



YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

1.Name of the Institution

**INDIAN ACADEMY DEGREE COLLEGE -
AUTONOMOUS**

- Name of the Head of the institution **Dr. E. Jerome Xavier**
- Designation **Principal**
- Does the institution function from its own campus? **Yes**
- Phone No. of the Principal **08067458904**
- Alternate phone No. **08067458936**
- Mobile No. (Principal) **9663281808**
- Registered e-mail ID (Principal) **principal_iadc@indianacademy.edu.in**
- Address **Hennur Cross, Hennur Main Road**
- City/Town **Bangalore**
- State/UT **Karnataka**
- Pin Code **560043**

2.Institutional status

- Autonomous Status (Provide the date of conferment of Autonomy) **07/09/2016**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status

Self-financing

- Name of the IQAC Co-ordinator/Director **Mrs. Sangeetha Annie George**
- Phone No. **08067458934**
- Mobile No: **9886033478**
- IQAC e-mail ID **iqac@indianacademy.edu.in**

3. Website address (Web link of the AQAR (Previous Academic Year))
<https://iadc.ac.in/wp-content/uploads/2022/02/AQAR2019-2020.pdf>
4. Was the Academic Calendar prepared for that year?
Yes

- if yes, whether it is uploaded in the Institutional website Web link:

<https://iadc.ac.in/academics/academic-calendar-of-events/>
5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.09	2009	15/06/2009	14/06/2014
Cycle 2	A	3.27	2016	25/05/2016	31/12/2021

6. Date of Establishment of IQAC**09/09/2009**
7. Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
UGC	PARAMARSH UGC Mentor-Mentee Programme	UGC	11/09/2019	1500000
STAR College Scheme	Star College status	DBT	08/03/2018	8200000

8. Provide details regarding the composition of the IQAC:

- Upload the latest notification regarding the composition of the IQAC by the HEI [View File](#)

9.No. of IQAC meetings held during the year **4**

- Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report **No File Uploaded**

10.Did IQAC receive funding from any funding agency to support its activities during the year? **No**

- If yes, mention the amount

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Inauguration of Institution's Innovation Council (IIC)

Activities in line with Intellectual Property Rights

Preparation for implementation of NEP - 2020 (Workshops / Seminars)

Digital Transformation initiatives

MoUs and Collaborations with Institutions and Industries of repute

Strengthening the OBE framework with dedicated workshops / training programmes

12.Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:

Plan of Action	Achievements/Outcomes
Inauguration of Institution's Innovation Council (IIC)	The Institution's Innovation Council (IIC) was formally inaugurated. The core committee members underwent a training programme
Activities in line with Intellectual Property Rights	Seminars, Conferences, workshops and other related activities were implemented.
Digital Transformation in Teaching-Learning and Evaluation	Procured new ERP (DHI). Many training programmes including a Training Programme in Advanced Excel, an Online Workshop on blogging through blogger and Google sites, Google Suite Training was organized for Faculty members.
Strengthening the OBE framework	Dedicated workshops and training programmes were conducted
MoUs and Collaborations	Linkages with with Institutions and Industries of repute were established through MoUs and Collaborations.
NEP - 2020	Preparation for implementation of NEP - 2020 (Workshops / Seminars)
Seed Grants for Pilot study	Institutional Seed Grants for Faculty Research Projects
PARAMARSH - UGC Mentor Mentee Programme	Mentoring 5 institutions towards first cycle of NAAC accreditation under the PARAMARSH UGC scheme through training programmes, seminars, workshops and audits.
Staff Training Programmes	Training programmes for Teaching, Non-teaching and support staff were organized.
Student Development Programmes	Value-added programmes / Internships / Student Projects /

	Field projects / Seminars / Workshops and Conferences / Experiential Learning Activities for Slow Learners and Advanced Learners were the Quality initiatives taken up by the Student Development Centers, Cells and Departments.
Annual Academic Audits	Internal Audit and External Annual Academic Audits were conducted to analyze department performance

13. Was the AQAR placed before the statutory body? Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Governing Council	21/06/2021

14. Was the institutional data submitted to AISHE ? Yes

- Year

Part A

Data of the Institution

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Strengthening the OBE framework with dedicated workshops / training programmes		
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Governing Council	21/06/2021				

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<ul style="list-style-type: none"> Year 					
<table border="1"> <tr> <th>Year</th><th>Date of Submission</th></tr> <tr> <td>09/03/2020</td><td>09/03/2020</td></tr> </table>	Year	Date of Submission	09/03/2020	09/03/2020	
Year	Date of Submission				
09/03/2020	09/03/2020				

15.Multidisciplinary / interdisciplinary
<p>The National Educational Policy was announced by the Government of India in the year 2020 and adopted by the Government of Karnataka is the first state to adopt it in the year 2021.The institution framed a committee that was responsible to implement the NEP-based curriculum in line with the national vision across all the programmes it offers. In addition, various sub-committees were constituted led by the respective Heads of the Departments who discussed the curriculum framework in detail in their respective specializations setting academic standards and</p>

benchmarks of quality and excellence in education offered at IADC-A. The committee insisted to offer high-quality education to students of IADC-A to reach their full potential through student-centered learning. In this direction, the institution has redesigned all its academic programmes to include Multidisciplinary /Interdisciplinary courses as electives. All programmes are designed in such a way that students get maximum flexibility to choose elective courses offered by other Departments. It can be said that the institution is proactively working towards the implementation of the suggestions given in the NEP

16.Academic bank of credits (ABC):

IADC-A follows Choice-Based Credit System (CBCS) for all its programmes. Under the NEP framework, each Discipline Specific Core (DSC) courses is four credits, while Ability Enhancement Compulsory Courses (AECC) and Open Elective Courses (OEC) are of three credits, Skill Enhancement Course (SEC) is one credit. The students will now have the flexibility with exit options offered to them at multiple levels. One hour of lecture is equal to one credit, one hour of the tutorial is equal to one credit (except for languages) and two hours of practical is equal to one credit. The Continuous Internal Assessment (CIA) component is for 40% weightage and the final exam component is for 60% weightage. The NEP framework allows multiple exit options for students. For example, the student who completes his first-year Bachelor's Programme with 50 credits can exit with a certificate course. A student who completes his two years Bachelor's Programme with 100 credits can exit with a diploma course, and 3 years with 138 credits can exit with a Bachelor's Degree, while a student who completes his four years with 180 credits will exit with an Honours Degree.

17.Skill development:

In order to ensure inclusive and equitable quality of education for students for lifelong learning, more emphasis on skills and values-based courses are designed under the new NEP based curriculum. The Skill Enhancement Courses (SECs) are meant to improve the skill levels of students in various domains such as cognitive skills, analytical skills, employable skills, transferable skills, and communication skills. A few examples are Digital Fluency, Health and Well-being, Environmental Studies, Yoga, cultural activities etc. In line with the Government of India, National Skills Qualification Framework (NSQF) and requirements of Industry 4.0, the newly adopted curriculum and

the training imparted will help students to get fully trained in accordance with NSQFs to enhance the employability of our graduates as per the industry's current human resource requirements. In this regard, the institution has signed an MoU with IBM SkillsBuild which is a free access digital learning platform with more than 7500 learning activities that focus on industry relevant skill development through the lens of domain-specific experts for students and job seekers. The NEP curriculum designed and implemented includes transferable skills which will be of value to students not only during the academic study but in other contexts, such as during their working lives. These skills include interpersonal skills such as communication skills and teamwork; digital/computing skills; entrepreneurial skills; problem-solving skills; research skills, self management skills, time-management, work planning etc

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

IADC-A encourages learning of the national and regional languages which are embedded into various Programmes it offers. The institution is keen to provide an understanding of the cultural values permeated by the literary works in various languages. Further, Indian Ethos and Ethics in the curriculum of various programmes that teach cultural values in Indian tradition enables students to imbibe value orientation in the subjects they study.

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

Indian Academy Degree College Autonomous (IADC A), Bangalore follows an approach of Outcome Based Education (OBE) system which inculcates student-centred learning and teaching methodology. The Programme Educational Objectives (PEOs), Programme Outcomes (POs) and Course Outcomes (COs) are carefully crafted catering to local, regional and global needs and are aligned with the national goals and institutional vision and mission of Higher Education. Graduate performance is measured in terms of knowledge, skills and attitude. This ensures that overall development of the student is given due weightage during the measurement of Programme and Course Outcomes. The OBE framework shall guide the learning and teaching process within the institution and is embedded with the design and delivery of the programme in order to achieve the outcomes framed

20.Distance education/online education:

In spite of the pandemic, that hit the entire world, the institution had a very smooth transition from face-to face

learning to online learning. The institution also witnessed gradually that blended learning is more effective than traditional face to face learning. This may be for several reasons. Firstly, a blend of online and face to face learning gives learners the opportunity to see, interact with and understand the subject content in a variety of contexts. Secondly, online learning can be more personalised: it has the potential to allow learners to follow their own interests or learning pathways. Thirdly, today's students are digital natives who expect to learn via technology. They may sometimes find too much old fashioned classroom teaching to be demotivating. The institution adapted itself to online teaching through G-Suite. In addition, various asynchronous learning activities through digital and live short videos on important topics were made available to students to provide a basic idea of important concepts. For this purpose, the institution has framed an online teaching requirements policy. The institution has conducted webinars, classes, and guest lectures via online mode not only during the pandemic but also continues to provide otherwise. Various skills build activities are offered online, students are provided access to E Pathasala wherein they can register for various courses and get the certification. Faculties are encouraged to offer online courses which promote blended learning. The institution has signed an MoU with Stockbyte application to provide them additional resources

Extended Profile

1. Programme

1.1 27

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2. Student

2.1 2479

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2

721

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3

2333

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1

761

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2

123

Number of full-time teachers during the year:

Extended Profile

1. Programme

1.1 27

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2. Student

2.1 2479

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2 721

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 2333

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3. Academic

3.1 761

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2	123
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3	123
Number of sanctioned posts for the year:	
4.Institution	
4.1	497
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	53
Total number of Classrooms and Seminar halls	
4.3	333
Total number of computers on campus for academic purposes	
4.4	569.8
Total expenditure, excluding salary, during the year (INR in Lakhs):	

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

Indian Academy Degree College-Autonomous has always been receptive to the need of evolving curricula that responds to the local, national, regional and global developmental needs that is also engrained in the vision and mission of the Institution. The Choice Based Credit system (CBCS) pattern followed by the Institution nurtures the global competencies of the learners besides quenching their pursuit for knowledge and skill sets.

The Institution initiated curriculum design and development on conferring Autonomy in 2016. Curriculum is framed as per the constructive suggestions from the different stakeholders in the form of feedbacks and also from expert consultation. Periodical revamping of curriculum is done as and when required to ensure that students gain domain specific and technical knowledge. Programme Educational Objectives, Programme Specific Outcomes, Programme Outcomes, Course Outcomes for all UG and PG programmes were developed in the framework of Outcome Based Education that positively address developmental needs in ways of knowledge acquisition and fostering employability skills. Departments carry out the necessary revisions which is passed in the Board of Studies and approved in the Academic Council.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://iadc.ac.in/wp-content/uploads/2022/04/PEOs_POsCOs_Document_Final.pdf

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

3

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

737

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

52

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

27

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

The institution believes in integrating cross cutting issues

relevant to professional ethics, gender, human values, environment, and sustainability with a view to ensure holistic development of the students. The Women's Council of the college is a very vibrant cell that focuses and organizes programmes on gender sensitivity, women's rights and empowerment, women health & hygiene. Sri Aurobindo centre for Human Values imparts values and morals in students that instil better understanding of the society and move towards creating a progressive society. The College offers courses inculcating human values and professional ethics like 'Business ethics', 'Bioethics', 'Fundamentals of organizational Behaviour', 'Image building program', 'Personality development' and 'Humanness Curriculum' along with 'Environment and public health' for all the UG students. Many courses and activities highlighting environmental issues such as 'Rural Enrichment and Sustainable Development', 'Science and society', 'Organic Farming and Ecology', 'Renewable Energy and Energy Harvesting', 'Environmental microbiology' etc. are also offered. Regular awareness programmes, guest lectures and campaigns like plastic free zones, planting of saplings, Swachh Bharath Abhiyaan conducted by NSS, Nature Club and departments empower students to analyse major environmental concerns and work towards sustainability enabling them to develop a sense of belongingness to nature.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

55

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	No File Uploaded

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

2172

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

1735

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://iadc.ac.in/igac/major-contributions-of-igac/feedback/
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://iadc.ac.in/igac/major-contributions-of-igac/feedback/
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

723

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

541

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

Indian Academy Degree College-Autonomous adopts decentralized approaches to gauge the pertinent data of the admitted students in the light of enhancing their knowledge and skills for the successful completion of the programmes. The Institution creates a platform to assess the learning levels of the diverse students with varied skills and abilities belonging to different academic and socio-economic backgrounds. The assessment is carried out initially through the Induction programmes, Bridge courses and later based on the performance in assignments, class seminars/presentations and class tests. The effective mentoring system of the Institution with continuous personal interaction between the mentors and learners aid in tracking the progress of students closely, identify the fast and slow learners and provide the necessary support. Bridge courses are designed to impart and strengthen the basic knowledge of students to help them pursue higher level learning. Remedial classes are conducted for the slow learners to cater to their academic needs, enhance their knowledge and eventually result in improved learning and skill development. Advanced learners are provided opportunities to participate and present papers in seminars/conferences, take up research projects and publish their findings.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAA C IIIRD Cycle/Cre-2/2.2.1/2.2.1 4b Activity Based Learning.pdf

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
06/07/2020	2479	123

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

A schematized and student centered approach characterized by innovative methods of teaching

constitutes the core of Teaching-Learning process. The Institution upholds Student Centric Learning that envisages active involvement of students by adopting methods like participative learning, experiential learning and problem-solving methodologies. These methods boost critical thinking, creativity and scientific temper amongst the students resulting in improved learning. Problem solving methodologies like case studies, brain storming and mind mapping sessions enhance the learning experience of students thereby encouraging judicious and divergent thinking. The college focuses on participatory learning activities like role plays, group discussions, debates, student presentations, workshops, field visits, club activities and all the student enrichment activities organised by the department, activities organised by various cells like Indian Academy Centre for Entrepreneurial Learning, Indian Academy Centre for Professional Excellence. Pragmatic learning that focuses on skill development is enhanced through number of industrial visits, internships and projects, workshops. Apart from these, there are other methods that aids in honing the skills of students in a new experience that fosters personal and professional development. The Institution caters to the needs of students and facilitates student centric learning which in turn help in building student's career skills and knowledge.

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

Teaching-Learning process is optimized through the exhaustive use of ICT enabled tools including online resources. College is well equipped with inbuilt LCD Projectors in all the classrooms, Smart Board, video conferencing tools, document camera, separate desktops and laptops for all the departments. A well-furnished Audio-Visual room aids in recording the teaching sessions. G Suite which includes classroom, slides, Google meet and sheets is procured to meet the teaching demands. Slido, Padlet, Poll Everywhere, Gaming Apps and Simulation activities into our classrooms are embedded in classroom teaching. Students' performance is also assessed through their assignments and tasks assigned in Google classroom. The institution uses G meet and Zoom platform in organizing events like webinars and conferences and the same are telecasted on institution YouTube channel. Sufficient number of e-learning content are also uploaded on our YouTube channel to make it available to the learning community across the globe.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://iadc.ac.in/e-learning/
Upload any additional information	No File Uploaded

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

123

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The committee constituted for the preparation of college calendar get the inputs from the Principal, COE, IQAC, Academic committees and frames the calendar with their approval at the beginning of the year. The University calendar, common calendar and UGC guidelines are also taken into account whilst devising the calendar. The College calendar includes important dates pertaining to Internal Tests, End Semester Examinations, BoS, Academic council and Governing Body meetings, co-curricular and extra-curricular activities, public holidays. The College calendar is made available to all faculty members as well as the students through the college website and Student Handbook. Based on the College calendar, Department calendar is framed by the HODs after consultation with faculty members for the time bound implementation of academic targets every year. Before the commencement of every semester the HOD finalizes the workload of the Department and gets the approval of the Principal. Teaching plan is prepared by each faculty member based on the Calendar of events and the timetable framed by Course Coordinators and HoDs before the commencement of the academic year for each course. Evaluation schedules are set by the Internal Examination Committee along with the Controller of Examinations at the beginning of the academic year.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

123

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

51

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

641

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

11

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

26

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	View File

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

IT integration is a prodigious reform in examination procedures both in CIA and Semester Examinations. The Institution works through the examination software developed by Heraizen Technologies (Dhi ERP). IT integration is followed in examination procedure starting from pre-examination processes for time table generation, student list generation, allotment of invigilators, squads, creation of attendance sheet, online payment gateway, etc., through examination process - for examination material management, logistics, etc., to post-examination process - for capturing attendance, auto processing, tabulation of marks, declaration of exam results, certification, etc. The registered courses are centrally managed to prepare the data sheets for time table, students list, room wise allocation, invigilators list and attendance sheets. Time tables are displayed in college website with a link to examination portal. Students submit assignments through Google Classroom. During COVID-19 lockdown period, entire examinations, evaluation and exam proctoring processes were carried out through online (ProEx: AI-Powered by HireMee). Double valuation is offered at the PG level, and a third valuation, if there is significant difference between the first and second evaluations. Special Supplementary Examination is been implemented, by which the failed students are given an additional chance in the same year just after the final semester results are published.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIRD_Cycle/Cre-2/2.5.3/2.5.3_3_Automation_2020-DHI_ERP.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

The courses offered by the Departments are designed with well-defined set of programme outcomes, course outcomes and course specific outcomes to meet global standards in academics, thereby catering to the academic needs of the students. POs, COs and CSOs are framed based on the Revised Bloom's Taxonomy and is in line with the vision and mission of the Institution. POs and COs that describe about the competencies the students are expected to achieve by the time of programme completion are incorporated in the Syllabi and also displayed in the website along with the OBE policy. Orientation programmes are organised before the commencement of all academic sessions in which students are educated about the relevance and attainment of these outcomes. The respective subject teachers disseminate the importance of the particular subject and also about the Outcome Based Education that augments the employability. Training sessions are also offered to the faculty that help them in formulating as well as modifying the COs of their own discipline, mapping and measuring them. An OBE compliant teaching pedagogy is adopted by the faculty members ensuring the attainment of outcomes.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://iadc.ac.in/wp-content/uploads/2022/04/PEOs_POsCOs_Document_Final.pdf

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The Institution effectively monitors and continuously evaluates the teaching learning process and has evolved a system to measure the attainment of POs and COs. Attainment of course outcomes is measured using two attainment indicators CO1 and CO2. CO attainment indicator 1 measures the attainment levels of outcomes of every course based on the average marks of a batch of students across all the course outcomes of a particular course. CO attainment indicator 2 measures the attainment at a

course level based on the percentage of students of a batch who have attained the course outcomes across all the courses of the programme. PO attainment is measured as the average percentage of marks obtained by all the students across all the courses of the programme that are mapped to a particular PO. The attainment of programme outcome is indicated at three levels.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/2022/04/PEOs_POsCOs_Document_Final.pdf

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

721

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://iadc.ac.in/wp-content/uploads/NAA_C_IIrd_Cycle/Cre-2/2.6.3/2.6.3.1_1_AR_2020-21.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

<https://iadc.ac.in/wp-content/uploads/2022/09/SSS.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and

implemented

Indian Academy Degree College-Autonomous follows a proactive Research policy that offers continued high level, effective and effectual support for research. The detailed policy guidelines have been documented by the Research Committee and approved by Governing Body. The Research committee prepares the Annual budget and the Annual research goals. The College encourages professional development of the faculty members by providing registration fees for paper presentations in national and international seminars/conferences and incentives for publications in indexed and referred reputed journals. Seed money is granted to faculty by the Management to carry out pilot research work in their disciplines. The facilities in the Research centre are updated often and are in sync with the thrust areas of research. The UGC approval of 12 (B) and 2(f) status to Indian Academy can be leveraged to facilitate and optimize the research output. The College promotes quality research and quality publications, encourages faculty members to get funds for projects through submitting research proposals to agencies both Government and Non-Government.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://iadc.ac.in/research-collaborations/research-policy/
Any additional information	No File Uploaded

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

1177000

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	View File
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	View File

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

4

File Description	Documents
e-copies of the award letters of the teachers	View File
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

14000

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

2

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

5

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

2

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://www.kscst.org.in/
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

Indian Academy Degree College Autonomous has taken initiatives to create an eco-system for innovations and transfer of knowledge. The institution has staunchly strived to adopt different pedagogical approaches and diverse technologies to create an ecosystem that encourages innovative thinking among

the students and faculty. The college has different centres like Institution's Innovation Council (IIC), Indian Academy Centre for Entrepreneurial learning (IACEL), Indian Academy Centre for Student Placement Services (IACSPS), Research centre, Language Lab which provides a platform for students to interact with experts from different arenas by organising guest lectures and intercollegiate competitions where such conclaves serve as an effective ecosystem for the creation and transfer of knowledge ... IACEL organises seminars/workshops which motivates the students and also provides information on all aspects of enterprise building to the budding entrepreneurs. The Research Centre promotes active research in their thrust areas with facilities like Instrumentation, Plant and animal tissue culture and creating a research culture amongst faculty members and students. The activities organised under the aegis of these centres create and instill a culture of innovation driven entrepreneurship in students enhance networking and engage collaborative activities, share innovative practices and make them skilful and employable.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/research-collaborations/iiciadca/

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

17

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	View File

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory

A. All of the above

Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

0

File Description	Documents
URL to the research page on HEI website	https://iadc.ac.in/research-collaborations/
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

74

File Description	Documents
List of research papers by title, author, department, and year of publication	No File Uploaded
Any additional information	View File

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

29

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

18

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	No File Uploaded

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

2

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

1262207

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	View File
List of facilities and staff available for undertaking consultancy	View File
Any additional information	View File

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Indian Academy Degree College upholds its social coherence through extended activities in the neighbourhood community to sensitize students about current social issues and also to impart value-based education. The college is devoted to carving out a generation with a spirit of selfless service and a feeling of brotherhood. The college consistently promotes student and faculty participation through various cells and activity centres. Extension activities carried out by departments and various units like NSS, NCC, YRCS like HIV awareness, Cancer awareness, Voter's awareness, safe road, save water, blood

donation, eye camps, cleanliness drive, awareness on dengue fever, personal hygiene, terrace gardening, teaching English. The above activities have created a positive impact among the student community enhancing their social awareness, humane gestures, environmental consciousness, development of interpersonal skills, self-discipline and a sense of civic responsibility.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/isr/for-environment/

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

8

File Description	Documents
Number of awards for extension activities in during the year	No File Uploaded
e-copy of the award letters	View File
Any additional information	View File

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

15

File Description	Documents
Reports of the events organized	View File
Any additional information	No File Uploaded

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

2387

File Description	Documents
Reports of the events	View File
Any additional information	No File Uploaded

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

623

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

23

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

The Institution has adequate infrastructure facilities to support the academic activity in the campus. The Management focuses on constant augmentation of the facilities like Wi-Fi enabled classrooms, well equipped laboratories and updated technical facilities. The strategic location of the campus makes its academic programmes reachable for the diverse student

community hailing from urban and rural areas and collaborations operative. The Institution has academic and support facilities housed at 3 locations and facilities for sports and outdoor activities located in a separate playground area of 4 acres. The college ensures facilities for optimising the teaching learning process that includes 49 ICT enabled classrooms with LCD projector/Smart TV to supplement the learning process and LAN connectivity which are under CCTV surveillance, 21 well equipped and efficiently maintained laboratories, Central Instrumentation Facilities under the Research centre, DBT STAR College facilities, Animal cell culture lab etc. The College building comprises of Subterranean, Ground floor, I floor, II floor, III floor, IV floor and V floor which are well connected through two separate lifts. Ramp facility to physically challenged persons, multipurpose hall, 2 seminar halls with a seating capacity of 200, seamless power supply, vermicomposting unit, rain water harvesting are some of the major highlights.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://iadc.ac.in/naac/4-1-1-qlm/

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

Indian Academy Degree College-Autonomous is committed to the holistic development of students. The institution is keen in paying more attention in encouraging the students in excelling in sports as well as cultural activities. It provides a multitude of extracurricular activities to enrich student lives beyond academics. Department of Physical Education takes care of selection trials of the teams and intensive training to promising students to take part in university, state level meets & competitions. Awards, Scholarships are provided to encourage students at every level for achievers. College offers multiple facilities with a well-equipped sports room and 4 acres sports ground that focuses on indoor and outdoor sports and games and caters to the physical development of students. The institution is well known for its cultural spirit. Under the aegis of student welfare office, quite a number of intra and inter collegiate competitions like Fresher's Day, Yuvtarang, Spectrum, Milana, Swaralasya are organised and winners are awarded with trophies and cash prizes. Fitness for all is ensured through

Yoga sessions conducted in the multipurpose hall. The two seminar halls with a seating capacity of 200, open auditorium are used for cultural and academic activities.

File Description	Documents
Geotagged pictures	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for additional information	https://iadc.ac.in/naac/4-1-2-glm/

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

53

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

75.24 lakhs

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The library offers vital support for learning, teaching and research activities of the college by disseminating knowledge and offering modern services to the academic fraternity. The total carpet area of the library is 2,352 Sq. Ft with two floors.

and has adequate reading space for 175 students at a time. There are 07 CCTV cameras installed for the purpose of monitoring. The operations of the Library and Information centre are automated using the Easy Lib Software version 4.4.2 since the academic year 2006-2007. During the year 2020-2021, the Library and Information Centre upgraded to the latest version of Easylib software version 6.4a Cloud Version. This upgradation has facilitated better use of the library. The benefits offered by the cloud version of Easylib software are Requisition, Acquisition, Cataloguing, Circulation, Members, Periodicals, Reports, OPAC, Web OPAC, Digital Library, In/Out Management, Barcode Generation, RFID, Customizable Reports, Library Usage Analysis, Analytics, Recommendations etc. The homepage has interactive search, explore, announcements, link to partner libraries, featured books, library timings, accomplishments, privacy policies, login, a link to individual item search and display results by extensive filtering.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-4/Cre-4LP/4.2.1.pdf

4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

466141

File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

1043

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The institution has put in place a policy for the maintenance and upgradation of its IT facilities to cater to advancements in the field. It has well-equipped with IT facilities for academics, research and administrative activities. IT facilities include LAN facility and Wi-Fi access to both students and staff. There is continuous upgradation of Wi-Fi connectivity from a speed of 125MBPS to > 1 GBPS speed, the automation of Academic and support functions through automated campus management software, etc. Through the well-established ERP DHI, Students, Guardians and Faculty members can access data related to attendance, Student's Evaluation, Schedules of classes and Examination, learning material and also other information related to classrooms. The ERP is vital and facilitates the processes in other areas like student admission, administration, finance and accounts. It helps in procuring, storing and managing data from various departments and units. A constant upgradation and updates of IT facilities are done at periodical intervals to ensure seamless connectivity. The digital library is another facility that has interconnect connectivity and students have access to numerous ejournals and magazine.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-4/Cre-4LP/4.3.1.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2479	333

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus
A. 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	View File

4.3.4 - Institution has facilities for e-content development:
B. Any three of the above

Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/naac/4-3-4-qnm/
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

220.71

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

The Institution has established systems and procedures, well designed policies for maintaining and effectively utilizing physical, academic and support facilities. The maintenance of the college is supervised by the Facilities Manager with supporting staff members, who ensure the proper functioning of all the departments like Department of Housekeeping Services, Department of Transport Services, Department of Security Services. IT manager monitors the Department of Networking and Computer Services and a well-qualified physical education director takes care of the sports facility. Key facilities like the UPS, Generators and elevators run on annual maintenance contracts to ensure smooth functioning. The college gives priority to the maintenance of existing facilities and regularly updates these facilities. Digitalization of the academic and administrative processes and upgradation of the energy resources have been given prominence. Funds are kept back in the College budget for periodic maintenance of the infrastructure. A review of the infrastructure is conducted on a regular basis and consistent maintenance work is carried out. The library advisory committee chaired by the college Principal ensures quality services in the smooth functioning of the digital library system. The laboratories are utilized by the students and staff and are maintained by the lab assistants.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/naac/4-4-2-qlm/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

317

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

711

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

File Description	Documents
Link to Institutional website	https://iadc.ac.in/wp-content/uploads/2022/04/5.1.3-1-2020-21.pdf
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

1770

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

263

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

122

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	View File

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

15

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

17

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The Student Welfare Office and Student Council play a vital and imperative role in grooming the student community to meet the demands of the society. Leadership qualities are nurtured by providing them a platform for participation in the academic decision-making process. The office and council are involved in various operations which includes cultural activities, college fest, academic events and maintaining discipline and decorum in the campus. The student council conducts Elections for class representatives and office bearers during each academic year. The council is an inclusion of elected class representatives who further take positions of The President, Secretary and cultural secretary from final year, followed by vice-president and treasurer from second year and the joint secretary from first year nominated from across the courses. The function of the student council is based upon parliamentary procedures. Ideas are presented, voted upon and confirmed by the student body president. SWOs are expected to initiate change based on the feedback received and ensure the quality of all academic and cultural activities. SWO organizes many noteworthy events during the academic year.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-5/5.3.2/5.3.2-2020-supp-doc.pdf

5.3.3 - Number of sports and cultural events / competitions organised by the institution

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	View File

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

Indian Academy's Alumni Association was established mainly to bring its graduates together on a single platform and develop synergistic plans to aid and improve Institutional endeavours. The contribution of the alumni for the growth and progress of the College is immeasurable with support rendered for students in terms of guidance, counselling and through financial means for cultural and academic purposes. The HODs also interact with the members of the Alumni Association, especially on matters of curriculum design and development. The curriculum feedback of the Alumni has helped in reframing the syllabus of the courses, and in bringing noteworthy changes. The activities encompass organising guest lectures both online and offline; conducting special talks on career guidance, soft skills development, entrepreneurial skills, leadership skills; corporate etiquette etc Organising or featuring as special guests for the inauguration of departmental clubs, like the Business Administration, Commerce and Management clubs, judging the inter-collegiate fests and quiz contests, and assisting in organizing seminars, workshops on interview skills and participating as members of the jury in events like Spectrum etc. The activities also include social responsibilities like cleanliness drives in association with the NCC, NSS & Aurobindo Centre students.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-5/5.4.1/5.4.1-3.pdf

5.4.2 - Alumni's financial contribution

D. 2 Lakhs - 5 Lakhs

during the year

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Vision: To be a dominant player in imparting career-oriented, comprehensive education in India, to establish and deliver academic programmes noted for their ability to integrate professional education with humanistic, scientific and social learning as well as research capability

Mission:

To provide cutting-edge, career-oriented academic programmes 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, to the spirit of community.

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

Being an Autonomous Institution, the Academic Council of the College is empowered to decide on all academic matters such as curriculum, syllabus, and examinations. HoDs, industry representatives, along with the University nominees, experts from Academics deliberate and decide on all academic matters in the Academic Council. Regular meetings of the Heads of Departments are held to discuss and deliberate upon wide ranging academic and administrative matters. The Principal holds meetings with the entire College faculty to share the plans and future programmes envisaged by the management of IADC-A.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/leadership/organogram/

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Indian Academy Education Trust supports and collaborates with the leadership of Indian Academy Degree College (IADC-A) by following a democratic management approach. In lines with the mission statement, the leadership provides a supportive and stimulating environment for the intellectual and ethical growth of student community. While both authority and responsibility are delegated to the Head of the Institution aiding decentralization, the Trustees participate in the important curricular, co-curricular and extracurricular events and offer strategic inputs for continuous improvement. These inputs are communicated to the various committees and councils who implement the same. A Decision Matrix for decentralization is adopted in the organization. This is known as the IADE Matrix (Inform, Approve, Decide, and Execute Matrix) The IADE matrix clearly depicts the decentralization process across the institution. This philosophy runs through and across all functions of the institution. Through this process, the leadership believes in quality improvement and contributes in a significant way to sustain the quality consciousness in the field of higher education. The management takes keen interest in planning and recognizes the implementing initiatives taken at various levels at the institution.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/2022/05/IADE-Decision-Matrix.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The strategic long-term planning of the institution "IADC-A Vision - 2030" sets the tone for effective functioning of the institution. The persistent efforts toward Academic Excellence ushers in a curriculum with courses in vogue to increase the global competency of the learners with innovative teaching methods, Blended Learning and flipped Classrooms. To keep pace with the new methods of teaching-learning, infrastructure has been augmented, classrooms have been equipped with smart boards, and laboratories have been upgraded. The institution encourages faculty to participate / present papers in conferences, publish research articles in journals, provides seed money to members of the faculty and sanctions sabbatical leave to eligible faculty members to promote research culture within the campus. The staff recruitment process is streamlined through a committee which includes HR, Principal, Head of the Department and one senior faculty member of the chosen discipline whilst recruitment is purely based on merit. Student progression is the primary objective of the institution. The focus is on moulding learners into global citizens with focus on all-round development. Social responsibility is instigated at all levels, with DSR activities at the department level including computer literacy and English proficiency for school students, visits and financial contribution to orphanages, old age homes and taking care of cleanliness in areas in and around Bangalore, and ISR activities such as adoption of schools at the institution level.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://iadc.ac.in/leadership/strategic-plan/
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

Indian Academy Degree College – Autonomous is well systematized with a highly supportive management. The supreme statutory body is the Governing Body chaired by the head of the Indian Academy Education Trust. He appoints the key leaders of management including the Principal, Vice-Principal, Director of Academic

Excellence and the management committee. The Administrative functions are shouldered by the Principal with the support of the Heads of the Departments and student support cells. The institution has a well-defined procedure for recruitment and career advancement. The Internal Quality Assurance Cell plays a pivotal role in quality enhancement and sustenance and at the same time ensures quality initiatives through well-established quality circles. The office of the Controller of Examinations conducts examinations in a transparent and fool-proof way. The elected members of the student council are groomed and encouraged by a dedicated Student Welfare Office which comprises faculty coordinators. Student Development Centres for Excellence including Indian Academy Center for Professional Excellence, Indian Academy Center for Student Placement Services and Sri Aurobindo Center for Education in Human Values ensure holistic development of the student community.

File Description	Documents
Paste link to Organogram on the institution webpage	https://iadc.ac.in/leadership/organogram/
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-6/Cre-6LP/6.2.2LP.pdf

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination **A. All of the above**

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

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

avenues for their career development/ progression

The institution has effective welfare measures for teaching and non-teaching staffs as listed below. Leave Benefits: 1.Casual Leave and Earned leave 2.On Official duty (OOD) for attending Seminars/ conferences/ symposiums 3.Special leave for exigencies due to sickness/ accident etc. 4.Compensatory off to the faculty members and staff Monetary Benefits: 1.Maternity leave with service continuity to female staff. 2.Paternity leave with service continuity to male staff. 3.Sabbatical leave for Ph.D. work as per research policy 4.Earned leave up to two weeks to teaching and non-teaching staff. 5.Paid summer - Vacation up to three weeks to teaching staff and two weeks for librarians. New joiners are eligible for paid vacation on pro rata basis. 6.Provident fund contribution and ESI benefit. 7.Accidental insurance benefits for Rs.1 lakh. 8.Award for publications of article in national/ International journals, textbook publications, newspaper articles etc. as per research policy. 9.Seed Money is provided for faculty to encourage research publications and patents.

10.Provident Fund Scheme has been created for the faculty and staff 11.Additional increment granted on completion of PhD/ MPhil/ NET/ SET 12.Gift coupons on the occasion of Teacher's Day. 13.Reward of Punctuality 14.Fee Concession up to 50% to the wards of the employees 15.ESI facility 16.Financial support is given to meet the medical expenses of staff and their family members. 17.Annual increment for faculty and staff based on a comprehensive appraisal. 18.staff quarters for teaching and non-teaching staff members

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-6/6.3.1/

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

43

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

27

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

103

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Indian Academy Degree College – Autonomous receives grants from government research funding agencies including DST, DBT, VGST, KSCST, STAR College programme to name a few. The finance committee meets on a regular basis to re-examine the expenditure

of the previous year and also to plan and scrutinize the proposed budget for the up-coming year. This budget proposal is presented at the Governing Body for approval. Internal and external financial audits are conducted regularly. The institution engages qualified chartered accountants for the internal audit. The finance section is responsible for managing the funds received through endowments, sponsorship and contribution from benefactors and through funded projects etc. On completion of the project, utilization certificate and audited statement of accounts are forwarded to the funding agency. The financial transactions for expenditure are made through cheques/NEFT and funds are received through cheques, DD and NEFT. This procedure for financial transaction is more effective and ensures greater transparency with the proof of transaction details.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-6/Cre-6LP/6.4.1LP.pdf

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

30

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

The effective functioning of the institution depends on resource availability and its optimal utilization. While fees collected from students is the most important source of revenue, institution caters to the needs of students across the society with a conscious policy of keeping the student fee affordable. Institutional scholarship funds are generated through

individuals and private scholarships. The departments and committees of the institution prepare the annual budget well in advance which is forwarded to the finance section during the beginning of the Academic Year whilst the finance committee reviews and scrutinizes the department / committee requirements and sanctions funds. Library expenditure towards purchase of books is decided by the finance committee with appropriate inputs received from the departments. Additionally, the management generously contributes towards building and maintaining both physical and IT infrastructure. Apart from which laboratories are upgraded periodically and renovated as and when needed. ICT, library and electrical maintenance ensure smooth functioning and employs a fool-proof mechanism of providing state-of-the art infrastructure to students. Adequate revenue is generated through the conduct of government examinations in the well-equipped classrooms.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIRD_Cycle/Cre-6/Cre-6LP/6.4.3LP.pdf

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

All quality related activities of Indian Academy Degree College - Autonomous are initiated by the IQAC which include streamlining the accreditation and ranking process, Awards and recognition to faculty, Consultancy, collaborations and linkages, quality inputs to the Institution Innovation Council, enhancing the quality of research and IPR activities and organizing workshops and seminars related to quality enhancement.

Major functions of IQAC at IADC-A are as follows:

- Faculty development programmes including orientation, seminars and conferences on quality, domain specific workshops / seminars / conferences along with research /

IPR related activities are organized

- Administering a fool-proof feedback mechanism by collecting feedback from various stakeholders on quality-oriented institutional process that enable quality decisions
- Creation of a Quality Circle consisting of students. Quality Circle members are actively involved in placement internship assistance and providing feedback to the IQAC.
- The IQAC plays an active role in curriculum restructuring and enables an effective process based on the insights obtained from the feedback procured from various stakeholders and the Curriculum Planning and Implementation Committee.
- The Major Quality Initiatives by IQAC include Staff Assessment and Academic Audit.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/up

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The institution periodically reviews the teaching-learning process through a structured feedback mechanism which includes curriculum feedback from students, teachers, alumni and experts from the industry which forms a major source of input to the department Board of studies which drives the curriculum design process. Student feedback on faculty gives sufficient insight into faculty performance and suggests areas of improvement if needed.

Outcome Based Education is one among the major initiatives of IQAC towards Academic Excellence and aids in measuring the learning outcomes through student performance in Continuous Internal Assessment and end semester examinations. The IQAC not only sets benchmarks for student performance but also raises the bars as and when performance is achieved thereby assuring perpetual improvement in student performance.

Being one among the major initiatives of the IQAC, The Academic Audit thoroughly scrutinizes the functioning of the academic

departments and suggests enhancements in the academic arena. The consolidated report of the audit, with suggestions and recommendations is submitted to the Principal which is reviewed in the presence of the concerned Heads of the departments. It presents a comprehensive view of the teaching learning process, highlights the best practices of the departments and also helps the departments to elevate their academic standards.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAA_C_IIIrd_Cycle/Cre-6/Cre-6LP/6.5.2LP.pdf

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://iadc.ac.in/igac/annual-report/
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Indian Academy Degree College – Autonomous (IADC-A) conducts various programmes to bring in gender sensitivity and promote

gender equity among students and staff. Faculty members hold equal opportunities in administrative and academic leaderships.

The Women's Council at IADC-A organises seminars, workshops and group discussions on women and gender roles. Appropriate topics are chosen to build gender consciousness among students. The Student Welfare office ensures that 50% of the student council are girl students. Leadership training programmes are organized for the student council to recognize their abilities and overcome barriers. The women's council also organizes health awareness programmes which emphasize on feminine health, nutrition. Programmes on gender equity are organized for all the girl students and staff at IADC-A. Ladies hostel provides a safe and secure stay for the girl students. The institution has a cell for prevention of sexual harassment that creates awareness among the student community and addresses issues if any. CCTV cameras are placed in classrooms and corridors to ensure security within campus. Students are accompanied by women staff during educational visits.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/student-support-services/womens-cell/

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

A. Any 4 or All of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

A green and clean campus is one of the core principles of Indian Academy Degree College – Autonomous. Hygienic practices and systematised waste management are practiced by staff and

students. They are notified and are anticipated to follow the suitable campus behaviour. The institution has implemented apt measures for solid & liquid waste management, e-waste management, hazardous chemicals and radio-active waste management. Solid waste management is dealt with through vermicomposting and BBMP waste collection system. An MoU is initiated with M/s Environmental and Recycling Solutions, where waste is collected and transferred the waste material to ITC of India Ltd. The Vermicomposting unit recycles wet waste and contributes towards an environment friendly ecosystem. Color-coded containers are placed in the campus to ensure segregated waste management. Instead of Bouquets, saplings are given to guests and resource persons thereby safeguarding nature. The sewage treatment plant at Indian Academy Degree College - Autonomous has a capacity of 3000 gallons while the recycled water is used for gardening and flushing.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

A. Any 4 or all of the above

1. Green audit
2. Energy audit
3. Environment audit
4. Clean and green campus recognitions/awards
5. Beyond the campus environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

7.1.7 - The Institution has a disabled-friendly and barrier-free environment:
Ramps/lifts for easy access to classrooms

A. Any 4 or all of the above

and centres Disabled-friendly washrooms
 Signage including tactile path lights, display
 boards and signposts Assistive technology
 and facilities for persons with disabilities:
 accessible website, screen-reading software,
 mechanized equipment, etc. Provision for
 enquiry and information: Human
 assistance, reader, scribe, soft copies of
 reading materials, screen reading, etc.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

In IADC-A the word 'inclusive' is a part of every programme that is being conducted or organized to bring about harmony and tolerance among the staff and students. RELIGIOUS AND CULTURAL INCLUSIVENESS: 'Spectrum' is an intra-collegiate fest celebrated with events like dance and singing. 'Yuvtarang' is an inter-collegiate fest of dance and singing aiming towards unifying diverse cultures. Ceremonial Days of all Religion and communities are commemorated with equal importance and fervor. LINGUISTIC INCLUSIVENESS: The Departments of Languages have been active in unifying diverse regions and cultures through languages. Selected government schools and PU colleges are invited to attend the literature exhibition. Departments of Hindi organize 'Bhasha Utsav' to instill the importance of the national language in students. Various events like essay writing, folklore events, debate, quizzes are organized during the celebration. Every year, during the first week of November, the Department of Kannada organizes "Kannada Rajyotsava" during which all the students and faculties are introduced to the cultural and festive celebrations of Karnataka. SOCIO-ECONOMICAL INCLUSIVENESS: The institution makes sure to encourage the

economically backward students by providing "Merit Cum-Means" scholarships and reduction in fee for the various courses that they apply for. ACADEMIC INCLUSIVENESS: Celebrating important days like National Science Day and other Environment Consciousness related days, Chartered Accountants' Day, National Mathematics Day , Annual Book Exhibition

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

Compassion, Service and Integrity are amongst the Core Values of the Institution. Compassion

demands high commitment, courage of conviction, sensitivity, understanding and care. Members of the IADC-A stand by this core value in their interactions with all stakeholders.

The sense of Service stimulates individuals to use one's talent and ability to advance the genuine well-being of the society. Service to students is a basic tenet of life at IADC-A. Community Spirit is promoted through active engagement of Students and Faculty in several community-based initiatives. Integrity implies coherence between words and actions. We at

IAGI keenly promote the value of Integrity in order to achieve excellence.

The institution offers two B.A. programmes with Political Science as one among the disciplines where constitutional obligations: values, rights, duties and responsibilities of the citizens are studied in-depth. Courses related to Indian Constitution, Human Rights, Values and Responsibilities enable the sensitisation.

The humanities department conducts multi-various activities on the occasion of Constitution Day (Samvidh?na Divasa). Guest talks and competitions are organized for students across the institution, inviting active participation from the student community. Mock-parliament sessions are organised by the

department of humanities to sensitize students on their constitutional role as responsible citizens of India.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

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

Indian Academy Degree College – Autonomous (IADC-A) celebrates National and International days.

Sri Aurobindo Centre for Education in Human Values (SACEHV), National Service Scheme (NSS), National Cadet Corps (NCC) unit and the Student Welfare Office (SWO) join hands in celebrating national and international days. Commemoration of National days

such as Constitution Day (Samvidhana Divas) are organized by department of Humanities whilst National Cancer Awareness Day and World AIDS day are organized by the department of Microbiology. Science departments organize National Science Day. Exhibitions, poster presentations and various competitions are conducted for students on the same day.

International Womens' Day is organized by the Womens' Council at IADC-A. The institution felicitates women achievers. Multi-various activities, competitions and guest talks are planned and organized with an intent of promoting gender equity.

The institution recognizes the Teachers who have committed themselves to the well-being of the students and the institution on the occasion of Teachers Day. Eminent teachers from HEIs and Schools are invited and felicitated during the occasion. Emeritus professors are invited to motivate the teaching fraternity. A plethora of events / competitions are organized for the faculty members. Apart from creating the right ambience with celebrations, motivational talks by eminent speakers and refreshments, the management presents gifts to all faculty members.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Best Practice 1

Title of the Practice

"Dynamic learning opportunities and extensive student engagement through Asynchronous learning"

Objectives of the Practice

The objective of the practice is to significantly complement synchronous learning with flexible and self-paced learning approaches which are certainly the key aspects of asynchronous learning. The practice plays a pivotal role in reinforcement of learning.

Best Practice 2

1. Title of the Practice

"Humanness programme" - A scientific approach to student well-being at Indian Academy Degree College - Autonomous

2. Objectives of the Practice

The objective of the practice is to promote emotional well-being and improved academic ability amongst students. The focal point is to create innovative training and delivery of evidence-based psychological and educational systems in mental health.

Some of the key objectives of the practice are to enable students to:

- Build confidence to voluntarily come forward for an early intervention
- Strengthen resilience against adversity
- Evolve in the educational journey

File Description	Documents
Best practices in the Institutional website	https://iadc.ac.in/wp-content/uploads/2022/09/Best-Practices.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust

(within a maximum of 200 words)

ISR activity- School Adoption

Contributing to the growth of the community and doing its bit in creating happiness for people around has been an important fundamental on which the institute functions. To this end, the institute has exhibited its citizenship to the society through Institutional Social Responsibility activities which have branched to form different platforms. Named as 'Samaani' (bringing together) the institution has an active committee for its Institutional Social Responsibility at IADC-A headed by the Director -Internal Learning and Community Development Ms. Rachana Thummala who is also the trustee of Indian Academy Education Trust.

This is mainly to contribute meaningfully to development of government schools through providing infrastructure, water, technology, electricity and furniture, develop students and faculty of schools through training programmes and support, engage students and staff in learning outside the classroom through empowering hands-on experiences and build sense of community. Intended outcomes includes the improvement of schools through interventions. S Students and staff of IADC-A learn skills outside of the classroom including project planning, implementation, monitoring and evaluation, critical and creative thinking, collaborative problem solving and leadership. A structured and systematic approach was taken while working with the adopted schools. The support provided to the schools have been happening in 2 phases. The first phase of adoption involved working with the schools in improving their access to basic amenities and improving their infrastructure. Direct beneficiaries include children and teachers in government schools.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

Indian Academy Degree College-Autonomous has always been receptive to the need of evolving curricula that responds to the local, national, regional and global developmental needs that is also engrained in the vision and mission of the Institution. The Choice Based Credit system (CBCS) pattern followed by the Institution nurtures the global competencies of the learners besides quenching their pursuit for knowledge and skill sets. The Institution initiated curriculum design and development on conferring Autonomy in 2016. Curriculum is framed as per the constructive suggestions from the different stakeholders in the form of feedbacks and also from expert consultation. Periodical revamping of curriculum is done as and when required to ensure that students gain domain specific and technical knowledge. Programme Educational Objectives, Programme Specific Outcomes, Programme Outcomes, Course Outcomes for all UG and PG programmes were developed in the framework of Outcome Based Education that positively address developmental needs in ways of knowledge acquisition and fostering employability skills. Departments carry out the necessary revisions which is passed in the Board of Studies and approved in the Academic Council.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://iadc.ac.in/wp-content/uploads/2022/04/PEOs_POsCOs_Document_Final.pdf

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

3

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

737

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

52

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

27

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

The institution believes in integrating cross cutting issues relevant to professional ethics, gender, human values, environment, and sustainability with a view to ensure holistic development of the students. The Women's Council of the college is a very vibrant cell that focuses and organizes programmes on gender sensitivity, women's rights and empowerment, women health & hygiene. Sri Aurobindo centre for Human Values imparts values and morals in students that instil better understanding of the society and move towards creating a progressive society. The College offers courses inculcating human values and professional ethics like 'Business ethics', 'Bioethics', 'Fundamentals of organizational Behaviour', 'Image building program', 'Personality development' and 'Humanness Curriculum' along with 'Environment and public health' for all the UG students. Many courses and activities highlighting environmental issues such as 'Rural Enrichment and Sustainable Development', 'Science and society', 'Organic Farming and Ecology', 'Renewable Energy and Energy Harvesting', 'Environmental microbiology' etc. are also offered. Regular awareness programmes, guest lectures and campaigns like plastic free zones, planting of saplings, Swachh Bharath Abhiyaan conducted by NSS, Nature Club and departments empower students to analyse major environmental concerns and work towards sustainability enabling them to develop a sense of belongingness to nature.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

55

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	No File Uploaded

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

2172

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

1735

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni	A. All 4 of the above								
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Provide the URL for stakeholders' feedback report</td><td>https://iadc.ac.in/igac/major-contributions-of-igac/feedback/</td></tr> <tr> <td>Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management</td><td>View File</td></tr> <tr> <td>Any additional information</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Provide the URL for stakeholders' feedback report	https://iadc.ac.in/igac/major-contributions-of-igac/feedback/	Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File	Any additional information	View File	
File Description	Documents								
Provide the URL for stakeholders' feedback report	https://iadc.ac.in/igac/major-contributions-of-igac/feedback/								
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File								
Any additional information	View File								
1.4.2 - The feedback system of the Institution comprises the following	A. Feedback collected, analysed and action taken made available on the website								
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Provide URL for stakeholders' feedback report</td><td>https://iadc.ac.in/igac/major-contributions-of-igac/feedback/</td></tr> <tr> <td>Any additional information</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Provide URL for stakeholders' feedback report	https://iadc.ac.in/igac/major-contributions-of-igac/feedback/	Any additional information	View File			
File Description	Documents								
Provide URL for stakeholders' feedback report	https://iadc.ac.in/igac/major-contributions-of-igac/feedback/								
Any additional information	View File								
TEACHING-LEARNING AND EVALUATION									
2.1 - Student Enrollment and Profile									
2.1.1 - Enrolment of Students									
2.1.1.1 - Number of students admitted (year-wise) during the year									
723									
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Any additional information</td><td>View File</td></tr> <tr> <td>Institutional data in prescribed format</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Any additional information	View File	Institutional data in prescribed format	View File			
File Description	Documents								
Any additional information	View File								
Institutional data in prescribed format	View File								
2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)									

541

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

Indian Academy Degree College-Autonomous adopts decentralized approaches to gauge the pertinent data of the admitted students in the light of enhancing their knowledge and skills for the successful completion of the programmes. The Institution creates a platform to assess the learning levels of the diverse students with varied skills and abilities belonging to different academic and socio-economic backgrounds. The assessment is carried out initially through the Induction programmes, Bridge courses and later based on the performance in assignments, class seminars/presentations and class tests. The effective mentoring system of the Institution with continuous personal interaction between the mentors and learners aid in tracking the progress of students closely, identify the fast and slow learners and provide the necessary support. Bridge courses are designed to impart and strengthen the basic knowledge of students to help them pursue higher level learning. Remedial classes are conducted for the slow learners to cater to their academic needs, enhance their knowledge and eventually result in improved learning and skill development. Advanced learners are provided opportunities to participate and present papers in seminars/conferences, take up research projects and publish their findings.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAC IIIrd Cycle/Cre-2/2.2.1/2.2.1 4b Activity Based Learning.pdf

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
06/07/2020	2479	123

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

A schematized and student centered approach characterized by innovative methods of teaching

constitutes the core of Teaching-Learning process. The Institution upholds Student Centric Learning that envisages active involvement of students by adopting methods like participative learning, experiential learning and problem-solving methodologies. These methods boost critical thinking, creativity and scientific temper amongst the students resulting in improved learning. Problem solving methodologies like case studies, brain storming and mind mapping sessions enhance the learning experience of students thereby encouraging judicious and divergent thinking. The college focuses on participatory learning activities like role plays, group discussions, debates, student presentations, workshops, field visits, club activities and all the student enrichment activities organised by the department, activities organised by various cells like Indian Academy Centre for Entrepreneurial Learning, Indian Academy Centre for Professional Excellence. Pragmatic learning that focuses on skill development is enhanced through number of industrial visits, internships and projects, workshops. Apart from these, there are other methods that aids in honing the skills of students in a new experience that fosters personal and professional development. The Institution caters to the needs of students and facilitates student centric learning which in turn help in building student's career skills and knowledge.

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

Teaching-Learning process is optimized through the exhaustive use of ICT enabled tools including online resources. College is well equipped with inbuilt LCD Projectors in all the classrooms, Smart Board, video conferencing tools, document camera, separate desktops and laptops for all the departments. A well-furnished Audio-Visual room aids in recording the teaching sessions. G Suite which includes classroom, slides, Google meet and sheets is procured to meet the teaching demands. Slido, Padlet, Poll Everywhere, Gaming Apps and Simulation activities into our classrooms are embedded in classroom teaching. Students' performance is also assessed through their assignments and tasks assigned in Google classroom. The institution uses G meet and Zoom platform in organizing events like webinars and conferences and the same are telecasted on institution YouTube channel. Sufficient number of e-learning content are also uploaded on our YouTube channel to make it available to the learning community across the globe.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://iadc.ac.in/e-learning/
Upload any additional information	No File Uploaded

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

123

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The committee constituted for the preparation of college calendar get the inputs from the Principal, COE, IQAC, Academic committees and frames the calendar with their approval at the beginning of the year. The University calendar, common calendar and UGC guidelines are also taken into account whilst devising the calendar. The College calendar includes important dates pertaining to Internal Tests, End Semester Examinations, BoS, Academic council and Governing Body meetings, co-curricular and extra-curricular activities, public holidays. The College calendar is made available to all faculty members as well as the students through the college website and Student Handbook. Based on the College calendar, Department calendar is framed by the HODs after consultation with faculty members for the time bound implementation of academic targets every year. Before the commencement of every semester the HOD finalizes the workload of the Department and gets the approval of the Principal. Teaching plan is prepared by each faculty member based on the Calendar of events and the timetable framed by Course Coordinators and HoDs before the commencement of the academic year for each course. Evaluation schedules are set by the Internal Examination Committee along with the Controller of Examinations at the beginning of the academic year.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

123

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

51

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

641

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

11

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

26

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	View File

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

IT integration is a prodigious reform in examination procedures both in CIA and Semester Examinations. The Institution works through the examination software developed by Heraizen Technologies (Dhi ERP). IT integration is followed in examination procedure starting from pre-examination processes for time table generation, student list generation, allotment of invigilators, squads, creation of attendance sheet, online payment gateway, etc., through examination process - for examination material management, logistics, etc., to post-examination process - for capturing attendance, auto processing, tabulation of marks, declaration of exam results, certification, etc. The registered courses are centrally managed to prepare the data sheets for time table, students list, room wise allocation, invigilators list and attendance sheets. Time tables are displayed in college website with a link to examination portal. Students submit assignments through Google Classroom. During COVID-19 lockdown period, entire examinations, evaluation and exam proctoring processes were carried out through online (ProEx: AI-Powered by HireMee). Double valuation is offered at the PG

level, and a third valuation, if there is significant difference between the first and second evaluations. Special Supplementary Examination is been implemented, by which the failed students are given an additional chance in the same year just after the final semester results are published.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAC AAC IIIrd Cycle/Cre-2/2.5.3/2.5.3 3 Automation 2020-DHI ERP.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

The courses offered by the Departments are designed with well-defined set of programme outcomes, course outcomes and course specific outcomes to meet global standards in academics, thereby catering to the academic needs of the students. POs, COs and CSOs are framed based on the Revised Bloom's Taxonomy and is in line with the vision and mission of the Institution. POs and COs that describe about the competencies the students are expected to achieve by the time of programme completion are incorporated in the Syllabi and also displayed in the website along with the OBE policy. Orientation programmes are organised before the commencement of all academic sessions in which students are educated about the relevance and attainment of these outcomes. The respective subject teachers disseminate the importance of the particular subject and also about the Outcome Based Education that augments the employability. Training sessions are also offered to the faculty that help them in formulating as well as modifying the COs of their own discipline, mapping and measuring them. An OBE compliant teaching pedagogy is adopted by the faculty members ensuring the attainment of outcomes.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://iadc.ac.in/wp-content/uploads/2022/04/PEOs_POsCOs_Document_Final.pdf

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The Institution effectively monitors and continuously evaluates the teaching learning process and has evolved a system to measure the attainment of POs and COs. Attainment of course outcomes is measured using two attainment indicators CO1 and CO2. CO attainment indicator 1 measures the attainment levels of outcomes of every course based on the average marks of a batch of students across all the course outcomes of a particular course. CO attainment indicator 2 measures the attainment at a course level based on the percentage of students of a batch who have attained the course outcomes across all the courses of the programme. PO attainment is measured as the average percentage of marks obtained by all the students across all the courses of the programme that are mapped to a particular PO. The attainment of programme outcome is indicated at three levels.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/2022/04/PEOs_POsCOs_Document_Final.pdf

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

721

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://iadc.ac.in/wp-content/uploads/NAC_IIIrd_Cycle/Cre-2/2.6.3/2.6.3.1_1_AR_2020-21.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

<https://iadc.ac.in/wp-content/uploads/2022/09/SSS.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

Indian Academy Degree College-Autonomous follows a proactive Research policy that offers continued high level, effective and effectual support for research. The detailed policy guidelines have been documented by the Research Committee and approved by Governing Body. The Research committee prepares the Annual budget and the Annual research goals. The College encourages professional development of the faculty members by providing registration fees for paper presentations in national and international seminars/conferences and incentives for publications in indexed and referred reputed journals. Seed money is granted to faculty by the Management to carry out pilot research work in their disciplines. The facilities in the Research centre are updated often and are in sync with the thrust areas of research. The UGC approval of 12 (B) and 2(f) status to Indian Academy can be leveraged to facilitate and optimize the research output. The College promotes quality research and quality publications, encourages faculty members to get funds for projects through submitting research proposals to agencies both Government and

Non-Government .

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://iadc.ac.in/research-collaborations/research-policy/
Any additional information	No File Uploaded

3.1.2 - The institution provides seed money to its teachers for research**3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)****1177000**

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	View File
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	View File

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year**4**

File Description	Documents
e-copies of the award letters of the teachers	View File
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

14000

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

2

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

5

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

2

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://www.kscst.org.in/
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

Indian Academy Degree College Autonomous has taken initiatives to create an eco-system for innovations and transfer of knowledge. The institution has staunchly strived to adopt different pedagogical approaches and diverse technologies to create an ecosystem that encourages innovative thinking among the students and faculty. The college has different centres like Institution's Innovation Council (IIC), Indian Academy Centre for Entrepreneurial learning (IACEL), Indian Academy Centre for Student Placement Services (IACSPS), Research centre, Language Lab which provides a platform for students to interact with experts from different arenas by organising guest lectures and intercollegiate competitions where such conclaves serve as an effective ecosystem for the creation and transfer of knowledge ... IACEL organises seminars/workshops which motivates the students and also provides information on all aspects of enterprise building to the budding entrepreneurs. The Research Centre promotes active research in their thrust areas with facilities like Instrumentation, Plant and animal

tissue culture and creating a research culture amongst faculty members and students. The activities organised under the aegis of these centres create and instill a culture of innovation driven entrepreneurship in students enhance networking and engage collaborative activities, share innovative practices and make them skilful and employable.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/research-collaborations/iiciadca/

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

17

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	View File

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

A. All of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

0

File Description	Documents
URL to the research page on HEI website	https://iadc.ac.in/research-collaborations/
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

74

File Description	Documents
List of research papers by title, author, department, and year of publication	No File Uploaded
Any additional information	View File

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

29

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

18

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	No File Uploaded

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

2

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

1262207

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	View File
List of facilities and staff available for undertaking consultancy	View File
Any additional information	View File

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Indian Academy Degree College upholds its social coherence through extended activities in the neighbourhood community to sensitize students about current social issues and also to impart value-based education. The college is devoted to carving out a generation with a spirit of selfless service and a feeling of brotherhood. The college consistently promotes student and faculty participation through various cells and activity centres. Extension activities carried out by departments and various units like NSS, NCC, YRCS like HIV

awareness, Cancer awareness, Voter's awareness, safe road, save water, blood donation, eye camps, cleanliness drive, awareness on dengue fever, personal hygiene, terrace gardening, teaching English. The above activities have created a positive impact among the student community enhancing their social awareness, humane gestures, environmental consciousness, development of interpersonal skills, self-discipline and a sense of civic responsibility.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/isr/for-environment/

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

8

File Description	Documents
Number of awards for extension activities in during the year	No File Uploaded
e-copy of the award letters	View File
Any additional information	View File

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

15

File Description	Documents
Reports of the events organized	View File
Any additional information	No File Uploaded

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

2387

File Description	Documents
Reports of the events	View File
Any additional information	No File Uploaded

3.7 - Collaboration**3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work**

623

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

23

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

The Institution has adequate infrastructure facilities to support the academic activity in the campus. The Management focuses on constant augmentation of the facilities like Wi-Fi

enabled classrooms, well equipped laboratories and updated technical facilities. The strategic location of the campus makes its academic programmes reachable for the diverse student community hailing from urban and rural areas and collaborations operative. The Institution has academic and support facilities housed at 3 locations and facilities for sports and outdoor activities located in a separate playground area of 4 acres. The college ensures facilities for optimising the teaching learning process that includes 49 ICT enabled classrooms with LCD projector/Smart TV to supplement the learning process and LAN connectivity which are under CCTV surveillance, 21 well equipped and efficiently maintained laboratories, Central Instrumentation Facilities under the Research centre, DBT STAR College facilities, Animal cell culture lab etc. The College building comprises of Subterranean, Ground floor, I floor, II floor, III floor, IV floor and V floor which are well connected through two separate lifts. Ramp facility to physically challenged persons, multipurpose hall, 2 seminar halls with a seating capacity of 200, seamless power supply, vermicomposting unit, rain water harvesting are some of the major highlights.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://iadc.ac.in/naac/4-1-1-qlm/

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

Indian Academy Degree College-Autonomous is committed to the holistic development of students. The institution is keen in paying more attention in encouraging the students in excelling in sports as well as cultural activities. It provides a multitude of extracurricular activities to enrich student lives beyond academics. Department of Physical Education takes care of selection trials of the teams and intensive training to promising students to take part in university, state level meets & competitions. Awards, Scholarships are provided to encourage students at every level for achievers. College offers multiple facilities with a well-equipped sports room and 4 acres sports ground that focuses on indoor and outdoor sports and games and caters to the physical development of students. The institution is well

known for its cultural spirit. Under the aegis of student welfare office, quite a number of intra and inter collegiate competitions like Fresher's Day, Yuvtarang, Spectrum, Milana, Swaralasya are organised and winners are awarded with trophies and cash prizes. Fitness for all is ensured through Yoga sessions conducted in the multipurpose hall. The two seminar halls with a seating capacity of 200, open auditorium are used for cultural and academic activities.

File Description	Documents
Geotagged pictures	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for additional information	https://iadc.ac.in/naac/4-1-2-qlm/

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

53

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

75.24 lakhs

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The library offers vital support for learning, teaching and research activities of the college by disseminating knowledge and offering modern services to the academic fraternity. The total carpet area of the library is 2,352 Sq. Ft with two floors and has adequate reading space for 175 students at a time. There are 07 CCTV cameras installed for the purpose of monitoring. The operations of the Library and Information centre are automated using the Easy Lib Software version 4.4.2 since the academic year 2006-2007. During the year 2020-2021, the Library and Information Centre upgraded to the latest version of Easylib software version 6.4a Cloud Version. This upgradation has facilitated better use of the library. The benefits offered by the cloud version of Easylib software are Requisition, Acquisition, Cataloguing, Circulation, Members, Periodicals, Reports, OPAC, Web OPAC, Digital Library, In/Out Management, Barcode Generation, RFID, Customizable Reports, Library Usage Analysis, Analytics, Recommendations etc. The homepage has interactive search, explore, announcements, link to partner libraries, featured books, library timings, accomplishments, privacy policies, login, a link to individual item search and display results by extensive filtering.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/N AAC_IIIrd_Cycle/Cre-4/Cre-4LP/4.2.1.pdf

4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)**466141**

File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)**4.2.4.1 - Number of teachers and students using the library per day during the year****1043**

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The institution has put in place a policy for the maintenance and upgradation of its IT facilities to cater to advancements in the field. It has well-equipped with IT facilities for academics, research and administrative activities. IT facilities include LAN facility and Wi-Fi access to both students and staff. There is continuous upgradation of Wi-Fi connectivity from a speed of 125MBPS to > 1 GBPS speed, the automation of Academic and support functions through automated campus management software, etc. Through the well-established ERP DHI, Students, Guardians and Faculty members can access data related to attendance, Student's Evaluation, Schedules of classes and Examination, learning material and

also other information related to classrooms. The ERP is vital and facilitates the processes in other areas like student admission, administration, finance and accounts. It helps in procuring, storing and managing data from various departments and units. A constant upgradation and updates of IT facilities are done at periodical intervals to ensure seamless connectivity. The digital library is another facility that has interconnect connectivity and students have access to numerous ejournals and magazine.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAC IIIrd Cycle/Cre-4/Cre-4LP/4.3.1.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2479	333

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

A. 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	View File

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

B. Any three of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/naac/4-3-4-qnm/
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

220.71

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

The Institution has established systems and procedures, well designed policies for maintaining and effectively utilizing physical, academic and support facilities. The maintenance of the college is supervised by the Facilities Manager with supporting staff members, who ensure the proper functioning of all the departments like Department of Housekeeping Services, Department of Transport Services, Department of Security Services. IT manager monitors the Department of Networking and Computer Services and a well-qualified physical education director takes care of the sports facility. Key facilities like the UPS, Generators and elevators run on annual maintenance contracts to ensure smooth functioning. The college gives priority to the maintenance of existing facilities and regularly updates these facilities. Digitalization of the academic and administrative processes and upgradation of the energy resources have been given prominence. Funds are kept back in

the College budget for periodic maintenance of the infrastructure. A review of the infrastructure is conducted on a regular basis and consistent maintenance work is carried out. The library advisory committee chaired by the college Principal ensures quality services in the smooth functioning of the digital library system. The laboratories are utilized by the students and staff and are maintained by the lab assistants.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/naac/4-4-2-qlm/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

317

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

711

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving

A. All of the above

**students' capabilities Soft Skills
Language and Communication Skills Life
Skills (Yoga, Physical fitness, Health and
Hygiene) Awareness of Trends in
Technology**

File Description	Documents
Link to Institutional website	https://iadc.ac.in/wp-content/uploads/2022/04/5.1.3-1-2020-21.pdf
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

1770

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

263

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

122

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	View File

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

15

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

17

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The Student Welfare Office and Student Council play a vital and imperative role in grooming the student community to meet the demands of the society. Leadership qualities are nurtured by providing them a platform for participation in the academic decision-making process. The office and council are involved in various operations which includes cultural activities, college fest, academic events and maintaining discipline and decorum in the campus. The student council conducts Elections for class representatives and office bearers during each academic year. The council is an inclusion of elected class representatives who further take positions of The President, Secretary and cultural secretary from final year, followed by vice-president and treasurer from second year and the joint secretary from first year nominated from across the courses. The function of the student council is based upon parliamentary procedures. Ideas are presented, voted upon and confirmed by the student body president. SWOs are expected to initiate change based on the feedback received and ensure the quality of all academic and cultural activities. SWO organizes many noteworthy events during the academic year.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAC_IIRd_Cycle/Cre-5/5.3.2/5.3.2-2020-supp-doc.pdf

5.3.3 - Number of sports and cultural events / competitions organised by the institution

54

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	View File

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

Indian Academy's Alumni Association was established mainly to bring its graduates together on a single platform and develop synergistic plans to aid and improve Institutional endeavours. The contribution of the alumni for the growth and progress of the College is immeasurable with support rendered for students in terms of guidance, counselling and through financial means for cultural and academic purposes. The HODs also interact with the members of the Alumni Association, especially on matters of curriculum design and development. The curriculum feedback of the Alumni has helped in reframing the syllabus of the courses, and in bringing noteworthy changes. The activities encompass organising guest lectures both online and offline; conducting special talks on career guidance, soft skills development, entrepreneurial skills, leadership skills; corporate etiquette etc Organising or featuring as special guests for the inauguration of departmental clubs, like the Business Administration, Commerce and Management clubs, judging the inter-collegiate

ests and quiz contests, and assisting in organizing seminars, workshops on interview skills and participating as members of the jury in events like Spectrum etc. The activities also include social responsibilities like cleanliness drives in association with the NCC, NSS & Aurobindo Centre students.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAC_IIIrd_Cycle/Cre-5/5.4.1/5.4.1-3.pdf

5.4.2 - Alumni's financial contribution during the year

D. 2 Lakhs - 5 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Vision: To be a dominant player in imparting career-oriented, comprehensive education in India, to establish and deliver academic programmes noted for their ability to integrate professional education with humanistic, scientific and social learning as well as research capability

Mission:

To provide cutting-edge, career-oriented academic programmes 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, to the spirit of community.

To prepare graduates who manifest critical, creative and effective communication skills along with informed value judgments and a strong educational foundation in mastering

tomorrow's challenges by partnering with the government, businesses and the community

Being an Autonomous Institution, the Academic Council of the College is empowered to decide on all academic matters such as curriculum, syllabus, and examinations. HoDs, industry representatives, along with the University nominees, experts from Academics deliberate and decide on all academic matters in the Academic Council. Regular meetings of the Heads of Departments are held to discuss and deliberate upon wide ranging academic and administrative matters. The Principal holds meetings with the entire College faculty to share the plans and future programmes envisaged by the management of IADC-A.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/leadership/organogram/

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Indian Academy Education Trust supports and collaborates with the leadership of Indian Academy Degree College (IADC-A) by following a democratic management approach. In lines with the mission statement, the leadership provides a supportive and stimulating environment for the intellectual and ethical growth of student community. While both authority and responsibility are delegated to the Head of the Institution aiding decentralization, the Trustees participate in the important curricular, co-curricular and extracurricular events and offer strategic inputs for continuous improvement. These inputs are communicated to the various committees and councils who implement the same. A Decision Matrix for decentralization is adopted in the organization. This is known as the IADE Matrix (Inform, Approve, Decide, and Execute Matrix) The IADE matrix clearly depicts the decentralization process across the institution. This philosophy runs through and across all functions of the institution. Through this process, the leadership believes in quality improvement and contributes in a significant way to

sustain the quality consciousness in the field of higher education. The management takes keen interest in planning and recognizes the implementing initiatives taken at various levels at the institution.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/2022/05/IADE-Decision-Matrix.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The strategic long-term planning of the institution "IADC-A Vision - 2030" sets the tone for effective functioning of the institution. The persistent efforts toward Academic Excellence ushers in a curriculum with courses in vogue to increase the global competency of the learners with innovative teaching methods, Blended Learning and flipped Classrooms. To keep pace with the new methods of teaching-learning, infrastructure has been augmented, classrooms have been equipped with smart boards, and laboratories have been upgraded. The institution encourages faculty to participate / present papers in conferences, publish research articles in journals, provides seed money to members of the faculty and sanctions sabbatical leave to eligible faculty members to promote research culture within the campus. The staff recruitment process is streamlined through a committee which includes HR, Principal, Head of the Department and one senior faculty member of the chosen discipline whilst recruitment is purely based on merit. Student progression is the primary objective of the institution. The focus is on moulding learners into global citizens with focus on all-round development. Social responsibility is instigated at all levels, with DSR activities at the department level including computer literacy and English proficiency for school students, visits and financial contribution to orphanages, old age homes and taking care of cleanliness in areas in and

around Bangalore, and ISR activities such as adoption of schools at the institution level.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://iadc.ac.in/leadership/strategic-plan/
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

Indian Academy Degree College - Autonomous is well systematized with a highly supportive management. The supreme statutory body is the Governing Body chaired by the head of the Indian Academy Education Trust. He appoints the key leaders of management including the Principal, Vice-Principal, Director of Academic Excellence and the management committee. The Administrative functions are shouldered by the Principal with the support of the Heads of the Departments and student support cells. The institution has a well-defined procedure for recruitment and career advancement. The Internal Quality Assurance Cell plays a pivotal role in quality enhancement and sustenance and at the same time ensures quality initiatives through well-established quality circles. The office of the Controller of Examinations conducts examinations in a transparent and fool-proof way. The elected members of the student council are groomed and encouraged by a dedicated Student Welfare Office which comprises faculty coordinators. Student Development Centres for Excellence including Indian Academy Center for Professional Excellence, Indian Academy Center for Student Placement Services and Sri Aurobindo Center for Education in Human Values ensure holistic development of the student community.

File Description	Documents
Paste link to Organogram on the institution webpage	https://iadc.ac.in/leadership/organogram/
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAC_IIRd_Cycle/Cre-6/Cre-6LP/6.2.2LP.pdf

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The institution has effective welfare measures for teaching and non-teaching staffs as listed below. Leave Benefits:

- 1.Casual Leave and Earned leave
- 2.On Official duty (OOD) for attending Seminars/ conferences/ symposiums
- 3.Special leave for exigencies due to sickness/ accident etc.
- 4.Compensatory off to the faculty members and staff

Monetary Benefits:

- 1.Maternity leave with service continuity to female staff.
- 2.Paternity leave with service continuity to male staff.
- 3.Sabbatical leave for Ph.D. work as per research policy
- 4.Earned leave up to two weeks to teaching and non-teaching staff.
- 5.Paid summer - Vacation up to three weeks to teaching staff and two weeks for librarians. New joiners are eligible

for paid vacation on pro rata basis. 6.Provident fund contribution and ESI benefit. 7.Accidental insurance benefits for Rs.1 lakh. 8.Award for publications of article in national/ International journals, textbook publications, newspaper articles etc. as per research policy. 9.Seed Money is provided for faculty to encourage research publications and patents.

10.Provident Fund Scheme has been created for the faculty and staff 11.Additional increment granted on completion of PhD/ MPhil/ NET/ SET 12.Gift coupons on the occasion of Teacher's Day. 13.Reward of Punctuality 14.Fee Concession up to 50% to the wards of the employees 15.ESI facility 16.Financial support is given to meet the medical expenses of staff and their family members. 17.Annual increment for faculty and staff based on a comprehensive appraisal. 18.staff quarters for teaching and non-teaching staff members

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAC_IIIrd_Cycle/Cre-6/6.3.1/

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

43

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

27

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

103

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Indian Academy Degree College - Autonomous receives grants from government research funding agencies including DST, DBT, VGST, KSCST, STAR College programme to name a few. The finance committee meets on a regular basis to re-examine the expenditure of the previous year and also to plan and scrutinize the proposed budget for the up-coming year. This budget proposal is presented at the Governing Body for approval. Internal and external financial audits are conducted regularly. The institution engages qualified chartered accountants for the internal audit. The finance section is responsible for managing the funds received through endowments, sponsorship and contribution from benefactors and through funded projects etc. On completion of the project, utilization certificate and audited statement of accounts are forwarded to the funding agency. The financial transactions for expenditure are made through cheques/NEFT and funds are received through cheques, DD and NEFT. This procedure for financial transaction is more effective and

ensures greater transparency with the proof of transaction details.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAC_IIRd_Cycle/Cre-6/Cre-6LP/6.4.1LP.pdf

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

30

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

The effective functioning of the institution depends on resource availability and its optimal utilization. While fees collected from students is the most important source of revenue, institution caters to the needs of students across the society with a conscious policy of keeping the student fee affordable. Institutional scholarship funds are generated through individuals and private scholarships. The departments and committees of the institution prepare the annual budget well in advance which is forwarded to the finance section during the beginning of the Academic Year whilst the finance committee reviews and scrutinizes the department / committee requirements and sanctions funds. Library expenditure towards purchase of books is decided by the finance committee with appropriate inputs received from the departments. Additionally, the management generously contributes towards building and maintaining both physical and IT infrastructure.

Apart from which laboratories are upgraded periodically and renovated as and when needed. ICT, library and electrical maintenance ensure smooth functioning and employs a fool-proof mechanism of providing state-of-the art infrastructure to students. Adequate revenue is generated through the conduct of government examinations in the well-equipped classrooms.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/wp-content/uploads/NAC_IIIrd_Cycle/Cre-6/Cre-6LP/6.4.3LP.pdf

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

All quality related activities of Indian Academy Degree College - Autonomous are initiated by the IQAC which include streamlining the accreditation and ranking process, Awards and recognition to faculty, Consultancy, collaborations and linkages, quality inputs to the Institution Innovation Council, enhancing the quality of research and IPR activities and organizing workshops and seminars related to quality enhancement.

Major functions of IQAC at IADC-A are as follows:

- Faculty development programmes including orientation, seminars and conferences on quality, domain specific workshops / seminars / conferences along with research / IPR related activities are organized
- Administering a fool-proof feedback mechanism by collecting feedback from various stakeholders on quality-oriented institutional process that enable quality decisions
- Creation of a Quality Circle consisting of students.

Quality Circle members are actively involved in placement internship assistance and providing feedback to the IQAC.

- The IQAC plays an active role in curriculum restructuring and enables an effective process based on the insights obtained from the feedback procured from various stakeholders and the Curriculum Planning and Implementation Committee.
- The Major Quality Initiatives by IQAC include Staff Assessment and Academic Audit.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/up

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The institution periodically reviews the teaching-learning process through a structured feedback mechanism which includes curriculum feedback from students, teachers, alumni and experts from the industry which forms a major source of input to the department Board of studies which drives the curriculum design process. Student feedback on faculty gives sufficient insight into faculty performance and suggests areas of improvement if needed.

Outcome Based Education is one among the major initiatives of IQAC towards Academic Excellence and aids in measuring the learning outcomes through student performance in Continuous Internal Assessment and end semester examinations. The IQAC not only sets benchmarks for student performance but also raises the bars as and when performance is achieved thereby assuring perpetual improvement in student performance.

Being one among the major initiatives of the IQAC, The Academic Audit thoroughly scrutinizes the functioning of the academic departments and suggests enhancements in the academic arena. The consolidated report of the audit, with suggestions and recommendations is submitted to the Principal which is reviewed in the presence of the concerned Heads of the departments. It presents a comprehensive view of the teaching learning process, highlights the best practices of

the departments and also helps the departments to elevate their academic standards.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/NAC_IIIrd_Cycle/Cre-6/Cre-6LP/6.5.2LP.pdf

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://iadc.ac.in/iqac/annual-report/
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Indian Academy Degree College – Autonomous (IADC-A) conducts various programmes to bring in gender sensitivity and promote gender equity among students and staff. Faculty members hold equal opportunities in administrative and academic

leaderships.

The Women's Council at IADC-A organises seminars, workshops and group discussions on women and gender roles. Appropriate topics are chosen to build gender consciousness among students. The Student Welfare office ensures that 50% of the student council are girl students. Leadership training programmes are organized for the student council to recognize their abilities and overcome barriers. The women's council also organizes health awareness programmes which emphasize on feminine health, nutrition. Programmes on gender equity are organized for all the girl students and staff at IADC-A. Ladies hostel provides a safe and secure stay for the girl students. The institution has a cell for prevention of sexual harassment that creates awareness among the student community and addresses issues if any. CCTV cameras are placed in classrooms and corridors to ensure security within campus. Students are accompanied by women staff during educational visits.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://iadc.ac.in/student-support-services/womens-cell/

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

A. Any 4 or All of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

A green and clean campus is one of the core principles of Indian Academy Degree College - Autonomous. Hygienic

practices and systematised waste management are practiced by staff and students. They are notified and are anticipated to follow the suitable campus behaviour. The institution has implemented apt measures for solid & liquid waste management, e-waste management, hazardous chemicals and radio-active waste management. Solid waste management is dealt with through vermicomposting and BBMP waste collection system. An MoU is initiated with M/s Environmental and Recycling Solutions, where waste is collected and transferred the waste material to ITC of India Ltd. The Vermicomposting unit recycles wet waste and contributes towards an environment friendly ecosystem. Color-coded containers are placed in the campus to ensure segregated waste management. Instead of Bouquets, saplings are given to guests and resource persons thereby safeguarding nature. The sewage treatment plant at Indian Academy Degree College - Autonomous has a capacity of 3000 gallons while the recycled water is used for gardening and flushing.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: <ol style="list-style-type: none"> 1.Restricted entry of automobiles 2.Use of bicycles/ Battery-powered vehicles 3.Pedestrian-friendly pathways 4.Ban on use of plastic 5.Landscaping 	A. Any 4 or All of the above
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File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5.Beyond the campus environmental promotional activities 	A. Any 4 or all of the above
--	-------------------------------------

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

In IADC-A the word 'inclusive' is a part of every programme that is being conducted or organized to bring about harmony and tolerance among the staff and students. RELIGIOUS AND CULTURAL INCLUSIVENESS: 'Spectrum' is an intra-collegiate fest celebrated with events like dance and singing. 'Yuvtarang' is an inter-collegiate fest of dance and singing aiming towards unifying diverse cultures. Ceremonial Days of all Religion and communities are commemorated with equal importance and fervor. LINGUISTIC INCLUSIVENESS: The Departments of Languages have been active in unifying diverse regions and cultures through languages. Selected government schools and PU colleges are invited to attend the literature exhibition. Departments of Hindi organize 'Bhasha Utsav' to instill the importance of the national language in students.

Various events like essay writing, folklore events, debate, quizzes are organized during the celebration. Every year, during the first week of November, the Department of Kannada organizes "Kannada Rajyotsava" during which all the students and faculties are introduced to the cultural and festive celebrations of Karnataka. SOCIO-ECONOMICAL INCLUSIVENESS: The institution makes sure to encourage the economically backward students by providing "Merit Cum-Means" scholarships and reduction in fee for the various courses that they apply for. ACADEMIC INCLUSIVENESS: Celebrating important days like National Science Day and other Environment Consciousness related days, Chartered Accountants' Day, National Mathematics Day, Annual Book Exhibition

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

Compassion, Service and Integrity are amongst the Core Values of the Institution. Compassion

demands high commitment, courage of conviction, sensitivity, understanding and care. Members of the IADC-A stand by this core value in their interactions with all stakeholders.

The sense of Service stimulates individuals to use one's talent and ability to advance the genuine well-being of the society. Service to students is a basic tenet of life at IADC-A. Community Spirit is promoted through active engagement of Students and Faculty in several community-based initiatives. Integrity implies coherence between words and actions. We at

IAGI keenly promote the value of Integrity in order to achieve excellence.

The institution offers two B.A. programmes with Political Science as one among the disciplines where constitutional obligations: values, rights, duties and responsibilities of the citizens are studied in-depth. Courses related to Indian Constitution, Human Rights, Values and Responsibilities

enable the sensitisation.

The humanities department conducts multi-various activities on the occasion of Constitution Day (Samvidh?na Divasa). Guest talks and competitions are organized for students across the institution, inviting active participation from the student community. Mock-parliament sessions are organised by the department of humanities to sensitize students on their constitutional role as responsible citizens of India.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

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

Indian Academy Degree College - Autonomous (IADC-A) celebrates National and International days.

Sri Aurobindo Centre for Education in Human Values (SACEHV), National Service Scheme (NSS), National Cadet Corps (NCC) unit and the Student Welfare Office (SWO) join hands in celebrating national and international days. Commemoration of National days such as Constitution Day (Samvidhana Divas) are organized by department of Humanities whilst National Cancer Awareness Day and World AIDS day are organized by the department of Microbiology. Science departments organize National Science Day. Exhibitions, poster presentations and various competitions are conducted for students on the same day.

International Womens' Day is organized by the Womens' Council at IADC-A. The institution felicitates women achievers. Multi-various activities, competitions and guest talks are planned and organized with an intent of promoting gender equity.

The institution recognizes the Teachers who have committed themselves to the well-being of the students and the institution on the occasion of Teachers Day. Eminent teachers from HEIs and Schools are invited and felicitated during the occasion. Emeritus professors are invited to motivate the teaching fraternity. A plethora of events / competitions are organized for the faculty members. Apart from creating the right ambience with celebrations, motivational talks by eminent speakers and refreshments, the management presents gifts to all faculty members.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Best Practice 1

Title of the Practice

"Dynamic learning opportunities and extensive student engagement through Asynchronous learning"

Objectives of the Practice

The objective of the practice is to significantly complement synchronous learning with flexible and self-paced learning approaches which are certainly the key aspects of asynchronous learning. The practice plays a pivotal role in reinforcement of learning.

Best Practice 2

1. Title of the Practice

"Humanness programme" - A scientific approach to student well-being at Indian Academy Degree College - Autonomous

2. Objectives of the Practice

The objective of the practice is to promote emotional well-being and improved academic ability amongst students. The focal point is to create innovative training and delivery of evidence-based psychological and educational systems in mental health.

Some of the key objectives of the practice are to enable students to:

- Build confidence to voluntarily come forward for an early intervention
- Strengthen resilience against adversity
- Evolve in the educational journey

File Description	Documents
Best practices in the Institutional website	https://iadc.ac.in/wp-content/uploads/2022/09/Best-Practices.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

ISR activity- School Adoption

Contributing to the growth of the community and doing its bit in creating happiness for people around has been an important fundamental on which the institute functions. To this end, the institute has exhibited its citizenship to the society through Institutional Social Responsibility activities which have branched to form different platforms. Named as 'Samaani' (bringing together) the institution has an active committee for its Institutional Social Responsibility at IADC-A headed by the Director -Internal Learning and Community Development Ms. Rachana Thummala who is also the trustee of Indian Academy Education Trust.

This is mainly to contribute meaningfully to development of government schools through providing infrastructure, water, technology, electricity and furniture, develop students and faculty of schools through training programmes and support, engage students and staff in learning outside the classroom through empowering hands-on experiences and build sense of community. Intended outcomes includes the improvement of schools through interventions. S Students and staff of IADC-A learn skills outside of the classroom including project planning, implementation, monitoring and evaluation, critical and creative thinking, collaborative problem solving and leadership. A structured and systematic approach was taken while working with the adopted schools. The support provided to the schools have been happening in 2 phases. The first phase of adoption involved working with the schools in improving their access to basic amenities and improving their infrastructure. Direct beneficiaries include children and teachers in government schools.

File Description	Documents
Appropriate link in the institutional website	https://iadc.ac.in/wp-content/uploads/2022/09/Institutional-Distinctiveness.pdf
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

- College with potential for excellence
- Online degree programmes
- Enhance the number of teachers with PhDs
- Promote more interdisciplinary research activities