' conducted by Presidency College

**Symposium:**

- 1) A technical symposium was conducted for all BCA students on 19/10/2013. The speakers were:
  - Mr. Vinod kumar.T, GM – HR (L&D), IBM India Pvt. Ltd
  - Dr. G. Prakash, Head CSI (Bangalore Chapter), Evangelist in EMC2, HOD of Computer science in EPCET
  - Mr. Suraj Kumar, Software Tester, Subex
- 2) A symposium on “Current trends in IT” was organized on 23rd March 2013. All BCA students of 2010, 2011 and 2012 batches had attended the symposium. The Speakers were:
  - Mr. Patrick Pitchappa, Vice President, Goldman Sachs
  - Dr. Muralidhara .B.L, Associate Professor, Dept. of MCA, Bangalore University
  - Dr. Balaji. M.S, Head HR, Siemens India
  - Mr. Vimal, Consultant, Wipro Technologies.

The students of BCA were enlightened on listening to their talks.

**Computer Club:**

- Computer Club activities like Problem solving competition, Aptitude quiz, Technical quiz and Paper Presentation are conducted every week. The Club provides a platform for students to exhibit their technical skills, motivates team building and helps students to acquire leadership skills

**Career Guidance:**

- Mr. Jawad and Mr.Mohammed Saif our alumni students (BCA 2008 batch) had oriented final year BCA students (2010 batch) on Careers in IT industry on 16th March 2013.
- Mr. Issac Dominic, our alumni student (BCA 2009 batch) had given guidance on how to prepare for IT interviews and importance of maintaining moral and ethical values in IT industry, for final year BCA students (2011 batch) , on 8th October 2013.

**Industrial Visit:**

- Every year (from the year 2009 onwards) final year BCA students are taken to Infosys, Electronic city, Bangalore to attend ‘SPARK’ program which aimed at raising the aspiration levels of students.

**Soft Skills Training:**

- Soft Skills training program was organized for final year BCA students (2009 batch) with the assistance of Deccan Herald Pvt. Ltd. The following are the details of the workshops done:

Date	Topic	Soft Skills Trainer
30/7/2011	Attitude & Professional Growth	Mrs. Shubha
8/8/2011	Leadership Skills	Mrs. Bindu
13/8/2011	Group Dynamics	Mrs. Lalitha Appachu
18/1/2012	Time Management	Mr. Deepak Justin
25/1/2012	Introduction to Corporate Etiquettes	Mrs. Lalitha Appachu

- A training program in soft skills was conducted as part of the Indian Academy Finishing School program for final year BCA students (2010 batch) during March 2013.
- A training program in soft skills was conducted as part of the Indian Academy Centre for Professional Excellence for final year BCA students (2011 batch) during March 2014.

### 33. Teaching methods adopted to improve student learning

S.No	Teaching Methods Adopted
1	PowerPoint Presentations and videos related to the subject are used by faculty members in classroom teaching.
2	The “Old is Gold” chalk and talk method is also practiced to teach computer programming papers
3	Group assignments are given for building up team work.
4	Paper Presentations in various topics are allotted to students to increase their self confidence and subject knowledge.
5	Cloud technology is used to share notes and documents with students. This in turn makes students get acquainted with the latest technology.
6	Virtual Labs are used as an additional tool to make students grasp the concepts easily through animated demonstrations and also to do self evaluation.
7	Analytical questions are given to fast learners and Remedial classes are conducted for slow learners.

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S.No.	Date	ISR Activities
1	13/1/ 2009	All faculty members of the computer science department had been to the Govt. school in Malur, which is adopted by our institution, for the inauguration of sanitation and water facilities in the school (provided by our institution).
2	2/10/ 2012	All faculty members and students went on a procession in Malur, to spread Gandhian values.
3	2/10/ 2013	All faculty members and students went on a procession in Devanahalli, to spread Gandhian values
4	20/1/14 - 25/1/14	BCA students conducted one week Computer Literacy program for Hennur Model Higher Primary School students.
5	1/2/2014	BCA students donated towards purchase of headphones to blind people of ‘Snehadeep trust for the disabled’ for educational purpose.



## 35. SWOC analysis of the department and Future plans:

## Strengths:

- An excellent Computer Lab with full time internet facility
- Dedicated faculty members who take interest in both teaching and mentoring
- Strong Industry interface
- Well-networked alumni who take interest in Career guidance for students and also in extension activities of the Institution
- Top quality campus placement assistance and competency building initiatives
- Ample academic autonomy given by the Management to plan and conduct value-added programmes, faculty development activities and other student support initiatives
- Adequate financial support in the form of pre-approved budgets that aid effective planning of additional activities
- Strong student enrolments and healthy diversity among students

## Weaknesses:

- Attrition among young female faculty members

## Opportunities:

- The dynamic nature of the field of computer applications creates scope for learning opportunities in emerging areas
- The introduction of campus wi-fi facilities, digital library facilities have created additional learning opportunities in the form of free courseware and online resources offered by popular websites and Universities
- Strong academic performance and student progression in the UG programs provides scope for the introduction of PG programs
- Proximity to technology parks and business parks (Manyata Technology Park, International Technology park etc) has created opportunities for greater industry interface
- Encouragement by management in the form of incentives to faculties in order to publish papers, sponsoring to attend conferences and workshops.

## Challenges:

- Frequent updation of knowledge of new software / technology to be done by faculty members in order to cope up with the trends of the fast changing IT field.
- Teaching to diverse students of different learning capabilities is challenging, as there are more number of foreign students in the dept.

## Future Plans:

- To conduct more number of online workshops and soft skills courses for the students
- Organize workshops for Faculty members.
- Planning to commence M.Sc Computer Science course
- Encourage faculty members to publish papers in national and international journals
- Structured performance appraisal mechanisms and strong rewards and recognitions initiatives to retain talent

**DEPARTMENT OF ENGLISH**

1. Name of the Department: English
2. Year of Establishment: 1994
3. Name of Programmes / Courses offered: B.A (Optional English/ Psychology/ Journalism)  
B.A (Optional English/Political Science/ Journalism)
4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
B.A. (Optional English/Journalism/Psychology)	Humanities
B.A. (Optional English/Journalism/Political Science)	Humanities
B.A.(Tourism/ History/Journalism)	Humanities, Tourism

5. Annual/Semester/Choice Based Credit System (Programme Wise): Semester
6. Participation of the Department in the courses offered by other Departments:

Course	Departments
B.Com - General English & Additional English	Commerce
B.B.M- General English & Additional English	Management
B.C.A- General English & Additional English	Computer science
B.Sc. - General English & Additional English	Genetics, Biochemistry, Biotechnology
B.Sc.- General English & Additional English	Genetics, Biochemistry, Microbiology
B.Sc.- General English & Additional English	Chemistry, Zoology, Biotechnology
B.Sc.- General English & Additional English	Chemistry, Zoology ,Microbiology
B.Sc.- General English & Additional English	Physics, Mathematics, Computer Science
B.Sc.- General English & Additional English	Statistics, Mathematics, Computer Science
B.Sc.- General English & Additional English	Electronics, Mathematics, Computer Science
B.A.- General English, Additional English& Optional English	Humanities
B.A.- General English& Additional English	Humanities
B.A.- General English& Additional English	Humanities, Tourism
M.T.A. General English& Additional English -	Tourism

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil

### 9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	03	03
Associate Professors	02	02
Asst Professors	04	04

### 10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Prof. Geetha Ravi. M	MA,M. Phil, PGDE, PGCET(CIEFL) (Ph. D)	Professor	English Literature	23	-
2	Dr.Babitha Das.	M.A. Ph. D	Professor	English Literature	21	-
3	Mrs.Leena Fernandes	MA, B.Ed., MA (History)	Associate Professor	English Literature	18	-
4	Mrs. Jeyalaksmi Srinivasa	MA, M. Ed, PGDJ	Associate Professor	English Literature	10	-
5	Mrs. Babeena Yousef	MA, M.Phil.	Asst. Prof.	English Literature	08	-
6	Mrs.Lisha Nilesh	MA, B.Ed., PGDJ	Asst. Prof.	English Literature	09	-
7	Mrs.Liji Suresh	MA, B. Ed,	Asst. Prof.	English Literature	09	-
8	Mrs.Meena Kumari	M.A.	Asst. Prof	English Literature	08	-

### 11. List of Senior Visiting Faculty 02

### 12. Percentage of Lectures Delivered And Practical Classes Handled (Programme Wise) By Temporary Faculty Nil

### 13. Student- Teacher Ratio : 30:1

### 14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	Nil	Nil
Administrative	1	1

## 15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Prof. Geetha Ravi.M	M.A. M. Phil., PGDE & PGCTE(CIEFL), (Ph. D)
2	Prof. Babitha Das	M.A. Ph.D
3	Mrs. Babeena Yousuf	M.A. M. Phil
4	Mrs. Leena Fernandes	MA. B.Ed., MA (His)
5	Mrs. Jeyalakshmi Srinivasa	MA. M.Ed., PGDJ
6	Mrs. Lisha Nilesh	MA. B.Ed., PGDJ
7	Mrs. Liji Suresh	MA. B. Ed
8	Mrs. Meena Kumari	M.A.

## 16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received : Nil

## 17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received

Sl. No.	Name of the Faculty Member	Project	Funding Agency	Value in Rs.
1	Prof. Geetha Ravi Mrs. Lisha Nilesh	Language proficiency among B.Com. students	Indian Academy Degree College	5000
2	Mrs. Liji Suresh Mrs. Babeena	Language proficiency among B.B.M. students		3000
3	Mrs. Leena Fernandes Mrs. Liji Suresh	Language proficiency among B.C.A & B.Sc. students		5000
4	Mrs. Jeyalakshmi Mrs. Meena Kumari	Language proficiency & Writing Skills among B.A. students		3000
5	Prof. Geetha Ravi Mrs. Leena Fernandes	proficiency in Communication Skills among PG students		5000

## 18. Research Centre /Facility Recognized by the University Nil

## 19. Publications

Optional English Text books for  
Bangalore University ISBN (978-93-  
82880-19-6) ( 978-93-83842-00-1)

## 20. Areas of consultancy and income generated

Nil

21. Faculty as members in

a) National committees

Prof. Geetha Ravi	P F A- People for Animals Bangalore English Teachers Association
Mrs. Leena Fernandes	OTG- Organic Terrace Gardening PFA – People for Animals Bangalore English Teachers Association
Mrs Jeyalaksmi Srinivasa	Bangalore English Teachers Association
Mrs.Liji Suresh	Bangalore English Teachers Association
Mrs.Lisha Nilesh	Bangalore English Teachers Association

b) International Committees

Prof. Geetha Ravi	ELT professionals around the world English language and Literature -World Wide group English Teachers Group- World Wide group ESOL Guest member New York Library English Central Cambridge English Language Assessment Forum
Mrs. Leena Fernandes	Sylvia Plath's Forum- World Wide group
Mrs. Jeyalakshmi Srinivasa	The Climate Project- org.- Al Gore's ELT professionals around the world.

c) Editorial Boards:

Prof. Geetha Ravi	Optional EnglishText book committee – Bangalore University Panel of MTA integrated students – BU
Mrs. Leena Fernandes	Panel of MTA integrated students – BU
Mrs. Jeyalakshmi Srinivasa	Panel of MTA integrated students – BU

22. Student projects

- Percentage of students who have done in-house projects including inter departmental/programme- 50%
- Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies.- 50%

## 23. Awards/Recognitions received by faculty and students:

Faculty/Student	Award / Recognition	Awarding Body
Prof. Geetha Ravi	Invited to design & develop a curriculum of Optional English for BA Course.	Bangalore University
	Invited to chair a technical session in an International seminar – ENCONF-13	Garden City College, Bangalore
	Invited to chair a technical session in an International seminar – ENCONF-14	Garden City College, Bangalore
	Invited as a member of jury for Judging Tableau on Literature.	St. Anne's College
	Invited as a member of Jury literature festival.	CMR College
Mrs. Leena Fernandes	Invited as a jury for students paper presentation and seminar.	St. Claret College
Mr Namgyel	Invited to participate in an International Conference on Global Warming	TERI, New Delhi

## 24. List of eminent academicians and scientists / visitors to the department:

Eminent Academician/ Scientist	Institute
Prof Narayanan	Translator and Professor at Kongadiappa college, Doddaballapur
Dr.Sheshagiri	Corporate Consultant, Member NAAC, Professor, Maharani's Government college, Bangalore
Dr.Manu Chakravarthy	National award winner, Film Script writer and Analyst & Professor ,SSMRV College, Bangalore.
Dr. Sridhara	National law college, Bangalore
Dr.Yoganda Rao,	Environmentalism, working on Tiger Project & Professor St.Claret College, Bangalore.
Mr Jaysimha	Famous Magician and corporate consultant

**25. Seminars/ Conferences/Workshops organized & the source of funding:**

S. No	Seminars/ Conferences/Workshops	Date	Source of funding
1	2 day workshop on Transactional Analysis for the teachers of IAGI	7th & 8th June 2012	Indian Academy Degree College
2	Symposium on Mahatma and a poet	26th March 2013	
3	Workshop on mentoring for the faculty of IADC	13th Jan 2014	

**26. Student profile programme/course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
B.A (Optional English)	2007-10	14	7	6	1	100
	2009-12	31	21	5	16	95
	2010-13	19	19	13	6	94

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
B.A	2010	29	43	28
	2011	29	58	13
	2012	52	35	13
	2013	18	65	17
	2014	45	40	15

**28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ?**

30 students representing different courses

**29. Student progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.A	2007-10	100			0	
	2008-11	20			80	
	2009-12	20			75	
	2010-13	16			73	

## 30. Detail of infrastructure facilities:

Sl.No.	Infrastructure	Details
a	Library	Yes Collection of Subject related CDs and Departmental Library, Classical movies,
b	Internet Facilities for Staff and Students	Yes (Wi-Fi)
c	Class room with ICT facility	Yes
d	Laboratories	Yes. Language lab with 20 computers with words worth software.

31. Number of students receiving financial assistance from College, University, Government or other agencies. : Karnataka Govt Scholarship 16

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special Lecturer/ workshop/Seminar Topic
1	4 April 2008	‘Communication Techniques’
2	30 April 2009	‘Literature in the present day context’
3	24 February 2011	‘Tips to overcome the problems in the interview’
4	6 June 2011	‘Indian English Writers -Contemporary’
5	25 June 2011	‘Reporting and Freelance’
6	9 July 2011	‘Communication and Interview Skills’
7	27 July 2011	‘Public Speaking’
8	28 July 2011	‘Thought process Engineering’
9	9 January 2012	‘Report writing’
10	28 January 2012	‘Advertising and Culture’
11	1 February 2012	‘Mind and Attitude’
12	1 March 2012	‘Body Language and Communication’
13	28 February 2013	‘Women issues and women writings’
14	7 March 2013	‘Why study Literature ?’
15	27 September 2013	‘Coping with Examination Stress’
16	9 October 2013	‘Time Management’
17	28 March 2011	Mrs Jeyalaksmi Srinivasa attended a workshop on ‘Initiating English Bridge Course’ conducted by Bangalore University.
18	22 July 2011	Mrs Geetha Ravi & Mrs Leena Fernandes attended the National Seminar on 22 July 2011 at KLE College on “ Diaspora on Societies : New Lamps for old”
19	7 August 2011	Mrs Geetha Ravi attended a Workshop at MLA College, on ‘Text Book and Grammar’, III Sem & I Sem. General English.



S.No	Date	Special Lecturer/ workshop/Seminar Topic
20	27 January 2012	Mrs. Geetha Ravi presented a paper in a International seminar on 'Priceless resistance in the name of Survival'
21	15 May 2012	Prof. Devaraju presented a paper on Sri Kanakadasa's contributions to kannada literature in Delhi on 15 may 2012
22	20 July 2012	State level one day seminar – “ New Frontiers in Teaching –Learning experiences” Prof Geetha Ravi participated
23	January 2012	2 Students presented papers on two novelists at the seminar held at St. Claret College on January 2012.
24	7&8 June 2012	Conducted Two day workshop on Transactional Analysis For faculty of IADC
25	29 & 30 Jan 2013	Six Students of BA participated in the National seminar on “ELT-English language in higher education” exploring learner – approaches. Held at Christ University
26	30 Jan 2013	Mrs. Geetha Ravi and Mrs. Leena Fernandes participated in the National Conference on “ American literature – reinforcing Acquaintes” seminars held at St Claret College.
27	8 Feb 2013	Mrs. Jeyalakshmi Srinivasa participated and presented a paper in National seminar on “Transition in Indian English writing”
28	7& 8 Feb 2013	2 day national seminar on “ Building an inclusive society” role of youth. 8 students of different streams were encouraged to participate on At St Joseph college of Commerce
29	22&23 March 2013	Literary articulations and non literary intervention conducted at GCC Mrs. Geetha Ravi presented a paper on and Chaired a session on Triumvirate forces of caste class and gender. Oppression at various levels in the works of Mahaswetha Devi, in an international conference ENGLONF-2013 on post modernism and progressive India
30	21& 22 Oct 2013	Workshop on optional English text held at Seshadripuram college, was attended by Mrs. Geetha Ravi.
31	7 & 8 Feb 2014	ENCONF 2014: an international conference on “ Post Colonial voices in south asian literature and cinema”- Mrs. Geetha Ravi, presented an chaired a technical session on “ post colonial South Asian identity” conducted at GCC

S.No	Date	Special Lecturer/ workshop/Seminar Topic
32	29 March 2014	35 students of B.A were sent along with a course co ordinator Mrs. Jeyalakshmi Srinivasa to a theatre festival at KJC.
33	21 March 2014	32 B.A students attended a one day symposium on “post colonialism after theory revisiting Chinua Achebe”. Along with Mrs.Geetha Ravi at St Claret College.
34	13 January 2013	One day Workshop on Mentoring for Faculty of Indian Academy Degree College .
35	25 April 2014	25 students visit to NGMA with final B.A students to view the works of Amritha Sher Ghil with Mrs. Geetha Ravi.

### 33. Teaching methods adopted to improve student learning-

S.No	Teaching Methods Adopted
1	Black Board Teaching
2	Using Multi Media
3	Assignments
4	Enacting the play
5	Street play
6	Alumni Interaction
7	Flipped Classroom
8	Group Analysis
9	Group Discussions
10	Critical Analysis
11	Movies
12	Role plays
13	Audio Presentations
14	Visits to Galleries
15	Debates
16	Participation in the seminars & conferences
17	Participating in Film Festivals
18	Lectures by students
19	Mock Interviews
20	Webinars
21	Guest Lectures

## 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S.No.	Date	ISR Activities
1	2 October 2012	Gandhi jayanthi rally in Malur village
2	29 Nov 2012	2 Faculties participated in the NSS camps to educate the students on Values in Life at School in Sompura..
3	2 October 2013	Rally during Gandhi Jayanthi, Govt Higher Primary School, Devanahalli Village
4	Nov 3 2013 to 18 November 2013	English classes for Govt Higher primary school, Hennur Village
5	16 January 2014 to 12 Feb 2014	English classes for Govt Higher primary school, Hennur Village

## 35. SWOC analysis of the department and Future plans:

## Strengths:

- Strong academic discipline
- Focus on personality development & value systems besides academic development
- Presence of highly qualified faculty; minimal attrition
- Active participation of faculty in extension activities and co-curricular development of students
- Presence of language laboratory with adequate computers to promote English proficiency among students, especially International students
- Strong involvement with alumni in student support initiatives and extension activities.

## Weaknesses:

- Inadequate time available to build English proficiency and comprehension skills among students who are coming from non-english speaking countries

## Opportunities:

- The presence of many MNCs and BPOs in and around Bangalore has created greater employment opportunities for graduates with strong English speaking skills.
- Strengthening the activities of the English department has led to greater enrolments of students from non-English speaking countries
- Greater scope for the introduction of an M.A. in English Literature

## Challenges:

- Building English proficiency in a highly diverse student community is a continuing challenge
- The development of English speaking skills along with academic comprehension for the international students who are drawn from non-english-speaking countries

## Future Plans:

- To introduce a Post—graduate course in English
- Customised English proficiency courses to suit different needs of students
- To enable faculty to acquire Ph.Ds and enhance career advancement
- To integrate innovative use of ICT in teaching languages

**DEPARTMENT OF GENETICS**

1. Name of the Department: Genetics
2. Year of Establishment: UG : 2000 PG:2003
3. Name of Programmes / Courses offered:
  - B.Sc. (Genetics/Biochemistry/ Biotechnology)
  - B.Sc. (Genetics/Biochemistry/ Microbiology)
  - M.Sc. Applied Genetics
4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
B.Sc. (Genetics/Biochemistry/ Biotechnology)	Biochemistry, Biotechnology
B.Sc. (Genetics/Biochemistry/ Microbiology)	Biochemistry, Microbiology

5. Annual/Semester/Choice Based Credit System (Programme Wise):

B.Sc. : Semester

M.Sc. : Semester

6. Participation of the Department in the courses offered by other Departments:

Course	Departments
Biochemical Genetics	Biochemistry
Environmental Science	Commerce (UG)
Environmental Science	Computer Science
Genetics	Nursing
Genetics and Cell Biology	Zoology

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors		
Associate Professors	1	1
Asst Professors	2	2

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Mrs. Deepa B. M.	M.Sc., M.Phil	HOD	Applied Genetics	13	Nil
2	Mrs. Shubha Bhadrar	M.Sc., M.Phil	Asst. Prof	Zoology	8	Nil
3	Mrs. Vanitha	M.Sc., M.Phil., B.Ed	Asst. Prof	Zoology	8	Nil

11. List of Senior Visiting Faculty  
 1 Dr. Harini  
 2 Dr. Chetan  
 3 Dr. Preetha
12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty : Nil
13. Student- Teacher Ratio : UG 35:1; PG 5:1
14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	1	1
Administrative	1	1

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Mrs. Deepa B. M.	M.Sc., M.Phil. (Ph.D)
2	Mrs. Shubha Bhadrar	M.Sc., M.Phil (Ph.D)
3	Mrs. Vanitha	M.Sc., M.Phil., B.Ed (Ph.D)

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received 02
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received

Sl. No.	Name	Topic	Total Grant	Funded By
1	Mrs. Vanitha( PI)	Phytoremediation of mercury contaminated soil at HUL(HLL) site in Kodaikanal, TN., India	Rs 75,000/-	UGC
2	Mrs. Deepa B. M. (Co-PI)	Designing effective and economical biosensors as probes to detect pollutants in water and horticultural products	Rs 1,90,000/-	UGC

18. Research Centre /Facility Recognized by the University  
 Applied to Bangalore University

## 19 Publications

Number of papers published in peer journals(National/Inter- National) by faculty

Name of the Authors	(a)Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database-International Social Sciences Directory, EBSCO host, etc)	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Deepa B. M.Jyaprakash and Bhavani	Major and Minor Ampullate silk gland proteins of Nephila pilipes from Karnataka. 2012. CIBtech Journal of Biotechnology, 2 (1): 6-8	Google Scholar	-
Deepa B. M. and Jayaprakash	Comparative analysis of Haemocyanin protein concentration of the funnel web spider Hippasa agelenoides and orb web spider Argiope anasuja from Karnataka. 2012.Indian Journal of Fundamental and Applied life Sciences, 2(2): 138-140	Index Copernicus	-
Vanitha and Shanmugavelu	Hydrochemical Assessment of Vaigai River water in India. 2012. International Journal of Environmental sciences, 2(4): 2232-2238	Indexed	0.19

20. Areas of consultancy and income generated:

Nil

21. Faculty as members in

a) National committees

Nil

b) International Committees

Nil

c) Editorial Boards:

Nil

22. Student projects

a) Percentage of students who have done in-house projects including inter departmental/programme: B.Sc. 100%

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies.: M.Sc., 50%

**23. Awards/Recognitions received by faculty and students:**

Sl.No	Name	Awards/Recognition
1	Mrs. Sonia	Secured 2nd rank in the Bangalore University PG examination June 2012
2	Mr. Lanuyanger	Secured 5th rank in the Bangalore University PG examination June 2012
3	Mr. Sayan Paul	Secured 2nd Rank in the Bangalore University PG examination June 2013

**24. List of eminent academicians and scientists / visitors to the department:**

Eminent Academician/ Scientist	Institute
Dr. Harini	Dept. of Zoology, Bangalore University
Dr. Preetha	St. John's Medical College
Dr. Chetan	NIMHANS
Prof. Dr. Joshi	Prof. Dept. of Zoology, Dharwad University
Prof. Dr. Ananthanarayana	Dept. of Sericulture/Life sciences, Bangalore University
Prof. Dr. Mehaboob Basha	Dept of Zoology, Bangalore University

**25. Seminars/ Conferences/Workshops organized & the source of funding:**

S. No	Seminars/Conferences/workshops	Date	Source of funding
1	Confluence 2009	3-4 March 2009	Indian Academy Degree College
2	Confluence 2010	10 April 2010	
3	Conference on recent trends in Genomics and Proteomics	26 -27 May 2011	
4	Workshop on "Spectro Photometry"	24 August 2011	
5	Workshop on " Clinical Cytogenetics"	11 - 16 June 2012	
6	Workshop on "Gene cloning and PCR"	8 - 9 March 2013	
7	Workshop on "Dermatoglyphics"	25 September 2013	
8	Workshop on "Bioinformatics"	19 March 2014	

## 26. Student profile programme/course wise:

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass per- centage
				M	F	
B.Sc. (Genetics)	2007-10	45	40	14	26	97
	2008-11	32	27	09	18	96
	2009-12	43	43	14	29	95
	2010-13	38	38	14	24	99
M.Sc., (Applied Genetics)	2007-09	7	7	1	6	100
	2008-10	7	7	1	6	100
	2009-11	4	4	2	2	100
	2010-12	5	5	2	3	80
	2011-13	11	11	8	3	72

## 27. Diversity of Students

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
B.Sc. Genetics	2009	36	9	55
	2010	22	25	53
	2011	27	10	63
	2012	38	16	46
	2013	65	24	11
M.Sc. Applied Genetics	2009	28	28	44
	2010	Nil	50	50
	2011	Nil	60	40
	2012	Nil	46	54
	2013	Nil	10	90

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? Nil

## 29. Student progression

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. Biotechnology	2007-10	90	-	-	10	-
	2008-11	74	-	-	26	-
	2009-12	89	-	-	11	-
	2010-13	79	-	-	21	-
M.Sc. Biotechnology	2008-10	-	-	29	-	71-SE
	2009-11	-	-	25	-	75-SE
	2010-12	-	-	40	-	60-SE
	2011-13	-	-	18	-	60-SE



**30. Detail of infrastructure facilities:**

Sl.No.	Infrastructure	Details
a	Library	Available - 30 books and 50 E books
b	Internet Facilities for Staff and Students	Available - Wifi
c	Class room with ICT facility	Available-2
d	Laboratories	Available-2

31. Number of students receiving financial assistance from College, University, Government or other agencies. : Karnataka Govt Scholarship 06

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special Lecturer/ workshop/Seminar Topic
1	3-4 March 2009	Confluence: Seminar on Life sciences
2	10 April 2010	Confluence 2010: Lecture series on Science and Academia-Industry Interaction.
3	24 August 2010	Invited talk on “Cytogenetics in Human Cancer” by Dr. Chetan, Prof. Department of Human Genetics, NIMHANS, Bangalore, India.
4	9 February 2011	Lecture on Breeding Techniques in Poultry at CPDO (Centre for Poultry Development and Organization)
5	26-27 May 2011	Conference on “Recent Trends in Genomics and Proteomics”
6	4 August 2011	Special lecture on “Student Support System” by Dr. Aruna, Co-ordinator, IQAC, Indian Academy Degree College, Bangalore, India.
7	10 August 2011	“Hazardous Effects of Mobile Phone Radiations” by Mrs. Ambili, HOD, Department of Electronics, Indian Academy Degree College, Bangalore, India.
8	27 August 2011	Special lecture on “Is option of science relevant as career option” by Dr. Susanta Pahari, R&D Director, Indian Academy Degree College.
9	24 August 2011	Workshop on “Spectrophotometry” by Dr. Susanta Pahari, R&D Director, Indian Academy Degree College.
10	9 November 2011	Training on “Techniques in Human Genetics”
11	24 January 2012	Recent Research in Medical Genetics at ICMR (Indian Council of Medical Research)
12	12 March 2012	Lecture on “Breeding Techniques and its Application” at CPDO (Centre for Poultry Development and Organization)
13	11-16 June 2012	Workshop on “Clinical Cytogenetics” (in association with NIMHANS, Bangalore, India)
14	1 August 2012	Special lecture on “Process of Evolution” by Dr. Harini.

S.No	Date	Special Lecturer/ workshop/Seminar Topic
15	11 September 2012	Special lecture on “ Stem cells and regenerative medicine” by Prof. Dr. Joshi
16	8-9 March 2013	Workshop on “Gene Cloning and PCR” (in association with Aristogene Biosciences Pvt. Ltd. Bangalore, India)
17	25 September 2013	Workshop on “Dermatoglyphics and Aneuploidy” Prof. Dr. Geetha vishwanathan,
18	30 October 2013	Special lecture on “Hazardous effects of mobile phone radiations” by Mrs. Malasa, HOD, Department of Electronics, Indian Academy Degree College, Bangalore, India.
19	29 October 2013	Working principle of electron microscope at NIMHANS, Bangalore, India
20	14 February 2014	Special lecture on “Goal setting” by Prof. Dominic, Transit India Pvt. Ltd.
21	19 March 2014	Workshop on “Bioinformatics” by Dr. Senthil Kumar, HOD, Biotechnology, Indian Academy Degree College, Bangalore, India
22	3 April 2014	Special lecture on “System Biology” by Dr. Prashanthi, Asst. Prof. Department of Biochemistry, Indian Academy Degree College, Bangalore, India.

### 33. Teaching methods adopted to improve student learning

S.No	Teaching Methods Adopted
1	Chalk and Board
2	Case studies
3	Pictorial
4	Problem solving
5	Using multimedia technology
6	Group discussion
7	Group Assignments
8	Practical sessions
9	Group presentations

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S.No.	Date	ISR Activities
1	2/09/2010	Visit to the home for the underprivileged children “Nirmala Shishubhavan”
	2/10/2012	Malur- Gandhi Jayanthi Programme
2	6/07/2011	Visit to the home for the underprivileged children “Nirmala Shishubhavan”
3	30/7/ 2012	Awareness on dengue fever
4	8/02/2012	Visit to Nirmala Shishubhavan
5	20/08/2013	Interactive session with the students of Government School, Hennur Cross, Bangalore. Displayed different science models.

## 35. SWOC analysis of the department and Future plans:

## Strengths:

- Good infrastructure, qualified & experienced faculty
- Consistent academic performance as reflected by the numerous University Ranks secured by the students
- Strong teaching pedagogy that integrates practical learning with curricular learning
- Structured value-added programs to enhance employability among students
- Strong support from the Management in the continuous development of laboratory and library resources
- Strong emphasis on research both among students and faculty members

## Weaknesses:

- Absence of internships and research projects as part of course curriculum

## Opportunities:

- To integrate industry internships and short term research projects with course curriculum
- To revise curriculum with emphasis on practical training to enhance employability of students among Bio-Tech & Bio-Pharma industries
- To promote research initiatives among faculty by encouraging and supporting faculty to obtain Research Grants from external funding agencies
- To establish additional collaborations with Bio-Tec& Bio-Pharma industries to create practical training opportunities for students and faculty

## Challenges:

- Poor enrolment of students in UG & PG Courses
- Lack of flexibility in curriculum revision to develop students with competencies to match industry needs

## Future Plans:

- To strengthen research infrastructure
- To introduce structured coaching & training for competitive examinations, thereby enabling students to pursue higher education and to obtain scholarships from renowned research-based institutions (CSIR, UGC, DST, DBT & ICMR)
- To inculcate interest in basic sciences among high school students through lectures, exhibitions and structured programmes such as INSPIRE (DST)
- To introduce more value-added programs to promote research competency among students

**DEPARTMENT OF HUMANITIES**

1. Name of the Department: Humanities
2. Year of Establishment: UG
3. Name of Programmes / Courses offered:
  - B.A (Optional English/ Psychology/Journalism)
  - B.A (Optional English/Political Science/Journalism)
  - Post Graduate Diploma in Psychological Counselling

## 4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
B.A (Optional English/Psychology/Journalism)	English
B.A (Optional English/Political Science/Journalism)	English
B.A (Tourism/History/Journalism)	Tourism and History
Post Graduate Diploma in Psychological Counselling	Humanities (Psychology)

## 5. Annual/Semester/Choice Based Credit System (Programme Wise): Semester

## 6. Participation of the Department in the courses offered by other Departments:

Course	Departments
Indian Constitution	Commerce (UG), Management Studies(UG), Computer Science(UG), Science(UG)
Constitution of India	IMTA

## 7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil

## 8. Details of Courses/Programmes discontinued (if any) with reasons: Nil

## 9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	-	-
Associate Professors	-	-
Asst Professors	4	4

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Ms.Pynthamil Selvi.S	M.A	Asst. Professor	Mass Communication & Journalism	8 Months	-
2	Ms.Deepa.S	M.A	Asst. Professor	Political Science (International Relation)	2yrs 6months	-
3	Mr.Shivakumar A.S	M.A, B.Ed	Asst. Professor	Political Science (Public Administration)	2 Yrs 2 Months	-
4	Ms.Hellen Prema Kumari	M.Sc	Asst. Professor	Psychology	6 Years	-

11. List of Senior Visiting Faculty Nil

12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty Nil

13. Student- Teacher Ratio : 50:1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	Nil	Nil
Administrative	01	01

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Ms.Pynthamil Selvi.S	M.A
2	Ms. Deepa.S	M.A
3	Mr.Shivakumar A.S	M.A, B.Ed
4	Ms.Hellen Prema Kumari	M.Sc

16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received : Nil

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received : Nil

18. Research Centre /Facility Recognized by the University : Nil

19. Publications: Canada –Safety Shoes Inc By Mr.Shivakumar.A.S. The Life Of Immigrants In Canada (ISBN-13: 978-1438987620)

20. Areas of consultancy and income generated Nil

21. Faculty as members in

- a) National committees Nil
- b) International Committees Nil
- c) Editorial Boards: Nil

## 22. Student projects

- a) Percentage of students who have done in-house projects including inter departmental/programme:50%
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies:50%

## 23. Awards/Recognitions received by faculty and students: Nil

## 24. List of eminent academicians and scientists / visitors to the department:

Eminent Academician/ Scientist	Institute
Dr. Ramesh .M.N	Asst. Professor, Rani Channamma University, Bellary University
Dr. Surendra Kumar	Professor, Bangalore University
Prof. Michael	Head of Department, Kristu Jayanti College
Mr. Harsha Bhanu G.P	Karnataka Forest Service
Mr. Somasekhar	Audio Consultant

## 25. Seminars/ Conferences/Workshops organized &amp; the source of funding:

S. No	Seminars/Conferences/workshops	Date	Source of funding
1	National Seminar: "Recent Trends In Indian Politics".	30 March 2014	Indian Academy Education Trust & participants
2	Workshop Journalism: "Career Scopes in FM Media and its Nature"	22 February 2014 & 23 February 2014	Participants
3	FDP:" On Mentoring"	13 January 2014	Indian Academy Education Trust
4	Curriculum review workshop: "On Subject Political Science".	18 March 2014	Indian Academy Education Trust

## 26. Student profile programme/course wise:

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
B.A Humanities	2007-10	14	7	6	1	86
	2008-11	27	19	12	7	89
	2009-12	31	21	5	16	81
	2010-13	19	19	11	8	65

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of students from the same state	% of students from other States	% of students from abroad
B.A Humanities	2010	29	43	28
	2011	29	58	13
	2012	52	35	13
	2013	18	65	17

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? Nil

**29. Student progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.A. Humanities	2007-10	100	-	-	-	0
	2008-11	80	-	-	-	20
	2009-12	75	-	-	-	25
	2010-13	74				26

**30. Detail of infrastructure facilities:**

Sl.No.	Infrastructure	Details
a	Library	Available with 50 Books
b	Internet Facilities for Staff and Students	Available - Wi-Fi
c	Class room with ICT facility	Available - 1
d	Laboratories	Available - 2

31. Number of students receiving financial assistance from College, University, Government or other agencies. : 6 Karnataka Government Scholarships

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special Lecturer/ workshop/Seminar Topic
1	24 January 2011	Advertisement
2	27 January 2011	Reporting Techniques
3	31 January 2011	Why Field visits are Important
4	20 January 2012	Stress Management
5	27 January 2012	Political Scenario-Do's & Don'ts
6	10 February 2012	Infancy
7	16 February 2013	Mental Retardation
8	23 February 2013	Youth & Politics
9	2 February 2013	Human Rights and Right to Information
10	9 September 2013	Journalism as a Career

S.No	Date	Special Lecturer/ workshop/Seminar Topic
11	25 September 2013	Civil Service as a Career
12	30 September 2013	Career in Electronic Media
13	22 February 2014 & 23 February 2014	Career Scopes in FM Media and its Nature

### 33. Teaching methods adopted to improve student learning

S.No	Teaching Methods Adopted
1	Black Board Teaching
2	AV
3	Case Discussion
4	Group Discussion
5	Study Tour
6	Practical Exposure through Mock Election
7	Mock Parliament
8	Assignment In the form of work sheets

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S.No.	Date	ISR Activities
1	10 December 2013 to 20 December 2013	Classes taken by our students and teachers in Govt Primary school Chelikere – subjects taught – GK, Self defense, Health and Nutrition
2	20 February 2014	Donated a water purifier to the same school and the source of fund was collected through food stalls by B.A students in the campus during Yuvtarang, an annual inter collegiate fest in IADC.



## 35. SWOC analysis of the department and Future plans:

## Strengths:

- Strong diversity in student community
- Effective combination of field work/study tours along with classroom learning
- Active involvement of students in co-curricular and additional learning initiatives, community development activities etc
- Healthy student-teacher ratios
- Adequate support from the Management for various academic activities
- Planned academic delivery
- Adequate resources through pre-approved budgets at the beginning of the academic year

## Weaknesses:

- Poor enrollment of students
- Curriculum that is poorly aligned with the needs of the industry

## Opportunities:

- Diversity in student community promotes awareness in cultural differences and inculcates interest in global business/learning opportunities
- To foster collaborations with media, archeological departments, tourism departments to promote domain-specific skill development among students
- Curriculum enrichment in emerging disciplines such as Clinical Psychology, Social media, Communication Technology, Medical Tourism and Hospitality etc
- Provide scholarships/financial aid to attract students to pursue courses in humanities

## Challenges:

- Students' diminishing interest in Humanities stream
- Poor language proficiency
- Achieving a judicious balance between academic initiatives and value-added, competency-building initiatives
- Formal learning opportunities largely limited by curricular constraints

## Future Plans:

- Offering additional value-added programs to bridge gaps in the regular curriculum
- To increase activities promoting the scope of humanities disciplines
- Structured value addition programs to improve language proficiency
- Effective planning to strike a healthy balance between curricular delivery and Co-curricular skill development activities
- To start more Post-Graduate programs in humanities
- To recruit faculty with Ph.D qualifications

**DEPARTMENT OF TOURISM STUDIES**

1. Name of the Department: Tourism Studies
2. Year of Establishment: 2011
3. Name of Programmes / Courses offered: Bachelor of Arts (Tourism/ History/ Journalism)  
5 Years Integrated M.T.A
4. Names of Interdisciplinary Courses and the Departments/units involved:
 

Course	Departments
Bachelor of Arts (Tourism/ History/ Journalism)	History, Journalism
5. Annual/Semester/Choice Based Credit System (Programme Wise):  
BA – Semester scheme  
MTA – Semester scheme
6. Participation of the Department in the courses offered by other Departments:
7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	01	01
Associate Professors	00	00
Asst Professors	02	02

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1.	Dr.M.Devendra	MTM,M.Phil (Tourism) M.H.M.,M.Phil(Hotel Mgt.) Ph.D(Tourism & Hospitality) MA (Ancient Indian History, Culture & Archaeology) MA.(History) M.Phil (History) (Ph.D) Diploma in French & Spanish	Professor & H.O.D	Travel & Tourism, Hospitality, History & Culture	16	Nil
2.	Mr. Chandrashekar. N	MTA	Asst. Professor	Travel & Tourism	02	Nil
3.	Mr. Chandan.V	MTA	Asst. Professor	Travel & Tourism	02	Nil

11. List of Senior Visiting Faculty: 05
12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty: Nil
13. Student-Teacher Ratio: 30:1
14. Number of Academic Support Staff (technical )and Administrative staff; sanctioned and filled:

Academic Support Staff	Sanctioned	Filled
Technical	Nil	Nil
Administrative	Nil	Nil

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.: Nil

Sl. No	Name	Qualification
1	Dr. M.Devendra	MTM, M.Phil(Tourism) M.H.M., M.Phil(Hotel Mgt.) Ph.D(Tourism & Hospitality) MA (Ancient Indian History, Culture & Archaeology) MA.(History) M.Phil (History) (Ph.D) Diploma in French & Spanish
2	Mr. Chandrashekar.N	MTA
3	Mr. Chandan.V	MTA

16. Number of Faculty with ongoing Projects from a) National Nil  
b) International funding agencies and Grants received:
17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received
18. Research Centre /Facility Recognized by the University : Nil
19. Publications: Nil
20. Areas of consultancy and income generated : Nil

21. Faculty as members in  
a) Academic committees

Dr. Devendra.M	<p>Serving as Assistant Custodian, II Sem B.Com, 2014 , Bangalore University, Bangalore</p> <p>Chairman – BOS Tourism and Hospitality, APEX Professional university, A.P.</p> <p>Member – BOS/BOE - MTA, Bangalore University, Bangalore</p> <p>Examiner – BOE - MTA/B.Com Tourism – Christ University, Bangalore</p> <p>Examiner – BOE – BA/B.Com Tourism – Jyothi Nivas College (Autonomous), Bangalore</p> <p>Examiner – BOE - BA/B.Com Tourism, NMKRV College for Women (Autonomous)</p> <p>Examiner – Tourism and Hospitality, DDE Madurai Kamaraj University, Madurai</p> <p>Served as Deputy Custodian – Language Unit – 2009, Bangalore University, Bangalore</p> <p>Served as Assistant Custodian – BCA-2008, Bangalore University, Bangalore</p>
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b) International Committees: Nil

c) Editorial Boards: Nil

22. Student projects: Nil

23. Awards/Recognitions received by Faculty and Students:

Six students from the Department have got University ranks.

Dr. Devendra. M Received Rashtriya Rattan Award by All India National Unity Council

Mr. Chandan. V Qualified K-SET – Dec-2013

24. List of eminent academicians and scientists / visitors to the department :

Eminent Academician/Scientist	Institute
Mr. Shanmugam.K	President-FKCCI, Bangalore
Dr. Vijayalakshmi.K.S	Professor-History, Bangalore University, Bangalore.
Mr. Shaheed Khan	Education Counsellor, The Hindu

25. Seminars/ Conferences/Workshops organized & the source of funding:

Sl.No	Seminars/ Conferences/Workshops	Date	Source of funding
1.	One Day Seminar on World Tourism Day	27/09/12	Indian Academy Degree College

**26. Student profile programme/course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
MTA Integrated	2012-17	15	09	07	02	Pursuing
MTA Integrated	2013-18	10	09	09	Nil	Pursuing

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of Students from the same state	% of Students from other States	% of Students from abroad
BA Tourism	2011-14	Nil	43	57
	2012-15	15	30	55
	2013-18	8	50	42
MTA Integrated	2012-17	11	78	11
	2013-18	11	78	11

**28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? Nil**
**29. Student Progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.A.Tourism	2011-14	Pursuing				
	2012-15	Pursuing				
	2013-18	Pursuing				
MTA Integrated	2012-17	Pursuing				
	2013-18	Pursuing				

**30. Detail of Infrastructure Facilities:**

S.No.	Infrastructure	Details
a	Library	Wi-Fi campus, 01 System, 01 Laptop, LCD Project to the Department
b	Internet Facilities for Staff and Students	Wi-Fi
c	Class room with ICT facility	Yes, 2 rooms
d	Laboratories	Nil

**31. Number of students receiving financial assistance from College, University, Government or other agencies. : Nil**
**32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.**

S.No	Date	Special lectures / Workshops / Seminars
1.	21 and 22 February 2014	Two days National conference on Issues, Challenges and Opportunities in Horticulture, Tourism and IT- Organised by RDF, Govt. First Grade Department of Collegiate Education
2.	18 October 2012	One day National Seminar Organised by KLE S Nijalingappa College on Sustainable Tourism Development and Poverty alleviation

33. Teaching Methods Adopted to Improve Student Learning :

Sl No	Teaching Methods Adopted
1	Usage of OHP
2	Movies
3	Teaching Charts / Aids
4	Maps & Illustration
5	LCD in Classroom

34. Participation in Departmental Social Responsibility (ISR) and Extension activities:

S. No.	Date	ISR Activities
1	23/01/2014	Adopted Indian Gazelle at Mysore Zoo – Extension Activity
2	24/03/2014	Visit to Unexplored Destination – Odeyarpalya, Kollegal

### 35. SWOC Analysis of the Department and Future plans:

#### Strengths:

- Department offers both Undergraduate and Integrated Masters Programme to cater to the need of the Travel and Tourism Industry
- Industry-relevant course structure to create professionals with specialized areas of expertise
- Qualified faculty and adequate infrastructure

#### Weaknesses:

- Non-availability of 2 year Masters Degree course that allows lateral entry of students who have pursued a regular Bachelors Degree

#### Opportunities:

- Emerging disciplines like Medical Tourism and focused promotion of Tourism at State and Central Governments has widened the scope of Tourism Studies
- Scope for introduction of 2 years Masters Degree in Tourism Administration
- Effective collaboration with various government & non-government Tourism & Hospitality organizations to enable students to acquire industry-relevant exposure and training

#### Challenges:

- Difficulty to foster industry collaborations that lead to affordable, additional learning opportunities for students
- Finding qualified talent for teaching assignments
- Lack of adequate inclusion of fieldwork, tours etc in the curriculum

#### Future Plans:

- To foster collaborations with Tourism & Hospitality based organizations
- To increase fieldwork, tours as part of value-addition initiatives to complement curricular delivery
- To introduce two years PG Course in Tourism Studies
- To design and develop more industry-relevant training programs

**DEPARTMENT OF MATHEMATICS**

1. Name of the Department: Mathematics
2. Year of Establishment: 1998
3. Name of Programmes / Courses offered:
  - B.Sc. Mathematics (Electronics/ Maths/Computer Science)
  - B.Sc. Mathematics (Physics/ Maths/Computer Science)
  - B.Sc. Mathematics (Statistics/ Maths /Computer Science)
  - M.Sc. Mathematics

## 4. Names of Interdisciplinary Courses and the Departments/units involved:

Course	Departments
B.Sc.( Electronics/Maths/Computer Science)	Electronics, Computer Science
B.Sc. (Physics/Maths/Computer Science)	Physics, Computer Science
B.Sc. (Statistics/Maths/Computer Science)	Statistics, Computer Science

## 5. Annual/Semester/Choice Based Credit System (Programme Wise):

B.Sc. : Semester

M.Sc. : Semester

## 6. Participation of the Department in the courses offered by other Departments:

Subjects	Department
Mathematics	Bachelor of Computer Applications
Numerical Analysis & Linear Programming	Bachelor of Computer Applications
Quantitative Methods for Business-I	Bachelor of Business Management
Quantitative Methods for Business-II	Bachelor of Business Management
Mathematics for Chemists	MSc-Organic Chemistry

## 7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.:

## 8. Details of Courses/ Programmes discontinued (if any) with reasons: Nil

## 9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	1	1
Associate Professors	1	1
Asst Professors	1	1



10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Ms. Lakshmi-kanthamma PK	MSc (MPhil)	HOD	MHD (Magneto Hydro Dynamics)	21	-
2	Ms. Meenadevi A	MSc, MPhil, PGDCA	Associate Professor	Modern Algebra	11	-
3	Ms. Putul Dutta	MSc, MPhil	Assistant Professor	Fuzzy Algebra	5	-

11. List of Senior Visiting Faculty: 02

Sl. No	Name
1	Dr. Mahadeva Nayak
2	Dr. Sooryanarayana Rao

12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty : Nil

13. Student-Teacher Ratio: 23:1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled: Nil

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.: Nil

Sl. No	Name	Qualification
1	Ms. Lakshmikanthamma PK	MSc (MPhil)
2	Ms. Meenadevi A	MSc, MPhil, PGDCA
3	Ms. Putul Dutta	M.Sc, M.Phil

16. Number of faculty with ongoing projects from a) National  
b) International funding agencies and grants received : Nil

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received : Nil

18. Research Centre /Facility Recognized by the University : Nil

19. Publications:

Solved papers VI Semester Mathematics Paper-VII and VIII by Ms.Lakshmikanthamma P K (Sony Publishers)

20. Areas of consultancy and income generated: Nil

21. Faculty as members in

- a) Academic committees: Nil
- b) International Committees: Nil
- c) Editorial Boards: Nil

22. Student projects :
- a) Percentage of students who have done in-house projects including inter departmental/programme. : Nil
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies. : Nil
23. Awards/Recognitions received by faculty and students : Nil
24. List of eminent academicians and scientists / visitors to the department:

Eminent Academician/Scientist	Institute
Dr. Mahadeva Nayak	Professor, Department of Mathematics, Central College, Bangalore University
Dr. Sooryanarayana Rao	HOD, Dr. Ambedkar Institute of Technology
Dr. Narayan	Professor, Vivekananda Degree College, Bangalore
Dr. Vanishree R K	Associate Professor, Maharani Science College, Bangalore
Dr. R D Satish	Principal, Sri Krishna PU and Degree College, Bangalore
Prof. Mythily Ramaswamy	Dean, TIFR-CAM, Bangalore
Prof. Datti	TIFR-CAM, Bangalore
Prof. Venkateswaram Krishnan	TIFR-CAM, Bangalore

25. Seminars/ Conferences/Workshops organized & the source of funding:

Sl.No	Seminars/ Conferences/ Workshops	Date	Source of funding
1	Two day Lecture workshop on "Differential Equations and its Applications"	Regional	The Three Science Academies' of India & Indian Academy Education Trust

26. Student profile programme/course wise:

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
B.Sc. Mathematics	2007-10	44	39	24	15	50
	2008-11	27	22	17	5	40
	2009-12	34	29	16	13	50
	2010-13	29	24	19	5	31

## 27. Diversity of Students

Name of the course	Admitted in the Year	% of Students from the same state	% of Students from other States	% of Students from abroad
B.Sc. Mathematics	2010	50	40	10
	2011	30	30	40
	2012	30	30	40
	2013	35	30	35

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. Nil

## 29. Student Progression

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. Mathematics	2007-10	53	-	-	40	7
	2008-11	53	-	-	46	1
	2009-12	63	-	-	36	1
	2010-13	83	-	-	16	1

## 30. Detail of Infrastructure Facilities:

c) Class rooms with ICT facility: Available 02

d) Laboratories: Nil

S.No.	Infrastructure	Details
a	Library	Available with 50 books
b	Internet Facilities for Staff and Students	Available - Wifi
c	Class room with ICT facility	Available
d	Laboratories	-----

31. Number of students receiving financial assistance from INBA Army Scholarship-08  
College, University, Government or other agencies. ICCR special Scholarship-10

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	23/12/2008	Lecture on Sri Srinivasa Ramanujan
2	06/03/2009	Lecture on Coding Theory
3	12/04/2011	Lecture on Divisibility Test for All Integers
4	22/02/2013	Lecture on Differential Equations and few application
5	27/08/2013	Lecture on General Mathematics
6	06/07/2012	Lecture on Personality Development
7	08/03/2013	Lecture on Career Guidance
8	21st & 22nd Feb 2014	A Two day Lecture Workshop on "Differential Equations & Its Applications
9	20/07/2012	Lecture on Indians Mathematicians and the Mathematicians who Inspired me

### 33. Teaching Methods Adopted to Improve Student Learning :

- (i) Faculty members of the department interact with students in each and every class to clear their doubts.
- (ii) We give extra coaching to slow and fast learners separately after the scheduled classes of the semester to improve their problem solving capabilities.
- (iii) We also encourage students to come to our department to clarify their doubts in their free time also.
- (iv) Bridge courses for I Semester BBM and II Semester BCA in the beginning of the semester.

Sl No	Teaching Methods Adopted
1	Black Board Teaching
2	Power point presentations
3	Teaching Charts / Aids
4	Inductive and Deductive method
5	LCD in Classroom
6	Analytic and Synthetic method
7	Problem Solving method
8	Assignments
9	Unit Tests, Class Tests
10	Preparatory Examination
11	Group Studies

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S. No.	Date	ISR Activities
1	10/03/2010	Ms.Lakshmikanthamma PK created an awareness on Bharathada Ganya Ganithagnaru, during NSS Camp at Government Primary School, Sompura.
2	19/03/2011	Faculty members along with the students of EMCs visited Shalom Grace Childrens Home, spent some time with the children their and contributed grocery items worth Rs.6000/-
3	14/09/14 TO 22/02/14	This year we started with a program called "Literacy drive" along with our alumni students. Where we are giving FREE coaching in Mathematics for the students of SSLC in Jyothi Kannada Medium School. We conducted these classes on every Saturday
4	02/10/ 2012	Faculty members and students went on a procession in Malur, to spread Gandhian values.
5	02/10/ 2013	Faculty members and students went on a procession in Devanahalli, to spread Gandhian values.

## 35. SWOC Analysis of the Department and Future plans:

## Strengths:

- Qualified and dedicated faculty members
- Focus on imparting ethical values in students
- Emphasis on student discipline
- Continuous stress on effective mentoring besides teaching
- Strong networking with industry and academia for effective student development
- Top quality seminars & workshops to expand learning opportunities in advanced aspects in mathematics

## Weaknesses:

- Lack of aptitude and interest in Mathematics among students
- Limited focus on application aspects of mathematics in the curriculum

## Opportunities:

- To initiate more learning opportunities through good quality Seminars, Workshops and Conferences
- Introduction of mathematics at Masters level
- Recruitment of highly qualified faculty with Ph.D/UGC-NET qualifications

## Challenges:

- Diminishing interest in mathematics at B.Sc. level
- Effective integration of application-based learning in curriculum
- Creating more employment opportunities to students

## Future Plans:

- To strengthen curriculum delivery and value-addition programs offered to students
- To promote collaborations with industries to train students in application of mathematics
- To inculcate interest in mathematics through innovative methods like application-based club activities, competitions
- To attract external funding for Seminars, Conferences

**DEPARTMENT OF PHYSICS & ELECTRONICS**

1. Name of the Department: Physics & Electronics
2. Year of Establishment: 1994
3. Name of Programmes / Courses offered: B.Sc. (Electronics Mathematics Computer Science)  
B.Sc. (Physics Mathematics Computer Science)  
B.Sc. (Statistics Mathematics Computer Science)  
Post Graduate Diploma in Geo Informatics

4. Names of Interdisciplinary Courses and the Departments/units involved:

B.Sc.(EMCS)	Electronics, Mathematics, Computer Science
B.Sc.(PMCS)	Physics, Mathematics, Computer Science
B.Sc.(SMCS)	Statistics , Mathematics, Computer Science

5. Annual/Semester/Choice Based Credit System (Programme Wise):

B.Sc. Semester  
Post Graduate Diploma in Geo Informatics Annual

6. Participation of the Department in the courses offered by other Departments:

Subjects	Department
Digital Electronics	Computer Science

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: NIL
8. Details of Courses/Programmes discontinued (if any) with reasons: Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	-	-
Associate Professors	1	1
Asst Professors	1	1

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Mrs . Malasa M.R.	M.Sc.	Associate Professor	Electronics	10 ½	-
2	Mrs.P.Janaki	M.E.	Assistant Professor	Electronics	6	

11. List of Senior Visiting Faculty: 02

**Mr. G.Ragavendra Kumar**

Dr. G Venkatesh

Mr. Sanjay & Ashok Kumar

12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty : Nil

13. Student-Teacher Ratio: 23:1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	1	1
Administrative	Nil	Nil

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Mrs. Malasa.M.R	M.Sc. (Electronics) with UGC-NET qualified on JUNE 2013
2	Mrs. Janaki.P	ME (Applied Electronics)

16. Number of faculty with ongoing projects from a) National Nil  
b) International funding agencies and grants received

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received : Nil

18. Research Centre /Facility Recognized by the University : Nil

19. Publications : Nil

20. Areas of consultancy and income generated: Nil

21. Faculty as members in

- a) National committees Nil  
b) International Committees Nil  
c) Editorial Boards Nil

22. Student projects :

- a) Percentage of students who have done in-house projects including inter departmental/programme: 100% : Nil  
b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies : Nil

23. Awards/Recognitions received by faculty and students: Nil

## 24. List of eminent academicians and scientists / visitors to the department:

Eminent Academician/ Scientist	Institute
G.Ragavendra Kumar	Cisco Systems-Bangalore, Program Manager - Supply Chain Management.
Dr Pramodini Girish	P.E.S Institute of Technology, Bangalore South Campus, Asst. Professor - Department of Information Science.
Dr Meera Rao	Bangalore University - Department of Physics.
Dr Uma Iyer	Mount Carmel College, H.O.D - Department of Electronics.
Dr G Venkatesh	Senior Professor, Retd.
Prof. Prashanth B.S.	Yellamma Dasappa Institute of Technology, Bangalore, Asst. Professor- Dept. of Electronics & Communication Engineering.
Mr. T.B. Rana	Ugyen Academy, Bhutan, Motivational Speaker and Academician
Mr. Sanjay & Mr. Ashok Kumar	CADD Center, Chief Executive Operations-Yelahanka.
Dr. G Bala	IISC, Bangalore, Associate Professor-Dept. of Atmospheric and Oceanic Sciences.

## 25. Seminars/ Conferences/Workshops organized &amp; the source of funding:

Sl.No	Seminars/ Conferences/ Workshops	Date	Source of funding
1	Advanced Robotics & Artificial Intelligence	7th-8th March 2014	Indian Academy Degree College
2	Robotics & Artificial Intelligence	25th-27th March 2013	
3	PSPICE Simulation for Electronic Circuits	19th October 2013	

## 26. Student profile programme/course wise:

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
B.Sc EMCS	2007-10	Electronics started in 2008	Nil	Nil	Nil	Nil
	2008-11	25	20	16	4	65
	2009-12	25	19	10	9	81.25
	2010-13	30	24	20	4	31.25
B.Sc PMCS	2007-10	30	25	15	10	52
	2009-12	14	10	6	4	75



**27. Diversity of Students**

Name of the course	Admitted in the Year	% of Students from the same state	% of Students from other States	% of Students from abroad
B.Sc PMCs	2009	90	10	0
B.Sc EMCs	2009	84	5	11
B.Sc EMCs	2010	54	13	33
B.Sc EMCs	2011	45	20	35
B.Sc EMCs	2012	53	20	27
B.Sc EMCs	2013	35	40	25

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? Nil

**29. Student Progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. EMCS	2007-10	-	-	-	-	-
	2008-11	-	-	-	-	-
	2009-12	44	-	-	50	6
	2010-13	87	-	-	13	-
B.Sc. PMCS	2009-12	63	-	-	37	-

**30. Detail of Infrastructure Facilities:**

S.No.	Infrastructure	Details
a	Library	Available with 100 Books
b	Internet Facilities for Staff and Students	Available - Wi-Fi
c	Class room with ICT facility	Available - 2
d	Laboratories	Available – 2

31. Number of students receiving financial assistance from Karnataka State Govt: 4  
College, University, Government or other agencies.

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	7th - 8th March 2014	Advanced Robotics & Artificial Intelligence
2	15th February 2014	How to Crack a Job Successfully/ How to face an Interview
3	19th October 2013	PSPICE Simulation for Electronic Circuits
4	8th October 2013	B.Sc Electronics Curriculum
5	13th August 2013	Nanotechnology
6	25th-27th March 2013	Robotics & Artificial Intelligence
7	6th July 2012	Thought Process Re Engineering
8	6th February 2012	How to face an Interview

S.No	Date	Special lectures / Workshops / Seminars
9	20th July 2011	Fascinating World of Physics
10	26th March 2010	Symbolic Architecture
11	30th September 2009	Electronic Design Automation
12	19th September 2009	Vision with Mission
13	30th August 2009	Science of Climate Change

### 33. Teaching Methods Adopted to Improve Student Learning :

- (i) Faculty members of the department interact with students in each and every class to clear their doubts.
- (ii) We give extra coaching to slow and fast learners separately after the scheduled classes of the semester to improve their problem solving capabilities.
- (iii) We also encourage students to come to our department to clarify their doubts in their free time also.
- (iv) Bridge courses for I Semester BBM and II Semester BCA in the beginning of the semester.

Sl No	Teaching Methods Adopted
1	Black Board Teaching
2	Models
3	Power Point Presentation
4	Real World Analogies
5	Teachers of the department interact with students to counsel the students and to promote them to cultivate regular learning habits
6	Conducting Quiz based on regular subjects and inculcating poster making & innovative projects habits in students to improve their creative abilities
7	Gaming and Simulation
8	Flipped Classroom
9	Group Analysis
10	Assignments in the form of worksheets
11	Remedial classes for slow learners
12	Bridge course for I semesters to fill the knowledge gap

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S. No.	Date	ISR Activities
1	19-03-2011	Faculties & students visited Shalom Grace Children's home, spoke to children & contributed grocery items worth Rs.6000
2	July 2013	Faculties & students took part in social service by donating the monetary fund for the Kedarnath Flood, North India to the Deccan Chronicles'
3	April 2013	Faculties & students took part in social service by donating voice recorder for the blind orphanage s
4	13-12-13	An awareness program on "Hazardous Effect of Mobile Radiations" was conducted for the High school students of Sri Sharada Education Society, chikkannapalya, Bangalore.

### 35. SWOC Analysis of the Department and Future plans:

#### Strengths:

- A well equipped lab with many advanced equipments including sufficient number of computers
- Dedicated faculty members with good teaching, training & mentoring skills
- Students with keen interest in skill-development & knowledge acquisition
- Faculty members work with keen focus on enriching innovative skills in the students through co-curricular activities like Model Making, Wall Magazine, Electronic Modelling Projects

#### Weaknesses:

- Curriculum of B.Sc. Electronics could be more application-oriented and industry relevant

#### Opportunities:

- Inclusion of advanced training in embedded systems or VHDL (VHSIC Hardware Description Language) along with B.Sc. curriculum will enhance employability of students
- B.Sc electronics students are more preferred by Research Institutes since they possess Basic Research capabilities
- Proximity to numerous electronics-based industries and technology parks & hubs in the city enhances Industry-Institution interactions
- Advancements in the emerging areas of Robotics, Simulation, Integrated Chip Manufacturing create opportunities for employment
- Liberal support from the Management for departmental needs

#### Challenges:

- Intense competition from B.E. Electronics graduates
- Difficulty in sourcing teaching faculty to handle B.Sc. electronics discipline

#### Future Plans:

1. To introduce structured initiatives to promote interest in electronics disciplines, thereby being able to attract more enrolments
2. To introduce a Masters program in Electronics, along with skill advancement courses like robotics
3. To organize value-added courses in subjects like maintenance and repair of equipments, Embedded systems, VLSI technology and VHDL etc,
4. To increase industry-interfaced initiatives to enhance job opportunities for the students
5. To enhance support systems to student progression
6. To enter into MOUs with electronics-based industries
7. The department plans to introduce a wall magazine called "ELECTRO QUEST"

**DEPARTMENT OF MICROBIOLOGY**

1. Name of the Department: Microbiology
2. Year of Establishment: UG:1999 PG:2002
3. Name of Programmes / Courses offered: B.Sc.(Genetics/Biochemistry/  
Microbiology)  
B.Sc. (Microbiology/Chemistry/  
Zoology)  
M.Sc. Microbiology

4. Names of Interdisciplinary Courses and the Departments/units involved:

B.Sc.(Genetics/Biochemistry/ Microbiology)	Genetics, Biochemistry
B.Sc. (Microbiology/Chemistry/Zoology)	Chemistry, Zoology
M.Sc. Microbiology	Bioinformatics,Biostatistics,Comp uter Science,Biotechnology, MBA

5. Annual/Semester/Choice Based Credit System (Programme Wise):

B.Sc : Semester; M.Sc : Semester

6. Participation of the Department in the courses offered by other Departments:

Course	Department
Bioprocess Engineering	Biotechnology
Microbiology	Biochemistry

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.:

- Training on Chromatography and Spectrophotometer- ATI, Chennai
- One day training programme on Mushroom cultivation, GKVK, Bangalore

8. Details of Courses/Programmes discontinued (if any) with reasons: Nil

9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors	2	2
Associate Professors	0	0
Asst Professors	4	4

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Mr.R.Prasanna Srinivas	M.Sc,M.Phil. (PhD) SLET	Professor	Microbiology	18 yrs	-
2	Mr.Rajarajan.P	M.Sc,M.Phil. (PhD)	Professor	Microbiology	15 yrs	-
3	Dr.Sonia Sharma	Ph.D	Asst. Prof	Microbiology	3 yrs	-
4	Ms.Abhishikta Basu	M.Sc NET	Asst. Prof	Microbiology	5 yrs	-
5	Mrs.Sangeetha Menon	M.Sc,M.Phil., (PhD)	Asst. Prof	Microbiology	5 yrs	-
6	Mrs.Bhavika Soni	M.Sc,M.Phil.,	Asst. Prof	Microbiology	2 yrs	-

11. List of Senior Visiting Faculty: Mr.Manohar, M.Sc.(NET Qualified)

12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty : Nil

13. Student-Teacher Ratio: UG- 15 : 1 , PG- 5 : 1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	2	2
Administrative	0	0

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Mr.R.Prasanna Srinivas	M.Sc,M.Phil.,(PhD) , SLET
2	Mr.Rajarajan.P	M.Sc,M.Phil.,(PhD)
3	Dr.Sonia Sharma	Ph.D
4	Ms.Abhishikta Basu	M.Sc. NET
5	Mrs.Sangeetha Menon	M.Sc,M.Phil.,(PhD)
6	Mrs.Bhavika Soni	M.Sc,M.Phil.,

16. Number of faculty with ongoing projects from a) National  
b) International funding agencies and grants received:

03

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received:

Sl. No	Name of the Faculty Member	Project	Funding Agency	Value in Rs
1	Mr.Prasanna Srinivas.	Designing effective and economical biosensors as probes to detect pollutants in water and horticultural products	UGC Minor research Project	1,90,000
2	Mr.Prasanna Srinivas. Students: Ms.Sagaya Ms.Manshi	Production of Protease and Amylase from Bacillus licheniformis on consortium Wheat bran wastes of Grinding mills	VGST-SPICE 2011-12	30,000
3	Mr.Prasanna Srinivas. Student: Ms.Ankita Gaur	Isolation of Aflatoxins from commercially available food grains- groundnuts to detect the presence of toxins in food	VGST-SPICE 2013-14	30,000
4	Mr.Rajarajan	Molecular and Bioinformatics evaluation of anti staphylococcal secondary metabolites of bacterial isolates from hospital waste water environment.	UGC Minor research Project	1,10,000
5	Dr.Sonia Sharma	Epidemiology and characterization of lipophilic yeast (Malassezia) from human dandruff samples using cultural and molecular methods	UGC Minor research Project	1,60,000

18. Research Centre /Facility Recognized by the University : Applied to Bangalore University

## 19 Publications

Number of papers published in peer journals(National/Inter- National) by faculty

Name of the Authors	(a)Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database-International Social Sciences Directory, EBSCO host, etc)	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Mr.Raja Rajan.P	Molecular Characterization Of Multidrug Resistant Escherichia Coli Isolated From Urinary Tract Infections, 2014, Vol 7, 168-172.	Scopus	0.7
Mr.Prasanna Srinivas	16s RNA Based Identification Of Gut Bacteria From Laboratory And Wild Larvae Of Helicoverpa Armigera (Lepidoptera Noctuidae) From Tomato Farm , The Bioscan, Page No 175-183,. Volume – 6 , Number : 2 : 2011	International Journal Bioscan	-

Monographs	-
Chapter in Books	-
Books Edited	-
Books with ISBN / ISSN numbers	-

## 20. Areas of consultancy and income generated:

Collaborated Industry research project with Grindwell Norton Pvt.Ltd

## 21. Faculty as members in :

- a) National committees: Nil
- b) International Committees: Nil
- c) Editorial Boards: Nil

## 22. Student projects :

- a) Percentage of students who have done in-house projects including inter departmental/programme: 20%
- b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies : 80%

## 23. Awards/Recognitions received by faculty and students: Nil

Sl.No	Faculty/Student Name	Award/Recognition	Awarding Body
1.	Mr.Prasanna Srinivas	BOE-Chairman (UG) 2013-14 SLET	Bangalore University, K-SET-Lecturer ship
2.	Ms.Abhishikta Basu	UGC-NET	UGC
3.	Ms.Leela Lavanya (Student)	I Rank- MSc, 2009	Bangalore University
4.	Ms.Sushree Sangeetha(Student)	V Rank-MSc , 2011	Bangalore University
5.	Ms.Neha Rani (Student)	I Rank- MSc , 2012	Bangalore University

## 24. List of eminent academicians and scientists / visitors to the department:

Eminent Academician/ Scientist	Institute
Dr.Susan Varghese	Microbiologist, CSI hospital, Bangalore
Dr.C.Anand	Sr.Consultant Microbiologist, National Tuberculosis Institute, Bangalore
Dr.Swathi Patel	Principal Scientist, BIOCON
Dr.Appu Rao	Senior Scientist, CFTRI, Mysore
Dr.Mallesha	Dept of Microbiology, GKVK, Bangalore
Mrs.Anthrose Parimala	Co-ordinator, Freedom Foundation Centre

## 25. Seminars/ Conferences/Workshops organized &amp; the source of funding:

Sl.No	Seminars/ Conferences/Workshops	Date	Source of funding
1	State Level Workshop –Enabling Quality in Higher Education-NAAC Sponsored	6 and 7 Aug 2010	Indian Academy Degree College
2	Workshop on Protein purification by Enzeen Biosciences Pvt. Ltd	13th -15th May 2010	
3	Workshop on Food Adulteration collaborated with the Department of Marketing and Inspection, Ministry of Agriculture, Government of India with Indian Academy Degree College-Department of Microbiology on Occasion of World Consumers Day	15 March 2010	
4	Workshop on Dairy Technology and Milk products	27 Feb, 2011	
5	Workshop on Microscopic Techniques	13-17 Aug, 2012	
6	Work shop on Research Analysis using SPSS	20th and 21th Dec 2012	
7	Workshop on Parasitology	March 15th 2013	
8	National Programme on Technology Enhanced Learning (IIT, Madras)	7th and 8th Nov 2013	NPTEL and IIT Madras
9	Workshop on Medical Mycology	21st March 2014	Indian Academy Degree College
10	National Seminar on Higher Education Transformation in India: Changing contexts and Institutional Responses	28th and 29th April 2014	



**26. Student profile programme/course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
B.Sc Microbiology	2007-10	30	18	5	13	100
	2008-11	25	14	2	12	100
	2009-12	25	15	2	13	100
	2010-13	27	15	4	11	100
	2011-14	23	11	5	6	Results Awaited
	2012-15	26	12	5	7	Results Awaited
M.Sc	2008-10	10	5	1	4	100
	2009-11	30	23	15	8	91
	2010-12	30	21	8	13	86
	2011-13	35	22	14	8	68

**27. Diversity of Students**

Name of the course	Admitted in the Year	% of Students from the same state	% of Students from other States	% of Students from abroad
B.Sc. Microbiology	2010	10	10	80
	2011	10	10	80
	2012	10	10	80
	2013	20	20	60
M.Sc Microbiology	2009	48	35	17
	2010	59	9	32
	2011	23	23	54
	2012	31	50	19
	2013	37	53	10

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? Nil

**29. Student Progression**

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. Microbiology	2007-10	83	-		10	7
	2008-11	80	-	-	10	10
	2009-12	82	-	-	08	10
	2010-13	86	-	-	04	10
M.Sc. Microbiology	2008-10		-	-	100	-
	2009-11	-	-	-	95	5
	2010-12	-	-	-	100	-
	2011-13	-	-	-	100	-

## 30. Detail of Infrastructure Facilities:

S.No.	Infrastructure	Details
a	Library	30 Books and 25 E-books, Journals at Main Library
b	Internet Facilities for Staff and Students	Internet –Wi-Fi
c	Class room with ICT facility	2
d	Laboratories	2

31. Number of students receiving financial assistance from College, University, Government or other agencies. Karnataka Govt Scharship:6  
Indian Academy Merit:2

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	8th and 9th October 2009	National Conference on Emerging Trends in Medicinal Plants Research
2		Confluence: Seminar on Life Sciences
3	30 Dec 2009	Training on 'DNA Finger Printing' collaborated with Aristogene
4	10 April 2010	Cofluence 2010: Lectures on Science and Academia-Industry Interaction
5	13-15 May 2010	Training on 'Protein Purification' collaborated with Enzeen biosciences
6	16-20 Aug 2010	One week training on Chromatographic technique –Gas chromatography, ATI, Chennai
7	27th and 29th October 2010	National Conference on Plant Diversity, Prospects and Problems of Conservation
8	29th Oct2010	National Conference –Novel Functional Foods- 2010 SASNET on Fermented Foods
9	26-27 May 2011	Conference on "Recent Trends in Genomics and Proteomics" by IADC
10	19th -20th Sep 2011	Science Academies lecture Workshop on Microbial Genomics
11	10th and 11th Oct 2011	National level Workshop on Entrepreneurship development in Life Science
12	12th -14th Oct, 2011	National Seminar –Evolving trends in Bioprocess Engineering
13	22th-24th Feb 2012	FDP in Microbiology
14	12th -15th Dec, 2012	State Level workshop on Clean Milk Production
15	9 Dec , 2013	Visit and Lecture at IIHR, Bangalore
16	5th -8th Feb 2013	FDP on Recent advances in Immunomolecular Diagnostics

S.No	Date	Special lectures / Workshops / Seminars
17	13th -14th March 2013	National Conference by Mycological Society of India
18	27 March 2013	Workshop on Parasitology extended by CSI hospital
19	1 June 2013	Instrumentation Workshop by IADC
20	7-8 Nov 2013	Workshop on “ National programme on technology Enhanced learning” by NPTEL and IIT ,Madras
21	1-3 Feb, 2014	Students attended seminar at IISc, “Pravega”
22	18-19 Feb, 2014	Students attended Training at Regional Centre for Organic Farming,Bangalore
23		
24	28th Feb – 1st March 2014	Workshop on Forensic Sciences and DNA finger printing
25	21 Mar, 2014	Workshop on Medical Mycology
26	1 April, 2014	One day training on Mushroom cultivation at GKVK
27	18 Mar-24 Mar, 2014	Lecture and visit at CMFRI, Cochin

### 33. Teaching Methods Adopted to Improve Student Learning

Sl No	Teaching Methods Adopted
1	Flash cards
2	Animations
3	Models
4	Question banks

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S. No.	Date	ISR Activities
1	2005-2013	World AIDS Day: Programme sponsored by BBMP,100 people including students, teachers and public participate every year
2	23.2.14	Polio vaccination drive in Bangalore
3	Every March	Tuberculosis awareness through dots workers in Bangalore
4	Every December	Fund collection for AIDS positive children of Freedom Foundation
5	Every May	Awareness on Dengue fever and Chicken guinea were given during outbreaks
6	Every month for the whole year	Akshara Gnana (literacy programme) for Housekeeping staff of IADC

S. No.	Date	ISR Activities
7	22.6.2013	Workshop on Importance of Health and hygiene for cooks of IAGI
8	17.2.2014	Workshop on Importance of Health and hygiene for Housekeeping staff of IAGI

### 35. SWOC Analysis of the Department and Future plans:

#### Strengths:

- Focus on a judicious mix of theoretical knowledge along with practical exposure to enhance students' employability and competencies
- The Course creates ample opportunities through training programs and research activities in various streams such as Dairy Microbiology, Medical Microbiology, Food Microbiology, Agriculture, Aerobiology and other specialized areas
- The Department is involved in providing Consultancy to industries
- The curriculum is multi-disciplinary and covers areas like Molecular Biology, Serology, Immunology, Genetics, Microbial Technology etc
- Skilled, dedicated faculty with strong research backgrounds
- Students have secured external Grants and funding from VGST, Government of Karnataka

#### Weaknesses:

- Decreasing student enrolments

#### Opportunities:

- Opportunities to provide courses and vocational programmes in specialized areas of Microbiology such as Mushroom cultivation, Industrial enzymes, Vermi Compost, Immunology, Bioleaching, Biofertilizers and many related fields
- Skill-based certificate programs in the above mentioned areas, with collaborations with Research industries and institutes can provide a wide array of career choices for students
- Microbiology has universal practical application in industries like Food, Beverage, Pharma, Dairy, Water purification, Agriculture etc
- The College Management is supportive and provides adequate autonomy to plan and conduct value-added programs, Seminars and workshops

#### Challenges:

- Minimal student enrollments resulting from lack of awareness of the numerous opportunities in Microbiology
- More participation of faculty members in research activities

#### Future Plans:

- To augment Industrial training for students
- Conduct Certificate Programmes to promote placements
- Increase collaboration with Industries for projects and consultancy
- To promote and support research initiatives

## DEPARTMENT OF ZOOLOGY

1. Name of the Department: Zoology
2. Year of Establishment: UG :1994
3. Name of Programmes / Courses offered: B.Sc. (Chemistry/Zoology/  
Biotechnology)  
B.Sc. (Chemistry/Zoology/  
Microbiology)

4. Names of Interdisciplinary Courses and the Departments/units involved:

B.Sc. (Chemistry/Zoology/Biotechnology)	Chemistry, Biotechnology
B.Sc. (Chemistry/Zoology/Microbiology)	Chemistry, Microbiology

5. Annual/Semester/Choice Based Credit System (Programme Wise):

B.Sc. : Semester

6. Participation of the Department in the courses offered by other Departments:

Course	Department
B.Sc.Genetics- Cytogenetics	Genetics
B.Sc.Genetics- Molecular Genetics	Genetics
M.Sc.Applied Genetics- Essentials of cytogenetics	Genetics
M.Sc.Applied Genetics- Genetics of Development	Genetics
BCA- Environmental Studies	Computer science
M.Sc.Biochemistry- Biochemical Genetics	Biochemistry

7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.: Nil
8. Details of Courses/Programmes discontinued (if any) with reasons : Nil
9. Number of Teaching posts

Academic Support Staff	Sanctioned	Filled
Professors		
Associate Professors	01	01
Asst Professors		

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1	Sangeetha Annie George	M.Sc. M.Phil,(Ph.D) SET qualified	Associate Professor	Zoology	10 years	-

11. List of Senior Visiting Faculty: Nil
12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty : Nil
13. Student-Teacher Ratio: 11:1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled : 01

15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:

Sl. No	Name	Qualification
1	Sangeetha Annie George	M.Sc., M.Phil., (Ph.D), SET Qualified

16. Number of faculty with ongoing projects from a) National Nil  
b) International funding agencies and grants received

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received : Nil

18. Research Centre /Facility Recognized by the University : Nil

19. Publications Nil

20. Areas of consultancy and income generated : Nil

21. Faculty as members in :

a) National committees: Nil

b) International Committees: Nil

c) Editorial Boards: Nil

22. Student projects :

a) Percentage of students who have done in-house projects including inter departmental/programme-100%

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies. Nil

23. Awards/Recognitions received by faculty and students:

Sl. No.	Faculty / Student Name	Award/Recognition	Awarding Body
1	Sangeetha Annie George	SET	Ministry of Education, Kerala State
2	Namgyel Wangchuk	Selected and invited by TERI to participate in DSDS 2012 Presented a paper in DSDS.	TERI, New Delhi

24. List of eminent academicians and scientists / visitors to the department:

Eminent Academician/ Scientist	Institute
Dr. Sundar Raj	Scientist-F Indian Institute of Forest Research, Bangalore
Dr. Nijaguna C.M.	Principal, Vijaya College, Bangalore
Dr. Chetan	Professor, NIMHANS, Bangalore
Dr. Jayashankar	Research Associate, IIHR, Hesarghatta
Dr. Geetha Vishwanathan	Director, IHMA

**25. Seminars/ Conferences/Workshops organized & the source of funding:**

Sl.No	Seminars/ Conferences/ Workshops	Date	Source of funding
1	Confluence 2009	3-4 March 2009	Indian Academy Degree College
2	Lecture on Protection of Wood	4 April 2009	
3	Lecture on Homeostasis	31 October 2009	
4	Confluence 2010	10 April 2010	
5	Lecture on Frontiers in Human Genetics	20 August 2010	
6	Lecture on Oral cancer	20 January 2011	
7	Conference on recent trends in Genomics and Proteomics	26-27 May 2011	
8	Lecture on Animal Behaviour	29 July 2011	
9	Lecture on Scope of Zoology- Future career prospective	28 June 2012	
10	Workshop on "Basic techniques in Microscopy"	17 August 2012	
11	Lecture on Trends in Ecology	9 February 2013	
12	Workshop on "Molecular Biotechnology"	4 March 2013	
13	Lecture on Apiculture	16 February 2013	
14	Lecture and workshop on "Dermatoglyphics"	25 September 2013	
15	Workshop on "Basic tools in Bioinformatics" organized for life science lecturers	22 January 2014	
16	Workshop on "Bioinformatics" organized for VI semester B.Sc. students	21 March 2014	
17	Lecture on System Biology	3 April 2014	

**26. Student profile programme/course wise:**

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
B.Sc. Zoology	2007-10	20	15	6	9	100
	2008-11	-	-	-	-	-
	2009-12	-	-	-	-	-
	2010-13	10	7	3	4	100
	2011-14	15	12	3	9	100
	2012-15	9	6	1	5	100

## 27. Diversity of Students

Name of the course	Admitted in the Year	% of Students from the same state	% of Students from other States	% of Students from abroad
B.Sc.Zoology	2007	40	40	20
	2010	57	-	43
	2011	75	-	25
	2012	83	-	17

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? Nil

## 29. Student Progression

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
B.Sc. Zoology	2007-10	95	-	-	5	-
	2008-11	-	-	-	-	-
	2009-12	-	-	-	-	-
	2010-13	86	-	-	14	-

## 30. Detail of Infrastructure Facilities:

S.No.	Infrastructure	Details
a	Library	Central library –205 books Department library-50 books
b	Internet Facilities for Staff and Students	Available- Wi-Fi
c	Class room with ICT facility	Available-4
d	Laboratories	Available-1

31. Number of students receiving financial assistance from Karnataka Govt College, University, Government or other agencies. Scholarship-5

32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	3-4 March 2009	Confluence 2009
2	4 April 2009	Lecture on Protection of Wood
3	31 October 2009	Lecture on Homeostasis
4	10 April 2010	Confluence 2010
5	20 August 2010	Lecture on Frontiers in Human Genetics
6	20 January 2011	Lecture on Oral cancer
7	26-27 May 2011	Conference on recent trends in Genomics and Proteomics
8	29 July 2011	Lecture on Animal Behaviour
9	28 June 2012	Lecture on Scope of Zoology-Future career prospective
10	17 August 2012	Workshop on “Basic techniques in Microscopy”



S.No	Date	Special lectures / Workshops / Seminars
11	9 February 2013	Lecture on Trends in Ecology
12	4 March 2013	Workshop on “Molecular Biotechnology”
13	16 February 2013	Lecture on Apiculture
14	25 September 2013	Lecture and workshop on “Dermatoglyphics”
15	22 January 2014	Workshop on “Basic tools in Bioinformatics”organized for life science lecturers
16	21 March 2014	Workshop on Bioinformatics”organized for VI semester B.Sc. Students
17	3 April 2014	Lecture on System Biology

### 33. Teaching Methods Adopted to Improve Student Learning

Sl No	Teaching Methods Adopted
1	Power point presentation
2	Group Discussion
3	Seminars
4	Assignments
5	Black board teaching
6	Use of Models

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S. No.	Date	ISR Activities
1	2-10-12	Gandhi Jayanthi Programme-Malur
2	2-10-13	Gandhi Jayanthi Programme-Devanahalli
3	24.9.13	Regular visits to Old Age Homes,
4	28-1-14 29-1-14	Donation of science models prepared by B.Sc students to the children of Govt.School, Hennur

## 35. SWOC Analysis of the Department and Future plans:

## Strengths:

- Well-equipped laboratory facilities with good collection of specimens
- Dedicated faculty
- Combination of laboratory experiments along with theory-based learning

## Weaknesses:

- Limited number of students opting for Zoology as one of the optional subjects in B.Sc.

## Opportunities:

- B.Sc. Honours Program in Zoology, with emphasis on application aspects and with a judicious mix of Molecular Biology, Immunology, can be an attractive option for students
- To start short term courses in Aquatic Biology / Pisciculture, Sericulture, Vermiculture, Systemic Biology, Wildlife & Conservation Biology, Biodiversity etc

## Challenges:

- To Improve Student enrolments in Undergraduate Courses
- To promote research interest in Faculty & students

## Future Plans:

- To strengthen departmental outreach activities to attract more enrolments in B.Sc. Zoology
- To support and promote research initiatives of faculty and students
- To start short term Courses and Workshops in applied areas of Zoology
- To engage resources of the Zoology Department in inter-departmental (Lifesciences-related disciplines) research and teaching initiatives

**DEPARTMENT COMMERCE (PG STUDIES)**

1. Name of the Department: Commerce (PG Studies)
2. Year of Establishment: 2009
3. Name of Programmes / Courses offered: Master of Commerce (M.Com.)  
Master of Finance and Accounting (M.F.A.)  
Master of International Business (M.I.B.)  
PG Diploma in International Business

**4. Names of Interdisciplinary Courses and the Departments/units involved:**

MIB	Dept. of Computer Science
M.Com.	Centre for Entrepreneur Learning
MFA	School of Management Studies
	Dept. of Commerce
	Dept. Management
	Centre for Professional Studies

**5. Annual/Semester/Choice Based Credit System (Programme Wise):**

Master Of Commerce : Semester  
Master of Accounting and Finance : Semester  
Master of International Business: Semester

**6. Participation of the Department in the courses offered by other Departments:**

Course	Department
Bachelor of Commerce	Dept. of Commerce
Bachelor of Business Management	Dept. of Management
Master of Business Administration	School of Management Studies
CA-CPT,CA-IPCC	Centre for Professional Studies
Master Of Tourism and Administration	Dept. of Tourism Studies
Bachelor of Computer Application	Dept. of Computer Science

**7. Courses in collaboration with other Universities, Industries, Foreign Institutions, etc.:**

1. National Stock Exchange Certified Capital Market Professional-National Stock Exchange, Chennai.
2. Entrepreneur Development Program- Entrepreneurship Development Institute, Bangalore.

**8. Details of Courses/Programmes discontinued (if any) with reasons : Nil**
**9. Number of Teaching posts**

Academic Support Staff	Sanctioned	Filled
Professors	0	0
Associate Professors	03	03
Asst Professors	05	05

10. Faculty profile with Name, Qualification, Designation, Specialization, (D.Sc/D. Litt. /Ph.D. /M.Phil.etc.):

Sl. No	Name	Qualification	Designation	Specialization	Years of Experience	No. of Ph.D Students Guided
1.	Mr.C. Jaffer Mohammed	MA,M.Phil, (Ph.D)	Assoc. Professor & Co. Ordinator	Economics, Business Environment,	13	Nil
2.	Mr.Sairam	M.Com, M.Phil &UGC Net, AMT	Assoc. Professor	Taxation & Accounts	10	Nil
3.	Mrs.Shalini.S	MA, MBA, MPhil	Assoc. Professor	Economics, Banking & Insurance, HR	9	Nil
4.	Mr.Arshad	M.Com, ACMA	Asst. Professor	Cost & Mgt Accountancy	10	Nil
5.	Dr.Nithya	M.Com, Ph.D	Asst. Professor	Finance & Accounts	5	Nil
6.	Mrs.RamaPriya	MBA, PGDIT	Asst. Professor	International Business, Supply Chain Mgt.	13	Nil
7.	Mr.Thamotharan	MBA(Ph.D)	Asst. Professor	Finance & Accounts	5	Nil
8.	Mrs. Priyadarshini.J	MBA UGC-NET	Asst. Professor	Finance & HRM	4	Nil

11. List of Senior Visiting Faculty

1. Prof.Hina Kakkar
2. Prof.Krithika
3. Prof.CA.Hema
4. Prof.Maria Desouza
5. Prof.Parag Kumar Jana
6. Prof.Sashmita Bebortha
7. Prof.Sheela
8. Prof.Deepali Kale
9. Prof.Rohini Sajjan
10. Prof.Kuppuswamy
11. Prof.Sushmashree
12. Prof.Sujatha
13. Prof.Krishna Badami

12. Percentage of Lectures Delivered And Practical Classes Handled(Programme Wise) By Temporary Faculty : Nil

13. Student-Teacher Ratio: 24:1

14. Number of Academic Support Staff (Technical) And Administrative Staff; sanctioned and filled

Academic Support Staff	Sanctioned	Filled
Technical	01	01
Administrative	01	01

**15. Qualifications of teaching faculty with D.Sc / D.Litt/ Ph.D/ MPhil/ PG.:**

Sl. No	Name	Qualification
1	Mr. C. Jaffer Mohammed	MA, M.Phil (Ph.D)
2	Mr. Sairam	M.Com, M.Phil &UGC- Net, AMT
3.	Mrs. Shalini.S	MA, MBA M.Phil
4.	Mr. Arshad	M.Com, ACMA
5	Dr. Nithya	M.Com, Ph.D
6	Mrs. RamaPriya	MBA, PGDIT
7	Mr. Thamotharan	MBA (Ph.D)
8	Mrs. Priyadarshini.J	MBA,UGC-Net

16. Number of faculty with ongoing projects from a) National Nil  
b) International funding agencies and grants received

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, Nil  
etc. and total grants received:

18. Research Centre /Facility Recognized by the University : Nil

**19 Publications**

Number of papers published in peer journals(National/Inter- National) by faculty

Name of the Authors	(a)Printed Publication: Title, year, volume and page no	Site of listing of the publication (e.g., Web of Science, Scopus, Humanities International Complete, Dare Database- International Social Sciences Directory, EBSCO host, etc)	Impact Factor (IF)/ h-index (hi)/ Citation index (CI)/ SNIP/SJR
Mr. Thamotharan. A	Role of Private Sector Banks in Financial Inclusion-Issues & Challenges. Asia Pacific Journal of Research. October-2013, Vol. II Issue X. ISBN-2320-5504	Scopus	IF:0.95
Mr.Thamotharan. A	Investors' Perception on Derivatives Market in India with special reference to Dharmapuri District. International Journal of Scientific Research Vol.2,Issue 12,Dec 2013 ISBN-2277-8179	Scopus	IF:1.95

Monographs	Nil
Chapter in Books	Nil
Books Edited	Nil
Books with ISBN / ISSN numbers	Prof.Shalini.S Market Behaviour & Cost Analysis-Text Book for BBM I Semester ISBN:978-93-5051-872-4 Vision Book House, New Delhi

20. Areas of consultancy and income generated : Nil

21. Faculty as members in :

a) National committees : Nil

b) International Committees : Nil

c) Editorial Boards :

Prof.Jaffer Mohammed.C	Indian Academy Journal of Commerce & Management
Prof.Thamotharan.A	Indian Academy Journal of Commerce & Management, Sustainable Business Development.(Journal of Annamalai University)
Prof.Sairam.A	Indian Academy Journal of Commerce & Management
Dr.Priyanka Arora	
CMA.Mohd.Arshad	
Prof.Shalini.S	

22. Student projects :

a) Percentage of students who have done in-house projects including inter departmental/programme: 40%

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/ other agencies: 60%

23. Awards/Recognitions received by faculty and students:

Sl.No.	Faculty / Student Name	Award/Recognition	Awarding Body
1	Prof.Sairam	Pandit Jawaharlal Nehru Gold Medal award	GEPR,Chennai
2	Aishath Nazeera	MFA I Rank(2012)	Bangalore University
3	Mary Fastina Shanthalli	MFA IV Rank(2012)	Bangalore University
4	Rajeshwari Vilekya	MIB IV Rank(2013)	Bangalore University
5	M.Com/MFA Students	Overall Champion Trophy	Kristu Jayanthi College
6	M.Com/MFA Students	Overall Champion	IES Vivekananda Degree College.
7	M.Com/MFA Students	Overall Runners	Kristu Jayanthi College
8	M.Com/MFA Students	Event I place	IES Vivekananda Degree College.

**24. List of eminent academicians and scientists / visitors to the department:**

Eminent Academician/ Scientist	Institute
Dr.Rajdeep Manwani	Professor,Dept.of Commerce,Jain University
Dr.Muniraju	Professor, Dept.of Commerce-PG Studies, Bangalore University
Mr.Ayyappa	Manager, NSE, Chennai
Mrs.Pushpa Rao	Manager, Fair Wealth Securities, Bangalore
Dr.T.Siddiah	Campus Director, IAGI
Prof.Srinivasan	Director, School of Management Studies, IAGI, Bangalore
Dr.Thandava Murthy	Director, Koshys School of Management.
Soman Nambiar	C.A & Academic Head Koshys School of Management.
Karthik	Chartered Accountant
Prof.Subramanyam	Manager, RBI, Bangalore
B.Raghavendra Rao	Prof. Dept.of Commerce, Jain University
Dr.D.K.Murthy	Director, SIMS, Mysore
Dr.Rajdeep Manwani	Prof. Dept.of Commerce, Jain University
Mr.Nagendra Sai Kishore	Chartered Accountant
Dr.Ramachandra Gowda	Chairman, Dept.of Commerce(PG),Bangalore University.
Mrs.Smitha Kavtekar	Professor. Dept.of Commerce,Jain University
Mr.Ullas Rao	Professor. Dept.of Management Studies,SDIM, Mysore
Mr.Naveen	Asst.Manager, NSE,Chennai.

**25. Seminars/ Conferences/Workshops organized & the source of funding:**

Sl.No	Seminars/ Conferences/ Workshops	Date	Source of funding
1	Emerging Trends in Finance and Financial Reporting	24-5-2011	Indian Academy Degree College
2	Issues and Challenges in Economic Governance-Role of RBI and Government	27-4-2012	
3	Issues and Challenges in IFRS	7-5-2013	
4	Emerging Trends in Derivatives Market	23-4-2014	

## 26. Student profile programme/course wise:

Name of Course/ Programme	Batch	Applications received	Selected	Enrolled		Pass percentage
				M	F	
Master of Commerce	2009-11	30	24	5	19	90
	2010-12	70	60	26	34	92
	2011-13	75	60	22	38	94
	2012-14	75	60	35	25	95
Master of Accounting & Finance	2010-12	30	27	12	15	89
	2011-13	40	33	22	11	93
	2012-14	40	34	12	22	94
Master of International Business	2010-12	13	11	5	6	60
	2011-13	15	11	6	5	62
	2012-14	15	9	5	4	68

## 27. Diversity of Students

Name of the course	Admitted in the Year	% of Students from the same state	% of Students from other States	% of Students from abroad
Master of Commerce	2009-11			
	2010-12	96	4	0
	2011-13	98	2	0
	2012-14	70	28	2
	2013-15	80	20	0
Master of Accounting & Finance	2010-12	97	0	3
	2011-13	85	15	5
	2012-14	75	25	0
	2013-15	68	30	2
Master of International Business	2010-12	30	30	40
	2011-13	0	40	60
	2012-14	50	10	40

## 28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ?

Ms.Sameena – M.Com (2009 -2011) cleared NET in June, 2012.



## 29. Student Progression

Name of the Course	Batch	Student Progression Against % Enrolled				
		UG to PG	PG to M Phil.	PG to PhD	Recruited	Entrepreneur/ Self employed
M.Com	2009-11	-	-	-	70	30
	2010-12	-	-	-	65	35
	2011-13	-	-	2	50	38
MFA	2010-12	-	-	-	60	40
	2011-13	-	-	-	80	20
MIB	2010-12	-	-	-	50	50
	2011-13	-	-	-	60	40

## 30. Detail of Infrastructure Facilities:

S.No.	Infrastructure	Details
a	Library	IADC Library with separate section for Commerce books.
b	Internet Facilities for Staff and Students	Available Wi-Fi
c	Class room with ICT facility	Available-4
d	Laboratories	Commerce Lab with 15 systems, projector and screens

## 31. Number of students receiving financial assistance from Karnataka Govt College, University, Government or other agencies. Scholarship-28

## 32. Detail on student enrichment programmes (Special lectures / workshops / seminars) with external experts.

S.No	Date	Special lectures / Workshops / Seminars
1	09-10-2010	Adaptability of PSU's in the changing business environment
2	16-11-2010	Banking Services
3	15-04-2011	Emerging Trends in Accounting
4	17-04-2011	A case study on Vodafone Tax Issues.
5	16-08-2011	Legal Aspects of Business
6	12-03-2012	Synergic effect of IT& Commerce
7	09-09-2012	Good to Great
8	10-09-2012	Job avenues in the area of Accounting, Taxation and Finance
9	09-10-2012	Power of Human Resource
10	09-11-2012	Multicultural Management
11	01-12-2012	Ethical Issues in Business and Society
12	15-01-2013	Social Responsibility
13	06-03-2013	Women Entrepreneurship
14	10-04-2013	Recent Trends in HR
15	15-04-2013	Application of IT in Finance and Accounts

S.No	Date	Special lectures / Workshops / Seminars
16	28-04-2013	Tax Planning
17	01-12-2013	Information Systems and Computers
18	11-12-2013	E-commerce Applications
19	20-01-2014	Consumer Behavior
20	23-02-2014	International Finance and Financial Services

### 33. Teaching Methods Adopted to Improve Student Learning

Sl No	Teaching Methods Adopted
1	Black Board Teaching
2	Using Multimedia technology
3	Assignments
4	Subscription to Finance /Economics oriented newspapers, to bridge between class room learning and Board room/current events.
5	Periodic Quiz on varied topics both related to subject and general.
6	Participative seminar on different subjects(student seminar presentations)
7	Industrial Visits, Study tour, Internships, live projects, etc.
8	Commerce /Language Laboratory for practical exposure.
9	Soft Skill training for enhancing intra-personal and relation skills for better employability
10	Case Studies Analysis

### 34. Participation in Institutional Social Responsibility (ISR) and Extension activities:

S. No.	Date	ISR Activities
1	2-10-2012	Malur-Gandhi Jayanthi Programme
2	2-10-2013	Devanahalli-Gandhi Jayanthi Programme
3	16-10-2013	Survey on educational penetration among BPL families in selected areas in Bangalore.
4	6-4-2014	Awareness on Filing Income Tax Return

## 35. SWOC Analysis of the Department and Future plans:

## Strengths:

- First Unaided, Affiliated College to offer all major courses in PG Commerce: M.Com, MFA & MIB under Bangalore University
- Students have consistently opted our College as the first preferred choice during the admission counseling for University quota seats
- As there are three courses run by the department it gives many opportunities to the students to interact with other course students and faculty
- Consistent academic excellence over the years; this is reflected by students securing University Ranks, including University I Rank in MFA which is a major source of motivation for the students and faculty
- One of the few Colleges to offer the choice to take the specializations- viz Accounting & Taxation and Finance in M.Com & M.I.B
- Well-established Placement Cell to provide Pre-Placement Training internship and placement assistance to students
- Excellent infrastructure with well-ventilated classrooms with necessary teaching aids such as laptops and projectors
- The campus is in an ideal location in the Outer Ring Road of Bangalore North District
- Well qualified, experienced and competent faculty with good academic and industry background, also specialized in different areas of commerce education
- The mix of students from different states as well as foreign students and drawn from different Socio-Economic backgrounds has created a much desired multi-cultural environment
- Well-placed alumni are major sources of networking and assistance in pre-placement & placement initiatives; they also assist the students in Projects
- Add on courses like NCCMP, EDP, MS-Excel etc are offered to students for enhanced learning and employability
- The pedagogy in the Department is a judicious mix of both practical learning and theoretical concepts complemented by Study Tours, Industrial Visits, extra and co-curricular activities under Commerce Forum.
- These initiatives have led to greater participation of students in Management Fests, Inter-College Debates and Competitions & have also brought laurels to the College

**Weaknesses:**

- Lack of flexibility in curriculum design and in the development of academic calendar
- Striking a balance between curricular and co-curricular activities for varied student communities consisting of local, non-local Indian and International students

**Opportunities:**

- With upbeat market trends, there is an increased demand for well-qualified and competent professionals with strong backgrounds in Business & Commerce disciplines
- Industries are more willing to tie up with academic Institutions and partner in academic and competency-building activities
- With our reputation of being a preferred choice for commerce education, we are poised to strengthen the department further through the addition of customized and structured student support initiatives
- Ample opportunities for providing Consultancy services to the industry by engaging available infrastructure, faculty resources
- The Indian Academy Centre for Entrepreneurial Learning (IACEL) can be utilised to promote entrepreneurial skills among students
- Continuous emphasis on interfacing technology with teaching and also continuous updation of teaching pedagogy to add value to the teaching learning process
- Emphasis on Faculty development programs to impart knowledge in emerging areas

**Challenges:**

- Dependency on the Affiliating University to update syllabus design curriculum
- Talented graduate students prefer to take up employment after UG rather than opt for PG Studies
- As students opt M.B.A. and M.Com. courses over M.F.A and M.I.B courses, admissions in M.F.A and M.I.B courses are not very healthy

**Future Plans:**

- To take initiatives to improve overall student academic performance and to secure more University ranks
- To enhance focus on industry-interfacing activities through industrial visits /study tours
- To initiate more activities in co-ordination with IACEL to promote self-employment and to impart entrepreneurial skills among students
- To encourage Faculty participation in research and to involve students in faculty Research projects

INDIAN ACADEMY DEGREE COLLEGE

Recognized by Govt. of Karnataka & Affiliated to Bangalore University

**Declaration by the Head of the Institution**

I certify that that the data included in this Self-Study Report (SSR) are true to the best of my knowledge.

This SSR is prepared by the institution after internal discussions, and no part thereof has been outsourced.

I am aware that the Peer team will validate the information provided in this SSR during the peer team visit.

Signature of the Head of the institution  
with seal:  
PRINCIPAL  
INDIAN ACADEMY DEGREE COLLEGE  
HENNUR CROSS, KALYAN NAGAR,  
BANGALORE - 560 043

Place: Bangalore

Date: 30-05-2014



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