YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	Indian Academy Degree College - Autonomous
• Name of the Head of the institution	Dr. N Thilaka
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	08067458936
• Alternate phone No.	08067458933
• Mobile No. (Principal)	9071262266
• Registered e-mail ID (Principal)	principal@iadc.ac.in
• Address	Hennur Main Road, Bangalore North
• 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	**Dr. Sangeetha Annie George**
• Phone No.	**08067458934**
• Mobile No:	**9886033478**
• IQAC e-mail ID	**iqac@iadc.ac.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://iadc.ac.in/wp-content/uploads/2024/05/AQAR_2021-22.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-archive/

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**
Cycle 3	**A++**	**3.61**	**2022**	**27/09/2022**	**26/09/2029**

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
Nil	**Nil**	**Nil**	**Nil**	**Nil**

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)

NAAC Accreditation CLSR Lab MoUs Introduction of programs Digital transformation Program Review Committee

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
Orientation on the examination process for the newly appointed	Orientation on examination for the newly appointed staff was organized in the month of July 2022
Placement	A placement drive -Campus interview-Expert callers was organised
Promotion of research	Research recognition day,inauguration of CLSR Lab, Introduction of Principal scientist,Research Advisor
MoUs	Enhanced the number of MoUs
Digital transformation - Linways	Assignment, assessment, work diary modules are included
FDP & FIP	Organized training programmes for teaching and non teaching staff
INTRODUCTION OF PROGRAMS	New programmes were introduced in the current Academic Year
Program Review Committee	A Program Review Committee was constituted who reviews the curriculum prior to BoS to provide ideas and guidance for programmes, develop plans after identifying the trends

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 body	18/03/2023

14.Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
2021-22	14/02/2023

15.Multidisciplinary / interdisciplinary

A multidisciplinary and holistic method is instrumental and indispensable in case of student centered learning and developing individuals with multifaceted functional capacities. The institution provides undergraduate and graduate courses in computer applications, business administration, science, arts, and commerce. It addresses the varied requirements of the students and places a strong emphasis on inclusive learning that incorporates information from other disciplines. To ensure that the NEP based curriculum is implemented throughout all of the programmes it offers in accordance with the national vision, a committee has been established. During the Board of Studies meetings, a number of subcommittees that are each headed by a department head discuss the curriculum framework in detail in relation to their respective areas of expertise. These committees also add to the curriculum by adding topics like environmental education, value based education, and community engagement and service. All academic programmes now offer optional multidisciplinary and interdisciplinary courses, allowing students the most flexibility in choosing electives from other departments

16.Academic bank of credits (ABC):

For all of its curricula, the institution follows the Choice-based Credit System (CBCS). Each Discipline Specific Core (DSC) course is worth four credits under the NEP framework. Ability Enhancement Compulsory Courses (AECC), Open Elective Courses (OEC), and Skill Enhancement Courses (SEC) are worth three credits apiece. With numerous tiers of exit possibilities available to them, pupils will now have the flexibility. A student may graduate with a certificate course if he or she earns 50 credits in the first year of their bachelor's programme. A student may receive a diploma upon completion of a two-year bachelor's programme with 100 credits, a bachelor's degree after three years with 138 credits, or an honours degree after four years with 180 credits. The National Academic Depository (NAD), also known as Digilocker, is an online repository for all academic credentials, including transcripts, diplomas, degrees, and mark sheets that have been properly digitised by HEIs. The Karnataka government's Unified University & College Management

System (UUCMS) unifies student data from admissions, exams, and degree awarding. Students will be able to view the data in digital format as it will be uploaded immediately to the Digilocker-NAD.

17.Skill development:

NEP 2020 ensures that students acquire a diverse set of expertise for their holistic development and to succeed. The curriculum offered by the Institution comprises interpersonal skills like communication skills, team building skills, digital/computing skills, entrepreneurial skills, problem-solving skills, research skills, self-management skills, time-management, work planning etc. The Skill Enhancement Courses (SECs) are meant to improve the skill levels of students in various domains like cognitive skills, employable skills, transferable skills, communication skills, analytical skills. A few examples are Digital Fluency, Health and well-being, Environmental studies, Yoga etc. The college offers many value added and certificate programs aligned to NSQF which equips students with practical skills and industry-specific knowledge, allowing them to forge a seamless transition into the workforce. State of art infrastructure of the Institution and its linkages with industries like ISDC, Bhat Biotech has augmented the NEP motive of skill based education

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

The many programmes that our institution provides are integrated with the national and regional languages of Kannada and Hindi, which we urge students to master. Following the NEP, which is grounded in Indian culture and has a futuristic vision, the institution is eager to impart knowledge of the cultural values embodied in the literary works written in many languages. India is a treasure trove of culture. Students can absorb value orientation in the disciplines they learn by means of the curriculum's integration of Indian Ethos and Ethics. In observance of the fact that the college has students from many states, cultures, and backgrounds, national and state festivals like Kannada Rajyotsava are observed on campus, as well as Days like International Yoga Day, Indian Constitution Day, Youth Day, Mathematics Day, Science Day, etc. Undergraduate students are given open electives and value-added courses such as Professional ethics, Culture and Diversity, etc.

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

The institution uses the student-centered learning and teaching methods of the Outcome Based Education (OBE) system. The carefully prepared Programme Educational Objectives (PEOs), Programme Outcomes

(PCs), and Course Outcomes (COs) address local, regional, and global demands while being in line with the institutional vision and mission of Higher Education as well as national goals. Graduate performance is evaluated based on knowledge, abilities, and disposition. This ensures that overall development of the student is given due weightage during the measurement of Programme and Course Outcomes. Teaching pedagogy, Pattern of question paper based on blooms taxonomy and mapping of CO's to PO's were defined. In order to attain the specified aims, the OBE framework is integrated into the program's design and delivery, serving as a guide for teaching and learning within the institution.

20.Distance education/online education:

The institution had a very smooth transition from face-to face learning to online learning. The college has also steadily seen blended learning outperform traditional face-to-face instruction. The college made the necessary adjustments to G-Suite for online instruction. In order to give students a fundamental understanding of key concepts, a variety of asynchronous learning activities were made available to them through digital and live short movies on crucial themes. The college has developed an online teaching requirements policy with this goal in mind. The organization has been using the internet for webinars, classes, and guest talks. Online skill-building exercises are available to students, and they have access to E-Pathasala, where they can sign up for courses and obtain certification. Every year, the Institution updates its ERP with new modules designed to make teaching, learning, and assessment easier. Instructors are urged to provide blended learning through online courses. To give them more resources, the institution and Stockbyte application have inked a memorandum of understanding.

Extended Profile

1.Programme

1.1   **22**

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	[View File]

2.Student

2.1   **2217**

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2   **558**

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3   **3397**

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   **508**

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2   **112**

Number of full-time teachers during the year:

Extended Profile

1.Programme

1.1 Number of programmes offered during the year:	**22**

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 Total number of students during the year:	**2217**

File Description	Documents
Institutional data in Prescribed format	View File

2.2 Number of outgoing / final year students during the year:	**558**

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 Number of students who appeared for the examinations conducted by the institution during the year:	**3397**

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1 Number of courses in all programmes during the year:	**508**

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2	**112**
Number of full-time teachers during the year:	

File Description	Documents
Institutional Data in Prescribed Format	<u>View File</u>

3.3	**112**
Number of sanctioned posts for the year:	

4.Institution	
4.1	**535**
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	**389**
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.
IADC-A, follows a philosophy of Outcome-Based Education (OBE) for curriculum development and delivery of all programmes. This inculcates student-centered learning and teaching methodology. The Programme Educational Objectives (PEOs) Programme Outcomes (POs) and Course Outcomes (COs) are carefully crafted catering to local, regional global needs and aligned with the national goals for higher education and institutional vision and mission. Graduate

performance is measured in terms of knowledge, skills and attitude and ensure the overall development of the student is given due weightage during the measurement of Programme and Course Outcomes.

1. POs and PSOs of initiatives addressing regional, national, local, and international needs are both local and worldwide organizational development.

- M.Com(FA) - global employability.
- M.Sc. Data Science - global employability
- M.Sc. requirements in agriculture, medicine, and the environment on a local, national, and international scale are met by programs in applied genetics, biochemistry, chemistry, biotechnology, and microbiology.
- BCA, B.Sc. Programs in Life and Physical Sciences: Industrial, Scientific, and National Needs.

2. Focus areas of Course Outcomes CO's

The commerce and management of CO include social entrepreneurship, community development, health care, family welfare, e-government, and rural marketing. Science: fermentation technology, food processing, bacterial culture, the importance of microorganisms, gene transfer, database design, Java, web and network programming.

Humanities: community welfare, social justice, rural India, village economy, rehabilitation, and human rights.

File Description	Documents
Upload additional information, if any	[View File](#)
Link for additional information	https://iadc.ac.in/wp-content/uploads/2022/05/01.OBE_Policy.pdf

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

17

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	[View File](#)
Details of syllabus revision during the year	[View File](#)
Any additional information	[View File](#)

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

508

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	[View File](#)

1.2 - Academic Flexibility

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

304

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	[View File](#)
Any additional information	**No File Uploaded**
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

22

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 College offers cross-cutting topics throughout the semester in all of its programs and incorporates them into the curriculum. The courses offered by the Commerce and Management streams encompass topics like corporate administration, women entrepreneurship, business ethics, business communication etc. In both discipline-specific courses and open elective courses, students in the science stream learn about environmental and sustainability issues such pollution, deforestation, loss of natural resources, climate change, extinction of species and overpopulation. Particular courses on gender and human rights in journalism, counselling, and advertising are available in the Humanities stream. The college offers courses in Kannada, Hindi, and English that emphasize important aspects of human values through the use of poetry and drama in the curriculum as well as through the activities of literary and speaker's clubs. During their first four semesters, all students learn about the Indian Constitution, personality development, and diversity of culture.

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

16

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	View File

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

2487

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

349

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	**No File Uploaded**

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/wp-content/uploads/2024/10/2_7_1_SSS_2022-23.pdf
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	**No File Uploaded**

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://aqar.iadc.ac.in/C_1_4_1
Any additional information	No File Uploaded

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

559

File Description	Documents
Any additional information	No File Uploaded
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)

347

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.

The institution has well-planned multi-level strategies that are implemented from time to time to address the issues of diversity in students' learning levels.The actual stratification of students into slow, average and advanced learners is based on their performance in the I series of internal examinations and a continuous follow-up taken up thereafter till the course

completion by the concerted efforts of teaching faculty, course coordinator and Head of the department. Special measures are taken to support advanced as well as slow learners. 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. Slow Learners are given special attention by the following initiatives: a. Organizing Extra Classes during the semester b. Giving practice assignments ii. Advanced learners are encouraged to excel in academics through the following initiatives: a. They are given additional/challenging assignments/ project work b. They are encouraged to participate in various symposiums, quiz, poster presentation, conferences, inter institution competition etc.. iii. Improvement in student attendance - Student regularity is monitored, mentored on a one-on-one basis by the class & subject teachers.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iadc.ac.in/aqar/C_2_2_1

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
17/08/2022	2217	112

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:

The student centric teaching is promoted by ensuring classroom environment to be learner friendly. It aims to develop learner autonomy and independence by putting responsibility for the learning path in the hands of students by imparting them with skills. The Institution upholds Student Centric Learning that envisages active involvement of students by adopting methods like participative learning, experiential learning and problem-solving

methodologies. This methodology helps in enhancing their confidence and encouraging self-determination. The classroom environment is kept conductive to make learners feel free to share their ideas and develop a healthy and effective discussion. Teachers make classes as interactive as possible Audio- Visual methodology, Language Lab, Industrial Visits are some of the means utilized by the Departments to provide experiential and participative learning. Problem solving methodologies like case studies, brain storming and mind mapping sessions enhance the learning experience of students .The college focuses on participatory learning activities like group discussions, student presentations, 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.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://www.iadc.ac.in/aqar/C_2_3_1

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

Today, it is essential for the students to learn and master the latest technologies in order to be corporate ready Effective content delivery by using ICT tools in the class room for better understanding and reinforcement of the concepts and problem-solving is adopted by all the faculty of the institution. ICT tools complement the traditional teaching-learning methods, and the institute is highly interested in providing innovative methods for enriching the learning experience. As a consequence, teachers are combining technology with traditional mode of instruction to engage students in long term learning. College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education. 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. Students' performance is also assessed through their assignments and tasks assigned in the new

ERP Linways. 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/ict-enabled-teaching/
Upload any additional information	View File

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

2.3.3.1 - Number of mentors

112

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 institution prepares the academic calendar every year in advance. The coverage of academic calendar covers the list of examination dates, seminars, conferences, guest lectures, workshops and industrial visits holidays, etc. Academic calendar provides the total effective working days available in a given semester.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 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. 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. Thus the academic calendar monitors the effective delivery of the program with academic and business inputs

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

112

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

37

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	**No File Uploaded**

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

560

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	**No File Uploaded**

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

5.65

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

72

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	**No File Uploaded**

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 and Reforms in the examination procedures 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 Linways. IT integration is followed in the examination procedure starting from pre-examination processes for timetable 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. Timetables are displayed on the college website with a link to the examination portal. Students submit assignments through Google Classroom. Double valuation is offered at the PG level, and a third valuation, if there is a significant difference between the first and second evaluations. Special Supplementary Examination has been implemented, by which the failed students are given an additional chance in the same year just after the final semester results are published.

New Initiatives: 2022-23

- Revaluation process online using Linways, including registration, fee payment,and announcement of results.
- New Marks card pattern from the 2021 batch and onwards
- Online CIA marks entry component-wise.
- Student's assignment submission, evaluation, and announcement of the marks through Linways

File Description	Documents
Upload any additional information	[View File]()
Paste link for additional Information	https://aqar.iadc.ac.in/C_2_5_3

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

Programme outcomes, Programme specific outcomes and course outcomes for all Programme offered by the institution are stated and displayed on 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. 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 Syllabus and also displayed in the website .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..

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://aqar.iadc.ac.in/C_2_6_1

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

Learning outcomes are the specifications of student's learning and demonstrates on successful completion of the course or the programme. It can also be viewed as the desired outcome of the learning process in terms of acquiring the skills and knowledge embedded in the process. Student assessment identifies areas where learning has occurred and where it needs to be improved. 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

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

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

615

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://aqar.iadc.ac.in/file_manager/2_6_3_Annual_Report_2022-23.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/2024/10/2_7_1_SSS_2022-23.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 's proactive research policy keeps offering excellent, productive, and efficient support for research. The Research Committee has documented the comprehensive policy directives, as approved by the Governing Body. The research committee develops the annual budget and the research goals. The College promotes faculty members' professional growth by providing incentives for publications in indexed and refereed recognized journals and registration fees for paper presentations at national and international seminars and conferences. The Management funds academic members' initial research projects in their domains. The research center's amenities are regularly updated and correspond with the primary fields of study. Indian Academy may use the UGC's approval of its 12 (B) and 2(f) status to expedite and optimise the research

output. Faculty members are encouraged by the college to apply for financing for their projects by submitting research proposals to both government and non-government groups. It also encourages publications and research of the highest caliber.

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/wp-content/uploads/2022 /05/03.ResearchPromotionPolicy.pdf
Any additional information	View File

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)

1,81,000

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

3

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	View File

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)

18000

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	View File

3.2.2 - Number of teachers having research projects during the year

3

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.kscst.org.in/english/index.html
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

2

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

3

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://www.kscst.org.in/english/index.html
Any additional information	View File

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 made efforts to create an environment that fosters creativity and knowledge exchange. In order to create an atmosphere that encourages professors and students to think creatively, the institution has persistently sought to integrate a range of instructional strategies and technologies. The college features several centres, such as the Language Lab, the Research Centre, the Indian Academy Centre for Student Placement Services (IACSPS), the Indian Academy Centre for Entrepreneurial Learning (IACEL), and the Institution's Innovation Council (IIC), which provide a platform for students to engage with professionals from diverse fields through intercollegiate competitions and guest lectures. These gatherings serve as a fruitful habitat for knowledge generation and exchange. IACEL offers inspirational seminars and workshops that provide prospective entrepreneurs with information on every stage of launching a business. The Research Centre promotes active research in its emphasis areas by providing resources such as tissue culture of plants and animals, instruments, and the establishment

of a research culture among scholars and students. Events sponsored by these institutions promote networking, involve students in group projects, talk about cutting edge techniques, and help them hone their talents so they can get jobs.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.iadc.ac.in/file_manager/3_3_1_22-23.pdf

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

40

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

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

2

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	View File

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

95

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

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

44

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.iadc.ac.in/file_manager/3_4_4_Books_Publications.pdf

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

35

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File

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

25

File Description	Documents
Bibiliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	View File

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	No File Uploaded
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

7,36,471

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	**No File Uploaded**
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 does a lot of community outreach to teach students about contemporary social concerns and to give them an education grounded in values. The college is dedicated to instilling in the next generation a sense of fraternity and generosity. The institution constantly promotes staff and student involvement through a range of cells and activity hubs. In order to increase public awareness of topics including HIV/AIDS, cancer, voting rights, safe roads, water conservation, blood donation, eye camps, dengue fever, personal hygiene, terrace gardening, and English instruction, departments and other organisations, such as NSS, NCC, and YRCS, undertake outreach programmes. The aforementioned events have improved the student body by fostering self-discipline, kindness, environmental concern, interpersonal skill development, and social awareness.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.iadc.ac.in/C_3_6_3

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

3

File Description	Documents
Number of awards for extension activities in during the year	View File
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)

23

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

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

2937

File Description	Documents
Reports of the events	View File
Any additional information	View File

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

35

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

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)

13

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	View File

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 campus of the institution is equipped with sufficient infrastructure to facilitate academic activities. The management prioritizes ongoing improvements to the infrastructure, such as modernized technical facilities, well-equipped laboratories, and classrooms with Wi-Fi. The campus's advantageous location enables partnerships to flourish and its academic offerings accessible to a varied student body from both urban and rural locations. The Institution's sports and outdoor facilities are situated in a 4-acre playground area, while it's academic and support facilities are housed in three different locations. The institution provides resources to maximize the teaching and learning process, such as 21 well-equipped and well-maintained classrooms, 53ICT-enabled classrooms with LCD projectors and Smart TVs installed in a few classrooms to enhance the learning processand LAN connectivity that is monitored by CCTV.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.iadc.ac.in/C_4_1_1

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

The goal of Indian Academy Degree College-Autonomous is to help

students grow as a whole person. The Institution is eager to give pupils more support to achieve in both athletics and extracurricular activities. It offers a wide range of extracurricular activities to enhance students' lives in addition to their academic studies. The Department of Physical Education oversees the team selection trials and provides exceptional instruction to deserving students in order to enable them to compete in university and state-level meetings. Awards and scholarships are given to deserving students at every level to support their achievements. The college has several amenities, including a 4-acre sports field and a well-equipped sports room, all of which are geared towards the physical development of students and emphasize both indoor and outdoor sports and games. The institution's cultural spirit is widely recognized.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://iadc.ac.in/about-campus/

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)

224.57

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	View File

4.2 - Library as a Learning Resource

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

By sharing knowledge and providing cutting-edge services to the academic community, the library provides essential support for the college's learning, teaching, and research operations. With two floors and 2,352 square feet of carpet, the library can accommodate 175 pupils at a time for reading space. Seven CCTV cameras have been installed with the intention of monitoring. The library and information centre have operated automatically with the help of Easy Lib Software version 4.4.2. The Library and Information Centre upgraded to the most recent Easylib software version 6.4a Cloud Version in 2020-2021. Better use of the library has been made possible by this upgrade. 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. are among the advantages provided by the cloud version of Easylib software. Interactive search, explore, announcements, a connection to partner libraries, highlighted books, library hours, accomplishments, privacy policies, login, a link to search for specific items, and a result display with sophisticated filtering are all included on the site.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar.iadc.ac.in/file_manager/4_2_1_A-SD-Easylib_6.4a_Cloud_Version_Manual.pdf

4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote	**A. Any 4 or more of the above**

access to e-resources

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)

4.08229

File Description	Documents
Audited statements of accounts	View File
Any additional information	View File
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

300

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 organisation has implemented a policy aimed at maintaining and upgrading its IT infrastructure in order to keep up with industry innovations. It provides excellent IT resources for use in administrative, research, and academic settings. IT resources include staff and student Wi-Fi access as well as LAN capabilities. Wi-Fi connectivity is constantly being upgraded,

with speeds ranging from 125 MBPS to over 1 GBPS. Additionally, academic and support operations are being automated through automated campus administration software. Students, guardians, and faculty members can access information about attendance, student evaluations, class and exam schedules, learning materials, and other classroom-related data via the well-established ERP linways. The ERP is essential and speeds up procedures in various departments, including accounts, administration, finance, and student admission. It facilitates the acquisition, archiving, and administration of data from numerous departments and units. Periodically, IT infrastructure undergoes updates and regular upgrades to guarantee uninterrupted connectivity. Another space with internet connectivity is the digital library, where students can browse a wide range of e-journals and magazines.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://iadc.ac.in/wp-content/uploads/2022/05/12.IT_Policy.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2217	**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	**B. Any three of the above**

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/e-learning/lectureseries/
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)

389.95

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 well-designed rules, established processes, and procedures for managing its physical academic and support facilities. The Facilities Manager oversees the 'UPKEEP'- operation management platform of the college along with assisting staff members who guarantee the smooth operation of all departments, including the Department of Housekeeping Services, Department of Transport Services, and Department of Security Services. The Department of Networking and Computer Services is overseen by an IT manager, while the sports facility is managed by a licensed physical education director. Important infrastructure, such as the lifts, generators, and UPS, is maintained on an annual basis to guarantee proper operation. The college prioritizes maintaining its current facilities and makes frequent upgrades to them. Modernizing the energy resources and digitizing the administrative and scholarly processes have taken centre stage. The College budget includes money set out for sporadic

infrastructure maintenance. Regular maintenance is performed as well as an assessment of the infrastructure is carried out. The Principal of the college chairs the library advisory group, which makes sure that the digital library system runs smoothly and provides high-quality services. The lab assistants look after the laboratories, which are used by both staff and students.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	[https://aqar.iadc.ac.in/C_4_4_2](#)

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

62

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	[View File](#)
Upload any additional information	**No File Uploaded**

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

57

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,	**A. All of the above**

Physical fitness, Health and Hygiene)
Awareness of Trends in Technology

File Description	Documents
Link to Institutional website	https://iadc.ac.in/wp-content/uploads/2024/10/Capacity_Building_Programmes.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

391

File Description	Documents
Any additional information	View File
Number of students benefited 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	**No File Uploaded**
Upload any additional information	[View File](#)

5.2 - Student Progression

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

154

File Description	Documents
Self-attested list of students placed	[View File](#)
Upload any additional information	[View File](#)

5.2.2 - Number of outgoing students progressing to higher education

111

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
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

4

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

27

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded

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

STUDENT WELFARE OFFICE

"SERVE WITH PRIDE, LEAD WITH CONFIDENCE, INSPIRE TO IMPACT LIVES"

The student welfare Office and Student Council play an integral and important role in the student community. Student councils provide a representative structure through which students are involved and undertake initiatives of benefit to the college. Students have a voice and a contribution to make to their college. On this platform they are given the opportunity to express their views on issues of concern to them in the college. The student Council is encouraged to take an active part in promoting the aims and objectives of the college. There is complete involvement in the operation of the college, be a part of various cultural activities, College Fest, Academic Events, Maintaining Discipline and decorum in campus. The office bearers are members of different cells/committees of the college like IQAC, BoS, Library providing suggestions from students' point of view thereby helping in sustenance of Quality and also its enhancement.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**

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

21

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

An organization's alumni are the reflection of its past, representation of its present and a link to its future. The Indian Academy Alumni Association was established with the goal of uniting the alumni on one platform to assist the college in all of its endeavours. The Alumni contribute their time to participate in the activities of the college, mentoring students, leveraging their contacts to support college administration, faculty and students in their various activities. They are invited as special guests and judges for various intra and intercollegiate fests. They share their success stories, deliver guest lectures on career guidance in their areas of expertise, on corporate etiquettes, soft skills etc. and motivate the young minds. All departments have Alumni serving as members of the Board of Studies (BoS). They receive invitations to the college's Board of Studies (BoS) meetings, where they engage with members and share their opinions on curriculum reform in light of contemporary industry demands. Alumni support is provided through a variety of networking sites, including suggestions, feedback on the current curriculum, updates on new trends, etc. They support the growth of the institution both financially and non-financially and are members of significant cells of the college like IQAC.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	https://aqar.iadc.ac.in/C_5_4_1

5.4.2 - Alumni's financial contribution during the year	`C. 5 Lakhs - 10 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/chairmans-message/

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

The Administration at Indian Academy Degree College-Autonomous (IADC-A) is effectively decentralized and the responsibilities are delegated to Head of the Institution, Vice- Principal, Controller of Examinations, Heads of various departments and Committee Coordinators for effective decision making. The delegation of authorities and responsibilities make very stakeholder more accountable and aids in achieving more transparency in the execution of policies and procedures. The Board of Studies and Academic Council are vested with the power of designing, reviewing and implementing the syllabus and curriculum to ensure the highest quality education. The HR section along with Head of the Institution, Head of the department and one senior faculty member of the chosen discipline recruits Professors, Associate Professors or Assistant Professors after teaching demonstrations and various level interviews. The Controller of Examinations and two the Deputy Controller of Examinations are responsible for the smooth conduct of examinations. The general staff meetings with Principal, department meetings involving HoDs and faculties, periodic meetings of parents and faculty, Committee meetings with Principal and Vice-Principal ensures productivity, transparency, team work and collaboration. The Trustees offer strategic inputs for continuous improvement and implements initiatives taken at various levels at the institution. The Decision Matrix for decentralization, the IADE Matrix clearly depicts the decentralization process across 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/leadership/organogram/

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. To ensure high quality education, new courses and revision in the existing curriculum are recommended by the Academic Council. New programmes areintroducedand the syllabi for the programmes are formulated in the BoS meeting and subsequently approved in the Academic Council. The performance enhancement is achieved through Faculty Development Programmes, trainings and workshops. 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. A new Learning Management System(LMS), Linways is introduced for the seamless management of lesson plans, attendance, feedback and evaluation process. The Student Welfare Office organizes Leadership Training Programme for students, Commemorative Days, Inter Collegiate Cultural Fest and Intra Collegiate Cultural Event. Industrial visits, Guest Lecture Programs, and workshops organized in the departments provide real-world knowledge, sharing experiences, case studies, and insights

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	**No File Uploaded**

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. Statutory bodies -Governing Body, Academic Council, Board of Studies – work according to UGC guidelines for policy approval, budgeting, curriculum, assessment, and research. Various committees address grievances, sexual harassment prevention, discipline, anti-ragging, finance, internal compliance, audit and more. These committees convene periodically to address portfolio- specific issues and offer recommendations to shape college policies.

File Description	Documents
Paste link to Organogram on the institution webpage	https://aqar.iadc.ac.in/C_6_2_2
Upload any additional information	View File
Paste link for additional Information	https://aqar.iadc.ac.in/C_6_2_2

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) Documen	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	View File

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. Other benefits include: 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 Ph.D./ 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://aqar.iadc.ac.in/C_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

16

File Description	Documents
Upload any additional information	**No File Uploaded**
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

4

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.)

110

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	View File

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	Nil

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)

0

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

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)

- **Conferred with NAAC A++ in the 3rd cycle of Reaccreditation**
- **Organizing FDPs, FIP, Student Leadership training programmes**
- **Inauguration of CLSR lab**
- **Amalgamation of departments**
- **Upgradation of Linways- Introduction of Work diary Assignment, assessment modules**
- **Introduction of new programmes**
- **Research recognition day**
- **Introduction of PRC (Program Review Committee)**
- **Introduction of new positions-Principal Scientist and Research Advisor**
- **Induction on HRMS-Uknowva**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://aqar.iadc.ac.in/C_6_5_1

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://aqar.iadc.ac.in/C_6_5_2

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/wp-content/uploads/2024/05/IQAC_Annual_Report-IADCA_22_23.pdf
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) is a gender-responsive, gender-sensitive and thriving for gender equality over time. It has quantitative and qualitative approaches towards the same. The institution organizes various measures to bring in awareness on gender sensitivity and equity among the students and the staff. Faculty members were given an equal opportunities and

positions in various administrative and academic leadership roles.

The Women's Council at IADC-A organizes seminars, awareness workshops and group discussions on women and gender issues. Appropriate topics were chosen to build gender consciousness among students. The Student Welfare Office (SWO) ensures that 50% of the student council are girl students. Leadership training programmes are organized for the student council members to recognize their abilities and overcome barriers effectively. The women's council also conducts health awareness programmes with emphasis on feminine health, hygiene and nutrition. Our ladies hostel provides a safe and secure environment to stay for the girl students. The institution has a strong anti-sexual harassment policy and a committee for the prevention of sexual harassment that creates awareness among the student community and addresses issues if any. Sufficient CCTV cameras are placed in classrooms and corridors to ensure security within the campus. During the educational and institutional visits, women staff compulsorily accompany/escort the students for their safety and security

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	https://aqar.iadc.ac.in/C_7_1_1

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	[View File](#)

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, clean and serene campus is one of the core principles of Indian Academy Degree College - Autonomous. Hygienic practices,plastic freeand responsible waste management are

practiced by staff and students. The students are sensitized, 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 towards sustainability. The students and staff are educated to use the specific colour coded waste bins in the campus kept at specific places and laboratories and dispose the waste accordingly. Proper signages are installed very clearly at various locations about waste disposal. Solid waste management is dealt with through vermi-composting and BBMP waste collection system. An MoU is initiated with M/s Environmental and Recycling Solutions, where paper waste is collected and transferred to ITC of India Ltd. The vermi-composting unit recycles wet waste and contributes towards an environment friendly ecosystem. The compost is used as a biofertilizer/manure to the plants in the campus garden. Instead of Bouquets, saplings are given to guests.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 purposes.Thorough impetus is given in handling the e waste generated and the recyclable parts are recovered scientifically and the other non-recyclable materials were given to e waste recycling units.

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	View File

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: 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

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: 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	View File
Any other relevant information	**No File Uploaded**

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.

'Spectrum' and 'Yuvtarang' are our intra-collegiate &inter-collegiate fests celebrated with events like dance and singing and other talents aiming towards unifying diverse cultures. Ceremonial Days of all religion and communities are commemorated with equal importance and fervor. The institution has a wide linguistic diversity and the Departments of Languages have been active in unifying diverse regions and cultures through various languages spoken by the student community. Selected government schools and PU colleges are invited to attend the literature exhibition. Department of Hindi organizes 'Bhasha Utsav' to instill the importance of the national language among the 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 and Kannada. 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. Celebrating important days like National Science Day, National Mathematics Day, Annual Book Exhibition, World Soil Day, World Water Day and the World Environment Day are organized

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. Members of the IADC-A stand by these core values 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 through the student council and Faculty in several community-based initiatives. Integrity implies coherence between words and actions. We keenly promote the value of Integrity in order to achieve excellence. The college conducts various community activities to educate them about health and hygiene, save water and energy & how to be eco-friendly and prevent the pollution. The students across the streams will study

environmental studies that will inculcate a sense of responsibility towards the nature and the environment. 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 sensitization. The Humanities department conducts multi-various activities on the occasion of Constitution Day (Samvidhana Divasa). Guest talks and competitions are organized for students across the institution, inviting active participation from the student community. Mock-parliament sessions are organized 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 of importance. Sri Aurobindo Centre for Education in Human Values (SACEHV), National Service Scheme (NSS), National Cadet Corps (NCC) unit, the Student Welfare Office (SWO) and the Green audit committee join hands in celebrating national and international days. Commemoration of National days of importance such as Constitution Day (Samvidhana Divas) is organized by the department of Humanities. The World Cancer Day and World AIDS Day are organized by the department of Microbiology and Biotechnology to create awareness and early detection methods and the treatments available. Science departments organize National Science Day, National Mathematics Day, Exhibitions, poster presentations, quiz, debates and various competitions for the students. 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.

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: 'Holistic Student Centric Practices '

Objectives:

The objective is to create a student-centric support system, offering comprehensive support, utilizing data-driven approaches, building community and connections, instilling scientific temper and research culture, nurturing critical thinking, creativity, and scientific temper, and facilitating the all-round personality development of students.

Best Practice 2

Title of the practice: Recognition and Rewards

Objectives:

The objective is to acknowledge and appreciate the hard work and dedication of staff members and to foster a positive work culture and sense of belonging within the institution. The institution also aims to celebrate and acknowledge the achievements of students in various areas of academic and extracurricular activities with an intention to motivate students to excel and participate actively in all activities.

File Description	Documents
Best practices in the Institutional website	https://iadc.ac.in/iqac/annual-quality-assurance-report-aqar/
Any other relevant information	https://iadc.ac.in/iqac/annual-quality-assurance-report-aqar/

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)

CULTURAL INCLUSIVITY

The institution described with the objective of promoting friendship and brotherhood among Indian students from diverse cultures, ultimately fostering global citizenship and goodwill ambassadors for India, embodies a noble vision that resonates deeply with the ethos of inclusivity and international collaboration. At its core, this distinctive institution serves as a melting pot of cultural exchange and mutual understanding. By bringing together Indian students from varied backgrounds, including different regions, languages, and traditions, it provides a unique platform for cross-cultural interaction and solidarity.

The aim is not only to bridge differences but also to celebrate diversity, recognizing it as a source of strength and richness in the fabric of our society. The promotion of friendship and brotherhood among students serves as a vital catalyst for nurturing global citizens. As students engage with peers from diverse cultural backgrounds, they develop empathy, tolerance, and a broader perspective on the world. They learn to appreciate the uniqueness of each culture while discovering common values and aspirations that transcend boundaries. This transformative experience cultivates a sense of belonging to a larger global community, instilling in them a profound respect for cultural diversity and a commitment to promoting harmony and unity Moreover, the institution's mission extends beyond fostering personal growth to nurturing ambassadors of goodwill.

File Description	Documents
Appropriate link in the institutional website	https://iadc.ac.in/iqac/annual-quality-assurance-report-aqar/
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

- **Introduction of new programmes in Humanities and Commerce**
- **Increase the number of National and International collaborations**
- **Enhance the number of certificate courses**
- **Upgradation of the Audio Visual room**
- **Promotion of Academic Research**