



SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

SINDHI COLLEGE

**NO.33/2B, KEMPAPURA, HEBBAL
560024**

www.sindhicollege.com

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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Sindhi college was established in the year 2002 under the aegis of Sindhi SevaSamiti, a philanthropic organization, managed by Sindhis with “Service to human kind” as their motto. The college was inaugurated by Sri L.K. Advani, the then Deputy Prime Minister of India and Sri S.M. Krishna the then Chief Minister of Karnataka. Since then the institution has witnessed phenomenal growth and is recognized as one of the premier institutes in Bengaluru city. It is located in the heart of northern part of Bengaluru city and housed in the campus of 2.5 acres with imposing building and state-of-the-art infrastructure. It is permanently affiliated to Bengaluru Central University and offering 7 UG programmes and 2 PG programmes. It is a self-financing, co-education college imparting quality education to all sections of the society at an affordable cost.

The main objective of the institution is to create an indelible mark on the canvas of higher education with a clear vision to expand the horizons in the realm of teaching learning, wherein young talented students are properly groomed and transformed to thinkers, researchers and entrepreneurs. The college is making all efforts to build self confidence amongst students to excel not only in academics but also professional ventures and personal lives.

The college has a team of qualified, dedicated and multi-faceted faculty who constantly and enthusiastically guide students to become academically proficient, professionally competent and socially responsible. Competitive environment is created in the institution to motivate students to participate in various curricular, co-curricular and extra-curricular activities at university, state and national level. Research culture is also promoted amongst both faculty and students. We are indeed proud to place on record that the college has been making commendable contribution in shaping careers of hundreds of students and contributing immensely to their holistic development, as evidenced by the laurels brought to the institution by our students with their high level of performance, conduct and character.

Vision

Vision

To nurture creativity, talent and performance by providing high quality education in a state-of-the-art environment and mould aspiring youth into future leaders.

Core Values

- Academic Excellence
- Access, Equity and Relevance
- Skill Development
- Global Competence
- Value Based Education
- Holistic Development

Quality Policy

Sindhi College is committed to reach global standards and impart quality education integrated with values to students enabling them to excel in the fields of Humanities, Science, Commerce and Management to cater to the ever changing and challenging needs of the society and the industry and also make them responsible citizens of the country.

GOALS

- To develop spirit of inquiry , scientific temperament and pursuit of knowledge among students and faculty
- To impart quality education that would endow students with knowledge and skills which will endure them for life.
- To create an environment in the institution which is conducive for achieving academic excellence
- To usher in total quality management.
- To impart value based education.
- To sensitize students on gender related issues and strive towards women's empowerment and gender equality.
- To strive towards development of healthy stake holders' relationships.
- To bring about transparency in organizational functioning through decentralized governance and participative management.
- To improve ethics and work culture in the institution.
- Sensitise students and create a sense of responsibility towards social, environmental issues and national development

Mission

Mission

- Inculcating high value through integrity
- Empowerment through knowledge
- Development through social conscience
- Community upliftment through employability

OBJECTIVES

- To nurture a culture of continuous improvement in all facets of the institution in tune with the emerging trends in the field of education
- To motivate students to pursue academic excellence.
- To inculcate life skills like discipline, punctuality and regularity.
- To ensure that the institution functions as per the rules and regulations stipulated by the university and the government as regards conduct of classes, examination and evaluation.
- To provide variety of academic programmes and elective options to the aspiring students to meet the changing needs of the society
- To adopt student centric teaching – learning techniques.

- To promote innovations in teaching – learning process.
- To encourage staff to enhance their professional competency.
- To promote research culture in the institution.
- To bring about holistic development of the personality of students through conduct of curricular, co-curricular and extra-curricular activities.
- To enhance accessibility for students belonging to socially and economically weaker sections of the society by providing financial and moral support.
- To promote environmental consciousness among students and faculty.
- To involve students in community oriented outreach programmes and nation building activities so as to produce socially and culturally conscious citizens with concern for community and nation at large.
- To establish Academia-Industry linkage.
- To promote entrepreneurship.
- To maintain state-of - the art infrastructure and congenial learning environment.
- To adopt self-assessment processes and analyse performance against well set benchmarks.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Strengths

- Enlightened , supportive, motivating and visionary management
- Adequate and well maintained academic and physical facilities with state-of the–art infrastructure.
- Qualified, dedicated and competent faculty.
- Good academic ambience.
- Safe and secured campus for both staff and students.
- Adequate IT infrastructure.
- Effective, efficient and well documented curriculum delivery system.
- Number of skill based value added programmes offered.
- Good number of capacity building and skill enhancement initiatives.
- Experiential, participative and project based learning.
- Effective feedback system.
- Inclusive policy without gender bias in all aspects of functioning of the college.
- Student centric teaching- learning process.
- Well defined programme and course outcomes.
- Promotion of research culture amongst both faculty and students through MRPs, paper presentations and publications.
- Opportunities for professional development of staff.
- Adequate number of extension and outreach activities through NSS and NCC promoting social responsibility.
- Good student support services including counselling and effective grievance redressal mechanism.
- Dedicated career and placement centre.
- Good financial support to needy students.
- Encouragement to students to participate in curricular, co-curricular and extra-curricular facilitating holistic development

- Participative management and decentralized administration.
- Well defined job description and HR policy.
- Good sports facilities.
- Adoption of strategic planning.
- Adequate staff welfare measures and empowerment strategies.
- Functional and effective internal quality assurance system.
- Thrust on value based education.

Institutional Weakness

Weakness

- Less enrollment of students in courses in basic sciences and humanities.
- Limited scope for research and consultancy services.
- Limited scope for innovations in designing the course structure and curriculum.
- Geographically not located in the central part of Bengaluru city.
- Inadequate entrepreneurship development among students.
- Lack of enthusiasm amongst a section of students to take up competitive exams and career development.

- Being located in metropolitan city, not able to have a lush green sprawling campus.
- Limited collaborative programmes.

Institutional Opportunity

Opportunities

- To develop the institution as center of excellence offering more number of multi-disciplinary programmes at UG and PG level.
- To become an autonomous institution.
- To offer UGC /Government sponsored skill based value added certificate programmes.
- To have more number of industry linkages and collaborative programmes.
- To get industry/governmental/non-governmental agency sponsored research programmes.
- To increase the number of publications in UGC recognized research journals/Scopus indexed journals.
- To improve the number of students opting for higher education.
- To strengthen training facility for competitive examinations.
- To strengthen alumni network.

Institutional Challenge

Challenges

- To fulfill 100% admissions in some courses in view of stiff competition from neighboring institutions.

- To motivate UG students to get 100 % success in university examination results.
- To achieve 100 % placements among students opting for placements.
- To augment research activities among UG students
- To motivate students to take up competitive examinations
- To establish linkage with more number of industry/ organizations
- To initiate student and faculty exchange programmes

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The college strictly adheres to the guidelines promulgated by the affiliating university and CBCS guidelines since its introduction in the year 2014. The rules governing admission, payment of fees, commencement and closure of the semester, practical and theory examination, submission of internal assessment marks are followed most rigorously.

Some of the teachers in the institution participate in the syllabus designing as text book committee members and most of them participate in syllabus revision workshops.

The college designs a well- structured calendar of events for the academic year and the same is given to the students. Besides, college calendar is also uploaded on the college website, which gives detailed information about the various curricular, co –curricular and extra-curricular activities covering minute aspects like examinations, list of holidays, cultural programmes, sports, guest lectures, seminars, workshops, etc.

The college offers seven UG programmes in the discipline of arts, science, commerce and management and two PG programmes in the faculty of commerce.

To implement effective curriculum planning and delivery, faculty members prepare lesson plan meticulously well before the commencement of the semester .To accomplish systematic transaction of knowledge on routine basis, work diaries are maintained on every day basis by all the faculty members of the college.

In order to bridge the gap between industry and academia, the institution conducts various skill – based value added programmes free of cost for the students and makes them industry ready. Besides, the curriculum is enriched by integrating cross cutting issues like gender, human rights, constitutional values, environmental issues into the curriculum as guided by the university.

Regular guest lectures are organized by all the departments and project based learning is adopted by departments leading to curriculum enrichment, for which experienced academicians and industry experts are invited as resource persons.

Effective 360 degree feedback mechanism is followed by the institution. The reports thus obtained are scrutinized by the head of the institution and suitable remedial measures are taken to overcome the inadequacies in the teaching-learning process.

Teaching-learning and Evaluation

The institution adheres to the rules and procedures laid down by the affiliating university with regard to admission, curriculum framework, internal evaluation and fair conduct of university examinations. Inclusive policy is adopted in the admission process. At the entry level itself, the percentage of marks secured by the students in the qualifying examination becomes one of the benchmarks in categorizing them as advanced or slow learners. The other yardsticks adopted for categorization are interactive sessions and performance in the internal tests. Slow learners are encouraged to perform well by conducting remedial classes, bridge course, and assignments etc. periodically.

Advanced learners are motivated to participate and present papers in conferences/seminars, to take up minor research projects funded by the college. They are also encouraged to participate in several inter-collegiate competitions like debates, lecture contests and other extra-curricular activities. Creativity is nurtured among the students by conducting several classroom activities like role play, group discussion, chart making, power point presentation, etc. on a regular basis.

The college has qualified, dedicated and competent faculty catering to the education needs of the students and also contributing to the creation of a good academic ambience. Several faculty members hold doctorate degrees and many others are NET/SLET qualified. Many recognized bodies and the institutions have bestowed awards and recognitions on the head of the institution and the other faculty members.

Study material and question banks are sent through digital campus/ e-mail ids, to enhance learning ability among students.

Mentoring is practiced in the institution. Generally, two meetings are conducted every semester by the mentors and counsel the mentees as per the individual needs.

Optimum Student-teacher ratio is maintained to facilitate student-centric learning environment. Most of the classrooms are provided with LCD and the campus is Wi-Fi enabled. Appropriate pedagogical ambience is envisaged to facilitate experiential and participative learning.

Faculty prepare programme outcomes and course outcomes based on the syllabus and leave no stone unturned to replenish requisite academic knowledge and instilling moral values in students. Course and programme outcomes are quantified and satisfactory results are obtained.

Teaching Learning process is continually improved based on students' needs and expectations.

Research, Innovations and Extension

Research cell of the institution was inaugurated in the year 2016. Research Advisory Committee was formulated consisting of highly renowned academicians. Periodical meetings are conducted and the suggestions are implemented.

National seminars, conferences, FDPs, workshops are regularly organized by the college, which provides platform for researchers, academicians and students to participate and present research papers. Some of the conferences are conducted in collaboration with other academic institutions and one National conference was sponsored by NAAC.

Research papers thus presented are published in ISBN edited books. Students are encouraged to present papers in Seminars and conferences. Several students from UG & PG courses have presented papers and won best paper awards.

The Research cell encourages students and faculty to pursue research work by providing computers and INFLIBNET. College library is well-stocked with latest edition of books on all subjects. Many reputed subject oriented journals are added regularly.

'Vidwath'- a collection of research papers was published initially. Following the suggestion given by Research Advisory Committee, papers are reviewed by the peers before publication.

Minor and major research projects sponsored by the college are carried out by the faculty and students. Expenses incurred during the research are provided by the college from the seed money of Rs.10 lakhs set aside for research activities. Eighteen students' minor projects are completed and nine are on-going under the guidance of teachers. All the completed students' projects are published in "YuvaVidwath". Wissen, inter-college power point research paper presentation competition is conducted by the PG department of the college annually, to instill research instincts and also to enhance presentation skills among students.

Apart from paper publication and presentation by the faculty, the research coordinator of the college has authored and published about 60 books.

Eleven faculty minor projects are completed and the remaining six are on-going. IPR cell has been established in the college and conducts various IPR related activities.

The college conducts various extension activities and out-reach programmes through NSS and NCC reaching the community in the neighborhood, sensitizing students on social issues and facilitating holistic development.

Faculty have plans of submitting research proposals to UGC in future.

Infrastructure and Learning Resources

The college has adequate infrastructural facilities for teaching-learning through well ventilated, furnished and spacious classrooms and laboratories. Most of the class rooms are fitted with LCD and LAN network and the college campus is Wi Fi enabled, thus ensuring conduct of ICT enabled teaching-learning. Staff rooms and requisite rest rooms are well maintained with the help of house- keeping staff.

Well- equipped, very spacious and well-maintained indoor stadium caters to the needs of the sports enthusiasts. The college has a well-maintained play ground for outdoor games. Physical Education Directors (one lady Physical Education Director) oversee and organize sports competitions on a regular basis at intra and inter collegiate, university, state, national and international levels. We are proud that several students have won prizes at university, state, national and international levels.

The College Library and Information Center is well-stocked with the books of latest edition belonging to all the departments and also with books for general reading. Reference needs, e-library, separate newspaper, magazine, SC/ST book bank, journal, CD, video lecture, previous years question papers- sections are also in place. Inflibnet facility is provided.

The state-of-the-art auditorium provides platform for conducting seminars and conferences and for the students to showcase their creative talents in dance, drama, fashion show, etc. Inter-collegiate Cultural and Management fest “Cresindo” is annually conducted which draws more than 1500 participants in and across the Bangalore city.

Audio- Visual seminar hall with the capacity of 200 seats enables the conduct of various academic programmes.

All the cells of the college like Grievance Redressal and Counselling cell, Career Guidance and Placement Cell, Anti-ragging and Disciplinary Committee, Women Empowerment Cell and Anti-sexual Harassment Cell, Research Cell function effectively.

The college canteen is hygienically maintained with a regular check on the quality of food and cleanliness by the Canteen Committee. Security measures are followed by the installation of CCTV, fire extinguishers and with adequate number of security guards.

The college has a well-established system for maintenance of infrastructure through AMCs, supporting staff, electrician, system admin, security and housekeeping staff.

The infrastructural facilities are augmented keeping pace with the requirements.

Student Support and Progression

A good student support system is in place. All possible efforts are made to provide necessary academic support to ensure holistic development and progression of students. Needy and deserving students are supported by providing financial assistance through scholarships and fee concessions. The scholarships are provided by the management to meritorious students, students belonging to SC/ST categories and other deprived sections of the society, children of defense personnel and teachers and achievers in sports and extra-curricular activities. Besides, the college also facilitates students to avail various scholarships provided by the government.

Capacity building and skills enhancement initiatives are undertaken by conducting skill based value added programmes, workshops, seminars and guest lectures.

Student centric teaching- learning and adoption of innovative teaching practices ensure conceptual understanding, creativity and enhancing the learning experiences of the students.

Bridge courses, revision classes for late admission students and remedial classes ensure that the academic needs of every student is met with.

Advanced learners amongst students are encouraged to take up minor research projects and present papers in inter and intra collegiate competitions.

Good academic ambience with state-of-the-art infrastructure provided ensures the right kind of environment to achieve academic excellence and progression.

The institution has student Governing Council promoting leadership and organizational skills, Counselling Cell and mentor system taking care off of personal and academic counselling, Women Empowerment and Anti-

sexual harassment Cell addressing gender issues and Human Rights Cell creating awareness to lead decent and dignified life, Grievance Redressal Cell ensuring timely redressal of student grievances, Anti-Ragging Cell ensuring ragging free campus. Career Guidance and Placement Cell assists placement and do career counselling. It also arranges for Off- campus and On-campus interviews.

The students are also encouraged to participate in various curricular and extra-curricular activities both at intra and inter-collegiate levels. The active participation of students in bringing out the college magazine hones the writing, literary and creative skills of students.

Well- equipped indoor sports stadium and well-maintained ground provide ample opportunities for both indoor and outdoor sports.

The college has registered Alumni Association which has taken initiative to contribute to the development of the institution.

Governance, Leadership and Management

The institution has grown both in size and stature ever since its establishment in 2002. The enlightened and proactive management ensures transparency, good governance, centralized administration and participative decision making process. All the policies are aligned intune with the vision and mission of the institution. Meticulous planning and scrupulous implementation of policies by the management helps in overall development of the institution.

Board of Management, Committee of Office Bearers and Executives function as top management and are vested with powers to take policy decisions. Apart from these bodies, IQAC, which is effective and functional, looks into various aspects of quality enhancement and sustenance in all dimensions and prepares policies intune with the vision and mission of the institution and oversees their implementation.

The Principal, who is the academic and administrative head of the institution is responsible for diligent implementation of the policies. He is ably assisted by the Vice Principal, Heads of the departments, Members of various committees and staff in conducting all the activities of the institution. Decentralized administration and participative management visible through the constitution of various committees comprising faculty members and student representatives in some committees. The college also organizes workshops, FDPs, seminars and conferences facilitating their professional development.

The college has evolved an effective performance appraisal system in which performance parameters are quantified and good performance recognized and incentivized.

The institution being a self-financing college, the funds are mobilized through fee and contributions from the management and other philanthropists. The financial management of the college is well controlled through budgeting, regular monitoring by the internal audit team and overall supervision of the management.

The Management, the Principal, IQAC team, Heads of the departments, Faculty and other stakeholders are putting in their best efforts to ensure continual improvement, quality enhancement and quality sustenance in the institution

Institutional Values and Best Practices

College is sensitive to gender equality. Sensitization programmes are organized regularly by the Women Empowerment and Anti-Sexual Harassment cell. National Conference on the theme “Women in Academic Institutions- Opportunities, Challenges and Constraints” was organized. Safety and security measures, girls’ common room and personal counselling is extended. Sanitary napkin vending machine and sanitary incinerators are installed. Physical Education Directors (one male and one female) delineate their responsibilities in conducting sports events for both boys and girls. Inclusivity is followed even during admission process.

The institution adheres to waste management initiatives by segregating the waste into three categories like dry, wet and e-waste. Green initiatives like plastic free campus, restricted entry for automobiles-without driving license are followed. Alternate energy sources like solar panels are installed especially at the entrance of the college. LED bulbs are installed to a large extent as energy conservative measure.

The Grievance Redressal Cell resolves grievances. Human Rights Cell ensures protection of students’ rights and equal. Women Empowerment and Anti-Sexual Harassment Cell has organised gender equity and sensitization programmes like; a skit on eve-teasing, self-defense classes, orientation on the use of Suraksha app, lecture on legal remedies for sexual harassment. The NSS wing is proficiently conducting various programmes to enrich and instil social responsibilities among students. National festivals are observed fervently which instils patriotic fervor, annual blood donation camps, naming of the trees in the local park at coffee board layout are some of the activities conducted. Construction of the class room and separate toilets for boys and girls at lower primary school in Dasegowdanadoddi has been a yeomen task undertaken with the financial support extended by the management, staff and students.

Student Governing Council comprising of selected student leaders instils leadership traits and organizational skills among students. E-Governance is followed and digital campus and LMS systems are facilitated for students to access study material and question bank.

Mentoring and feedback system is carried out and necessary steps are taken in accordance.

Research committee is active in instilling research instincts by facilitating students and faculty to take up Minor research Projects and management is magnanimous in providing financial support.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SINDHI COLLEGE
Address	No.33/2B, Kempapura, Hebbal
City	Bangalore
State	Karnataka
Pin	560024
Website	www.sindhicollege.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	B S Srikanta	080-23637543	9880166449	-	principal@sindhicollege.com
IQAC / CIQA coordinator	Asha N	080-23637544	9986342725	-	vp_academics@sindhicollege.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
Date of establishment of the college	01-07-2002

University to which the college is affiliated/ or which governs the college (if it is a constituent college)

State	University name	Document
Karnataka	Bengaluru Central University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	28-03-2018	View Document
12B of UGC	28-03-2018	View Document

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

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Details of autonomy

Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?	Yes autonomydoc_1607317288.pdf
If yes, has the College applied for availing the autonomous status?	No

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	No.33/2B, Kempapura, Hebbal	Urban	2.5	32000

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Commerce	36	PUC or XII	English	60	0
UG	BCom,Commerce	36	PUC or XII	English	300	209
UG	BBA,Commerce	36	PUC or XII	English	40	39
UG	BBA,Management	36	PUC or XII	English	80	79
UG	BCA,Computer Science	36	PUC or XII	English	120	99
UG	BSc,Science	36	PUC or XII	English	40	14
UG	BA,Humanities	36	PUC or XII	English	30	13
PG	MCom,Commerce	24	Degree	English	40	17
PG	MCom,Commerce	24	Degree	English	50	24

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	4				14				25			
Recruited	3	1	0	4	4	10	0	14	5	20	0	25
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				15
Recruited	8	7	0	15
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				4
Recruited	4	0	0	4
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	3	1	0	1	3	0	1	1	0	10
M.Phil.	0	0	0	2	5	0	1	2	0	10
PG	0	0	0	1	2	0	3	17	0	23

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	1	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	4	0	6

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	1		0		1

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	669	101	1	2	773
	Female	288	18	1	3	310
	Others	0	0	0	0	0
PG	Male	48	2	0	0	50
	Female	35	0	0	1	36
	Others	0	0	0	0	0
Certificate / Awareness	Male	717	103	1	2	823
	Female	323	18	1	4	346
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	40	25	28	18
	Female	23	10	13	11
	Others	0	0	0	0
ST	Male	2	5	5	1
	Female	4	7	2	2
	Others	0	0	0	0
OBC	Male	203	189	109	120
	Female	83	94	82	92
	Others	0	0	0	0
General	Male	66	62	102	99
	Female	32	35	53	60
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		453	427	394	403

Extended Profile

1 Program

1.1

Number of courses offered by the Institution across all programs during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
384	335	303	289	263
File Description		Document		
Institutional data prescribed format		View Document		

1.2

Number of programs offered year-wise for last five years

2019-20	2018-19	2017-18	2016-17	2015-16
8	7	6	5	5

2 Students

2.1

Number of students year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
1169	1074	1027	1017	917
File Description		Document		
Institutional data in prescribed format		View Document		

2.2

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
331	290	274	263	213

File Description	Document
Institutional data in prescribed format	View Document

2.3

Number of outgoing / final year students year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
335	307	299	284	227

File Description	Document
Institutional data in prescribed format	View Document

3 Teachers

3.1

Number of full time teachers year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
43	36	34	32	33

File Description	Document
Institutional data in prescribed format	View Document

3.2

Number of sanctioned posts year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
43	36	34	32	33

File Description	Document
Institutional data in prescribed format	View Document

4 Institution

4.1

Total number of classrooms and seminar halls

Response: 30

4.2

Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
516.7	492.9	407.2	469.9	352.12

4.3

Number of Computers

Response: 111

NAAC

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum delivery through a well planned and documented process

Response:

The curriculum provided by the Bangalore University is adopted. From 2018-19 onwards, syllabus as approved by Bengaluru Central University is adopted. Quality education is imparted through a well-planned curriculum delivery and documentation in tune with the goals and objectives of the institution. In the beginning of the semester, orientation programme is organised for both parents and students, given information about the rules, regulations, schedule and policies of the institution.

Following are the steps adopted for effective curriculum delivery and execution.

- Each Department has its own vision and mission. Program Specific Outcomes (PSO) and Program Outcomes (POs) are developed for each program and Course Outcomes (Cos) are defined for each course. Faculty Meetings are conducted periodically to discuss action plans to arrive at an optimal and effective means to deliver curriculum and its documentation.
- College calendar prepared in tune with the university academic calendar and the requirements at the departmental level and as per the action plans envisaged
- Calendar of events includes academic, curricular, co-curricular and extra-curricular activities and prepared before the commencement of the semester at the college and departmental levels. The same is communicated to the students in print form and uploaded on the college website and Digitacampus application.
- Academic schedule/lesson plan is prepared by the individual faculty and the same is recorded in the work diary and followed scrupulously during each semester, besides this , from the odd semester of the academic year 2018-19, academic schedule is also uploaded on the Digitacampus.
- Bridge courses are conducted in Mathematics, Accountancy, Electronics and Computer science for non-science students of BCA and BBA and non-commerce students of B.Com and BBA courses and non-Science students of BCA respectively.
- Timely coverage of syllabi and activities is ensured through the preparation of time table.
- A well planned mechanism is in place (maintenance of work diaries and lesson plans).
- The follow up action with regard to the implementation of the lesson plan is done through the preparation and submission of monthly syllabus completion reports to the Principal and

HOD for scrutiny.

- **Attainment of Course outcomes assessed.**
- **Two internal examinations conducted per semester to assess the efficiency, efficacy and impact of curriculum delivery and the same are documented . Besides, class tests are conducted by individual teachers.**
- **Additional assignments ensure better comprehension by the students and plan for remedial classes.**
- **Curriculum delivery and implementation supported by ICT learning and innovative teaching methods**
- **Strict adherence to the classes and academic schedule observed by the individual faculty members**
- **Learning abilities of the students are assessed through their performance in the qualifying examination, class tests and class room interactions.**
- **The remedial classes conducted for slow learners to improve their academic performance.**
- **The outcome of curriculum planning and delivery and implementation is communicated to the students and parents through PTA meetings**
- **Study material pertaining to all subjects of all semesters of all courses are sent to students through their e-mails and digitacampus app.**
- **Well-structured feedback mechanism ensures the effectiveness of the process of curriculum delivery and implementation**

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

1.1.2 The institution adheres to the academic calendar including for the conduct of CIE

Response:

The college strictly adheres to the academic calendar put forth by the Bangalore University before the start of each semester regarding admission, payment of fees, commencement and closure of the semester, practical and theory examination, submission of internal assessment marks and so on.

Based on the University guidelines, the college will design a structured format of calendar of events for the academic year in the form of student HANDBOOK containing the relevant information regarding teaching- learning schedule and is distributed to all the students in the beginning of the academic year as an integral part of CIE. Besides, college calendar is also uploaded on the college website. It gives detailed information about the various curricular and co-curricular activities covering minute aspects like examination, list of holidays, cultural programmes, sports, guest lectures, seminars, workshops, industrial visits, NSS/ NCC camps etc. The academic calendar is prepared so that teachers and students should know all the activities regarding teaching- learning process and it is also published on the college website. The college aims at adhering to the same and any deviations and changes are immediately addressed to avoid future pitfalls caused by it in the conduct of the college activities throughout the academic year.

The college plans and organizes the teaching, learning and evaluation schedules as follows:

- With the calendar as a framework, which encompasses all activities, is prepared in consultation with the heads of the departments and Conveners of various committees.
- Workload allotment and unitization of the syllabus are done and lesson plan, schedule for assignments and internal examinations are planned much before the commencement of the semester.
- The assignments, internal examinations to be conducted and areas to be considered while allotting internal assessment marks are finalized at the departmental meeting in the beginning of the semester.
- Review meetings are periodically conducted both at the college as well as at the department level and future plans are discussed.

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

1.1.3 Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the last five years

1. Academic council/BoS of Affiliating university
2. Setting of question papers for UG/PG programs
3. Design and Development of Curriculum for Add on/ certificate/ Diploma Courses
4. Assessment /evaluation process of the affiliating University

Response: A. All of the above

File Description	Document
Institutional data in prescribed format	View Document
Details of participation of teachers in various bodies/activities provided as a response to the metric	View Document
Any additional information	View Document

1.2 Academic Flexibility

<p>1.2.1 Percentage of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented</p> <p>Response: 100</p>											
<p>1.2.1.1 Number of Programmes in which CBCS / Elective course system implemented.</p> <p>Response: 8</p>											
File Description	Document										
Minutes of relevant Academic Council/ BOS meetings	View Document										
Institutional data in prescribed format	View Document										
Any additional information	View Document										
<p>1.2.2 Number of Add on /Certificate programs offered during the last five years</p> <p>Response: 56</p>											
<p>1.2.2.1 How many Add on /Certificate programs are added within the last 5 years.</p> <table border="1"> <thead> <tr> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> </tr> </thead> <tbody> <tr> <td>8</td> <td>14</td> <td>13</td> <td>13</td> <td>8</td> </tr> </tbody> </table>		2019-20	2018-19	2017-18	2016-17	2015-16	8	14	13	13	8
2019-20	2018-19	2017-18	2016-17	2015-16							
8	14	13	13	8							
File Description	Document										
List of Add on /Certificate programs	View Document										
Brochure or any other document relating to Add on /Certificate programs	View Document										
Any additional information	View Document										

1.2.3 Average percentage of students enrolled in Certificate/ Add-on programs as against the total number of students during the last five years

Response: 74.78

1.2.3.1 Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
765	1020	1184	858	127

File Description	Document
Details of the students enrolled in Subjects related to certificate/Add-on programs	View Document
Any additional information	View Document

1.3 Curriculum Enrichment

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

Response:

The cross-cutting issues like Gender, Environment Sustainability, Human Values and Professional Ethics are integrated into the curriculum. Maintaining a healthy environment for all the students receives prime focus in the Institution. A multi-faceted approach is undertaken to implement and integrate such relevant issues into the curriculum.

The curriculum is designed by the University under the CBCS system and these issues are taught as Foundation Courses. The different programmes incorporate and address the cross-cutting issues in a structured manner. The ubiquity of such issues finds wider expression in the core courses leading to sensitization and awareness among the students. The subjects are listed below:

- Indian Constitution and Human Rights
- Environment and Public Health
- Science and Society
- Business Ethics
- Personality Development
- Culture and Diversity

The above mentioned subjects are compulsory and the syllabi of the same is attached. The syllabi deal with cross-cutting issues in an extensive manner. Apart from sensitising the students towards these issues, these

subjects play a major role in creating awareness and commitment towards upholding good values among the future generation.

Adequate measures are taken by the Institution with regard to sensitising the students towards such issues. Besides, there are various committees which take care of the students and create awareness about these issues:

1. Women Empowerment Committee comprises female faculty members and girl students. The Committee organises many programs like the celebration of Women's Day, National Girl Child Day, Seminars/Conferences on Women Empowerment, Interaction with lady doctor etc. to create awareness towards gender issues.
2. We are proud to state that in our college the incidents of sexual harassment of students hardly occur due to the discipline in the campus. Anti-sexual Harassment Cell conducts awareness programmes on a regular basis. Many programmes are organised, like the self-defence training, guest lecture by law students and skits on harassment related issues. A well-defined redressal mechanism is in place. Extreme level of confidentiality and integrity is maintained.
3. As per the guidelines of the University, an Anti-Ragging Cell has been constituted. The names of the committee members along with their contact members are displayed. Any student can lodge a complaint without disclosing his/her identity. No ragging incidents have been reported so far. There is a provision in the website for registering grievances online.
4. The college conducts various programmes on Human Rights in collaboration with NSS and NCC units.
 - Anti-drugs campaign in association with Department of Police.
 - Blood Donation programmes
 - Community Dental check-up program
 - Shramadhana(Swacch Bharath),
 - National Deworming day in association with Public Health Department.
 - World Suicide prevention day
 - Eco-friendly Deepavali etc. are some of the programmes conducted.
5. Social Programmes are organised by the college under the aegis of the Eco club to create awareness towards Environmental issues, Guest lectures from experts on topics related to Environment, Observation of World Water Day, Vanamahotsava-Distribution of saplings programme, celebration of World Earth Day by organising Wealth out of Waste activity, Naming of trees in the nearby community park by NSS are some of the highlights of the activities.

File Description	Document
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View Document
Any additional information	View Document

1.3.2 Average percentage of courses that include experiential learning through project work/field work/internship during last five years

Response: 1.97

1.3.2.1 Number of courses that include experiential learning through project work/field work/internship year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
7	7	6	6	5

File Description	Document
Programme / Curriculum/ Syllabus of the courses	View Document
MoU's with relevant organizations for these courses, if any Average percentage of courses that include experiential learning through project work/field work/internship	View Document
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View Document
Any additional information	View Document

1.3.3 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year

Response: 10.95

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

Response: 128

File Description	Document
List of programmes and number of students undertaking project work/field work/ /internships	View Document
Any additional information	View Document

1.4 Feedback System

1.4.1 Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders 1) Students 2)Teachers 3)Employers 4)Alumni

Response: A. All of the above

File Description	Document
Any additional information (Upload)	View Document
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View Document
URL for stakeholder feedback report	View Document

1.4.2 Feedback process of the Institution may be classified as follows: Options:

- 1. Feedback collected, analysed and action taken and feedback available on website**
- 2. Feedback collected, analysed and action has been taken**
- 3. Feedback collected and analysed**
- 4. Feedback collected**
- 5. Feedback not collected**

Response: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
Upload any additional information	View Document
URL for feedback report	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Response: 76.27

2.1.1.1 Number of students admitted year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
494	453	427	394	403

2.1.1.2 Number of sanctioned seats year wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
700	620	590	550	430

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

2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

Response: 98.17

2.1.2.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
331	290	274	239	213

File Description	Document
Average percentage of seats filled against seats reserved	View Document
Any additional information	View Document

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

Response:

The college admission process is transparent and equal opportunity is given to all sections of the students based on first cum first-serve-basis and adheres to the affiliation norms of the Bangalore University. During admissions, the marks secured in the qualifying examination become a benchmark in assessing their performance at the entry level. Once the students are admitted, their performance is closely monitored by the subject teachers. The college conducts continuous internal evaluation (CIE) as per the schedule.

The other parameters for identification are

- Interaction with the subject teachers in the class.
- Performance in class tests and qualifying examination.
- Students admitted from other streams(Commerce to Computer Science course, Science to BBA/B. Com)

Advanced learners are those who perform well in the tests and examinations, diligent and also participate in academic activities organized by the college and other colleges.

- The college encourages the advanced learners to take up minor research projects and they are published in “YUVA VIDWATH”-college research journal.
- To present research papers in seminars/conferences.
- Students are encouraged to actively participate in seminars/workshops both on/off the campus.
- Merit scholarships are provided by Sindhi Seva Samiti generously every year.
- College conducts Prathibha Puraskar programme annually and meritorious students are honored on the occasion to motivate others.
- Advanced learners are encouraged to participate in quiz, debate, workshops, group discussions, case studies etc.
- Student articles are published in college magazine “Sindhu Tarang”.
- Advanced learners are encouraged and facilitated to interact with eminent personalities like Dr. Shankar Reddy, Registrar for Evaluation, Bangalore University, Dr. Vishweshwar Rao, former Vice Chancellor, Vikrama Simhapuri University, and celebrities like Ms. Radhika Chetan, Ms. Bhavana, Dr. Natarajan, Pondicherry University, etc.
- The students are encouraged to appear for British English Certificate (BEC) assessment programme conducted by Cambridge University.
- The students are encouraged and guided to appear for the competitive examinations like CAT, Banking exams etc.
- Recommending reference books and journals and also provide access to INFLIBNET.
- The students are encouraged to apply for internships or on-the-job training.
- Some of the advanced learners are also encouraged to register their names for skill development programme “KOUSHALKAR” an initiative by BBMP, “Swayam” etc.

- Some of the efficient and meritorious alumni of the college are offered jobs in the institution.
- “WISSEN”-Research paper presentation competition was held for post graduate students and the selected papers were published.
- “VAHINI”-a half yearly news bulletin provides information about students’ involvement in various activities.

After identifying the slow learners at the entry level, the following steps are taken to improve them:

- Slow learners are constantly encouraged and motivated by the mentors and counselor.
- Remedial, bridge courses and special classes are conducted to improve their learning ability.
- Repeated class and re –tests are conducted. Assignment writing is regular feature followed by all the teachers.
- Parent-teachers’ meeting is conducted each semester. Thus, the parents were made aware of the performance of their wards.

NOTE: A few representative copies are enclosed as a supportive document. However documents are available for all the five years.

File Description	Document
Upload any additional information	View Document

2.2.2 Student- Full time teacher ratio (Data for the latest completed academic year)

Response: 27:1

File Description	Document
Any additional information	View Document

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

Response:

The college provides wide variety of student -centric programmes to accomplish the distinct learning needs of the students.

Students listen, interact and prepare notes while the lecture is delivered. Discussion on contemporary issues, role plays build confidence and creative thinking among students.

Teachers also make the students workout problems on the board, solve grammar exercises, note making exercise, etc., which develops initiative learning in them. The college emphasizes on ICT enabled student-centric learning, where student groups are made and each group makes power point presentation on various

current topics.

Eminent personalities from society are invited to give subject based guest lectures besides instilling moral and ethical values. The college encourages both project based and problem based learning among students.

Industrial visits like visits to stock exchange, Coco Cola, UNIBIC, All India Radio, British Library etc.

Assignments, class tests, subject notes, regular interaction enables them to perform well in the University exams. Subject- wise notes are made available through digita campus portal. Value- added programmes are offered to enable student acquire the requisite employable skills. Vocational course in Classical Music is provided.

College library is well-stocked with wide range of books for students to become acquainted with the latest developments in all fields. Exclusive books for competitive exams, encyclopedias, etc. are made available for the students. INFLIBNET software is made available for the students and faculty, to pursue research work. Students are encouraged to take up minor research projects.

Students' interaction with the NOBLE laureates on a rare occasion gained insights into the concepts concerning their syllabus. Also student interactions are encouraged with well-known personalities who visit institution on special occasions.

Student research projects are published in ISBN edited book titled "YUVA VIDWATH". Students are encouraged to present papers in conferences/ seminars – and help to nurture their academic progress and presentation skills. Students have also received best paper awards which adds feather to our cap. Co-curricular activities like National and International sports events, "CRESINDO"-cultural extravaganza etc. is conducted to nurture creative skills for their holistic development.

The goal of the institution is not only to encourage academic excellence amongst students but also imparts moral and ethical values to make them responsible and socially sensitive citizens.

In a nutshell the Institution adopts the following student-centric methods to accomplish conceptual understanding, knowledge enhancement, character building and imbibe moralistic endeavors in every walk of life:

Experiential learning	Participative learning	Problem-solving methods	Curriculum enrichment
On the job training	Curricular activities: <ul style="list-style-type: none"> • Best Manager • Role plays • Workshops • Research-based projects • NCC and NSS- aims at developing social responsibility • "WISSEN"-paper presentation competitions • Debates • Best Accountant 	Projects	Guest lectures

Internship	• Quiz		Value Added Pr (VAP)	
			Environmental (EVS)	
Case studies	• Business Lab activities	Research	Google group-stud	
Industrial visits		Assignments	Digita- campus	
Project-based learning	• Flipped Class	Practicals	College website- years question pap	
Hands-on session(Electronics dept) practical sessions			Constitutional (Indian Constitutio	

NOTE: A few representative copies are enclosed as a supportive document. However documents are available for all the five years.

File Description	Document
Upload any additional information	View Document

2.3.2 Teachers use ICT enabled tools for effective teaching-learning process.

Response:

Information and Communication Technology (ICT) methodologies are encouraged by the management, head of the Institution and the heads of the departments.

The college emphasizes on ICT enabled student-centric learning and a holistic approach of value based education which not only improves their intellectual capabilities but also ensures their emotional, physical, spiritual and psychological well-being.

Presently, teaching at the Higher Education level mostly concentrates on giving information which is not the sole objective of teaching. Along with giving information, the other objectives are:

- Developing, understanding and application of the concepts.
- Improving comprehension, speed and vocabulary.
- Developing self-concept and value clarification.

All of the above objectives are accomplished by effective use of ICT methods by the teachers of the college.

The following are the ICT tools and LMS resources available in the college:

Computers, LCD Projectors, Mike, Internet, Speakers, Wi-Fi, CDs, E-learning resources, Whatsapp groups and mobile app etc. are efficiently and effectively used by all the faculty members of the institution.

Digita- Campus is an education resource aggregation platform which provides E-Learning materials prepared by the teachers for students re-orientation of what is taught.

This unique platform provided by the college, facilitates the faculty members with the distinctive login access to send study material, question banks and also assignment questions to the students. The lesson plans/semester plans are also prepared and posted in this platform.

The faculties prepare power point presentations on their topics, deliver the lectures effectively by incorporating student-centric methods like asking questions, encouraging students to interpret the topic in their own words, etc. Most of the time, students are taught beyond the syllabus.

ICT enabled teaching methods are adopted for student - centric learning, where student groups are made and each group makes power point presentation on various current topics like Communication Skills, Time Management, GST, etc. Most of the work is done by the students and the faculty act as facilitators.

Interactive ICT enabled lectures are implemented by the teachers. They are taught by didactic lectures with PowerPoint presentations. Active participation of the students is encouraged. Self and peer assisted learning is adopted.

Digital library facility is provided by the college to both faculty as well students for quick and easy access of information through magazine articles, books, papers, images, sound files and videos. Several departments in the college screen videos, movies, plays, dramas etc. pertaining to the syllabus to give realistic experience to the students.

INFLIBNET software and N List is also made available for the faculty and students to pursue research work.

Online examinations are conducted by the department of computer science which provides speedy and accurate outcome of the performance of the students.

Computer Science students have created apps and thus showcased their creative bent of mind.

Thus, ICT methodology is integral part of teaching-learning process meticulously carried out by the college.

NOTE: A few representative copies are enclosed as a supportive document. However documents are available for all the five years.

File Description	Document
Upload any additional information	View Document
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View Document

2.3.3 Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)

Response: 27:1

2.3.3.1 Number of mentors

Response: 43

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll.	View Document
mentor/mentee ratio	View Document
Circulars pertaining to assigning mentors to mentees	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 100

File Description	Document
Year wise full time teachers and sanctioned posts for 5years(Data Template)	View Document
List of the faculty members authenticated by the Head of HEI	View Document
Any additional information	View Document

2.4.2 Average percentage of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 20.72

2.4.2.1 Number of full time teachers with *Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt.* year wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
9	8	9	7	4

File Description	Document
List of number of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. and number of full time teachers for 5 years (Data Template)	View Document
Any additional information	View Document

2.4.3 Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)

Response: 3.93

2.4.3.1 Total experience of full-time teachers

Response: 169

File Description	Document
List of Teachers including their PAN, designation, dept and experience details(Data Template)	View Document
Any additional information	View Document

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal assessment is transparent and robust in terms of frequency and mode

Response:

The college strictly adheres to the guidelines as per the Choice Based Credit System (CBCS) prescribed by the Affiliating University in conducting two internal examinations, besides it is one of the important criterion for awarding internal assessment marks in the University examination.

The college closely monitors the evaluation process by specifying the methodology to be followed and keeping records of the outcomes. Teachers are given clear instructions as to how to go about the evaluation process at different levels and it is ensured that these are followed. The question papers are set as per the university paper pattern. Teachers follow a deadline for correction of answer scripts and are returned to the students for their perusal. A record of the marks so obtained in the two internal examinations is maintained diligently.

The college adopts both formative and summative assessment approaches to measure the students'

academic progress and achievements. The details are as follows:

- **Formative assessment:** Formative assessment includes assignments, seminars, group discussions, projects, experiments, quizzes, surprise class tests, class interaction, paper presentations and creativity in the form of charts, models etc. The college makes formative assessments a part of classroom operations. In order to measure the students' progress along the course, the teacher uses new methods such as question answer method, oral presentations and so on. More emphasis is given on solving previous years' university examination question papers to make the students familiar with the pattern. The college provides various opportunities to the students to exhibit their skills and knowledge through oral and written presentations.
- **Summative assessment:** The College follows the summative format of assessment prescribed by the university. This type of assessment includes semester- theory and practical examinations conducted at the end of the course by the university.

The college has been making efforts to ensure rigor and transparency in the internal assessment and parent teachers' meeting is also conducted for each semester. Thus, the parents are made aware of the performance of their ward. The mentor also keeps a record of the general progress of each student under him or her.

- The college adheres to the CBCS system prescribed by the University for the conduct of two internal assessments.
- Internal marks for the semester exams are awarded as per the university criteria.
- Internal assessment question papers are maintained in the concerned departments.
- The records for the two internal examinations are also maintained.
- Several activities are conducted by all the departments of the college to enrich and enhance students' overall personality and the records are maintained in the respective departments.
- University theory and practical examinations are meticulously conducted by the institution and the documents are maintained by the examination committee.
- University question papers are maintained in the college library and the concerned departments.
- College ensures accountability by conducting parent- teachers' meeting periodically.
- Mentoring system is active in the college.

NOTE: A few representative copies are enclosed as a supportive document. However documents are available are all the five years.

File Description	Document
Any additional information	View Document

2.5.2 Mechanism to deal with internal/external examination related grievances is transparent, time-bound and efficient

Response:

The college ensures smooth conduct of the examination with proper display of the various Do's/Don'ts at the time of the examination.

The college mainly aims at conducting examinations in a fair atmosphere not giving scope for any malpractices. However, the institution has established a strong Grievance Redressal Cell to address the grievances meticulously.

Major thrust is on the redressal of examination related grievances such as results not processed, revaluation, re totaling, release of withheld result, issue of consolidated of marks card, provisional pass certificate, convocation certificate, migration certificate, transfer cases, rank certificate, refund of fees, correction in marks card, correction in name etc. The college addresses these grievances with the help of Grievance Redressal Cell and college Liaison officer, who is a full time official of the college. The college addresses any grievances put forth by the student directly to the university as per the guidelines and procedure with the consent of the Principal. The college ensures time-bound and efficient system of the procedure to be followed in helping the student to solve grievances of any kind. The college Grievance Redressal Cell maintains the records for the same for continuous follow up. The grievance redressal Cell and the Principal regularly monitor and instruct the Liaison officer to speed up the redressal process.

The university as well as the college has made provision of redressal in the following ways:

- Revaluation and photocopy: The students can apply for re -totaling, revaluation and photocopy of answer books etc. through college to the university.
- Counseling: The students are encouraged to consult respective subject teachers for their queries in the photocopy of the answer books.
- The Grievance Redressal Cell of the college aims at resolving the examination related grievances within a given frame of time
- College Liaison officer hastens the process and at all probabilities aims at redressing the examination related hitches on time
- Examination committee and Principal ensure smooth conduct of examinations in the institution
- Examination Dos and Don'ts are displayed at strategic points in the college.

NOTE: A few representative copies are enclosed as a supportive document. However documents are available are all the five years.

File Description	Document
Any additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Response:

The college has clearly stated learning outcomes and aims at achieving excellence both in academic and related areas which is conceived as per the changing needs of the industry, society, country and globe as a whole. Each programme of the college has clearly stated learning outcomes in terms of program outcomes (POs), program specific outcomes (PSOs) and course outcomes (COs). The POs define the abilities of the graduates in the discipline and COs are the learning outcomes that the students imbibe at the end of each course. The college has brought paradigm shift in its approach by focusing on learning rather than teaching. Learner-centric initiatives have ensured that all the academic processes are drafted and implemented with certain learning outcomes in mind. For this purpose, college has adopted outcome based education system.

The intended learning outcomes are clearly stated by the Bangalore University in the course syllabus copy which is made available to all the staff and students of the college. Besides, objectives, core values, quality policy are posted in the college website and displayed at strategic points in the college premises.

POs and PSOs are prepared by the HODs and scrutinized by the Principal. Cos are prepared by the concerned subject teachers under the supervision of the Head of the department and the Principal. POs, PSOs, Cos and attainments of all the programs are displayed in the college website.

- The college strictly adheres to the syllabus prescribed by the affiliated university.
- All the learning outcomes are meticulously prepared by the subject teachers and HODs of the concerned departments.
- Attainment of the same is made available to all the stakeholders on the college website.

NOTE: A few representative copies are enclosed as a supportive document. However documents are available are all the five years.

File Description	Document
Upload COs for all Programmes (exemplars from Glossary)	View Document
Upload any additional information	View Document
Upload any additional information	View Document
Past link for Additional information	View Document

2.6.2 Attainment of programme outcomes and course outcomes are evaluated by the institution.

Response:

Systematic implementation of the curriculum, rigorous and transparent assessment and evaluation are the tools adopted to attain the desired program and course outcomes. Both formative and summative evaluations are carried out with the former at the college level and the latter at the University level.

Besides, the course outcomes are also evaluated by the individual teachers, since the last two semesters. The attainment of the same is posted on the college website.

The major thrust in the B.Com program is to enable students to imbibe core competencies in banking, taxation, HRM, Marketing, auditing, research teaching and ethical management, etc. Meanwhile foundation/skill course leads to enhancement of skill and knowledge as well as promotes value- based education.

BBA program has several measurable and achievable objectives like to develop entrepreneurs, HR Managers, Business Scientists, Teachers. Also it aims to develop the students for competitive examinations: UPSC, BSRB, etc. Project report and Viva-Voce in the sixth semester prepares students to face the practical world with confidence.

BCA program also has well- defined objectives: instilling programming skills, the program have been designed to cater to the ever-growing demands of information technology .B.Sc. Program prepares the students for a career in software industry, and develops a sound knowledge in mathematics, electronics, professional and problem solving skills. Efforts are also being made to groom them as researchers, entrepreneurs and managers.

The students are assessed at two levels: 1. Continuous internal evaluation and 2. End semester University examination.

Although, the affiliated University provides a challenging learning experience, there are certain hitches and the institution provides several interesting programmes to bridge the gap between the University's curriculum and achievement of desired outcome in each programs. Therefore the college provides exhaustive programmes like guest lectures from industry experts; recognized personalities in the area, industrial visits, collaboration with reputed companies like TCS for training and placement, several Value-added programs like Tally, personality development, placement training, BEC (Business English Certificate from Cambridge University), a host of other programmes to equip the students with necessary skills. Co-curricular and extra-curricular activities are extended and it enhances all round personality of the student.

All these multi-dimensional programs help students to attain sufficient knowledge and skills to face the highly competitive world with confidence. Many students are placed in reputed organizations, business establishments through the in house campus placement and off campus placement programs.

Several programmes are aimed at making students as responsible citizens of the country.

Course-outcomes prepared meticulously

Program outcomes are prepared considering the objectives of the respective programmes

Program specific outcomes are also prepared considering the significance of the elective subjects opted by the students

Attainments are analyzed and the same uploaded on the college website

A host of VAP (value-added programmes) catered to bridge the industry-academia gap

Guest lectures are organized to achieve curriculum enrichment and knowledge enhancement.

Institution aims at aligning academics- curricular and co-curricular activities.

NOTE: A few representative copies are enclosed as a supportive document. However documents are available are all the five years.

File Description	Document
Upload any additional information	View Document
Paste link for Additional information	View Document

2.6.3 Average pass percentage of Students during last five years

Response: 72.79

2.6.3.1 Number of final year students who passed the university examination year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
251	207	243	201	130

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
314	302	299	278	210

File Description	Document
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View Document
Upload any additional information	View Document
Paste link for the annual report	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all currently enrolled students (Data Template)	View Document

NAAC

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

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

Response: 11.26

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

2019-20	2018-19	2017-18	2016-17	2015-16
.296	1.51	9.45	0	0

File Description	Document
List of endowments / projects with details of grants	View Document
e-copies of the grant award letters for sponsored research projects / endowments	View Document
Any additional information	View Document

3.1.2 Percentage of teachers recognized as research guides (latest completed academic year)

Response: 0

3.1.2.1 Number of teachers recognized as research guides

File Description	Document
Institutional data in prescribed format	View Document

3.1.3 Percentage of departments having Research projects funded by government and non government agencies during the last five years

Response: 55.56

3.1.3.1 Number of departments having Research projects funded by government and non-government agencies during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
7	9	9	0	0

3.1.3.2 Number of departments offering academic programmes

2019-20	2018-19	2017-18	2016-17	2015-16
9	9	9	9	9

File Description	Document
Supporting document from Funding Agency	View Document
List of research projects and funding details	View Document
Any additional information	View Document
Paste link to funding agency website	View Document

3.2 Innovation Ecosystem**3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge****Response:****Sindhi College Research Centre**

- Sindhi college has a well-defined research policy. A Research Centre is established for capacity building among faculty and students. Six dedicated computer systems, internet with INFLIBNET and access to e-Journals and eBooks are provided in the Research Centre
- **Research Advisory Committee**

Valuable suggestions are provided by Research advisory committee (RAC) headed by Dr. H A Ranganath, internationally acclaimed researcher, former VC, Bangalore University, Former Director NAAC, and academicians drawn from, well known institutions and IISc, Dr. K Erasi, Former Dean of Commerce, BU, Dr. Y Rajaram, Former Director, MSRIM, Dr. H. Hanumathappa, Chairman Department of CS, BU, Dr. Y Narahari, Chairman CS Department IISc are serving on the Committee as members and giving valuable suggestions

Minor Research projects

Rs Ten Lakhs for projects by faculty and students has been allotted by our college. Eleven research projects by faculty have been completed and Six Major research projects by faculty are on-going. Nineteen MRP's by students under the supervision of our faculty have been completed, 10 Minor Research projects are on-going. Research findings are published in ISBN number titled "Yuvavidwath".

1. Research papers and scholarly articles by faculty and students are published in “VIDWATH”. The journal is registered with the Registrar of Newspaper of India under RNI number RNI.KARMUL/2018/76078. Three issues have been brought out so far.

- **Paper presentation competition for PG students-Titled “Wissen”**

Learner Centric programme is organised for PG students motivating them to take up research. In 2018-19, 15 papers & in 2019-20, 52 Papers were presented. Best paper award is also given.

- **Participation and Presentation of papers in conferences and seminars.**

Facilitating creativity and transfer of knowledge, college encourages faculty and students to present research papers in Conferences/Seminars by providing OOD facility, TA/DA and registration Fee. Faculty are encouraged to pursue research work leading to the award of doctoral degree. Nine faculty members have acquired Ph. D and seven are pursuing during the assessment period. Several students have won best paper award from other colleges.

- **Project Based Learning**

Innovative ideas are promoted through in-house projects (“Automatic switching on and off of traffic lights” “Water Level Controller”, “Query Handling System”, “Automation of Interview Scheduling”, “PWM LED Bimmer”) and field projects (PG). Response from the students has been encouraging. A BCA student has developed “Online Examination App” for the purpose of conducting on line exams for the students and “Sindhi College App” was created to enable students to access study material of all the subjects by downloading in Android version.

- **Co curricular and extracurricular Activities**

Students are given liberty to organise cultural events in the college thereby giving opportunity for them to implement their innovative ideas.

- **Incubation centre**

Incubation centre has been set up and a programme in collaboration with MSME was organised recently. Details on Government schemes, policies and programme to establish SSI were discussed. The above facts demonstrate that the institution has created an ecosystem which promotes innovation and creativity.

- Students are encouraged to attend EDP training Programme.

File Description	Document
Upload any additional information	View Document

3.2.2 Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the last five years

Response: 25

3.2.2.1 Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
06	09	05	03	02

File Description	Document
Report of the event	View Document
List of workshops/seminars during last 5 years	View Document
Any additional information	View Document

3.3 Research Publications and Awards

3.3.1 Number of Ph.Ds registered per eligible teacher during the last five years

Response: 0

3.3.1.1 How many Ph.Ds registered per eligible teacher within last five years

3.3.1.2 Number of teachers recognized as guides during the last five years

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document
Any additional information	View Document

3.3.2 Number of research papers per teachers in the Journals notified on UGC website during the last five years

Response: 1.4

3.3.2.1 Number of research papers in the Journals notified on UGC website during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
10	12	24	3	1

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

3.3.3 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 1.29

3.3.3.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
6	7	8	19	6

File Description	Document
List books and chapters edited volumes/ books published	View Document
Any additional information	View Document

3.4 Extension Activities

3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.

Response:

Our students understand the community needs and find practical solutions to such problems. Sindhi college is promoting national integration and social harmony in the society.

To inculcate social values and ethics among the students, programs like speech on organ donation, visit to Kidwai cancer hospital has created awareness among students and staff about prevention of cancer and myths. Our students have visited Mother Teresa old age home to understand the emotions of old people and also distributed fruits. Eye check-up in association with Vasan eye hospital and a program about the prevention and maintenance of diabetes in association with landmark group was also organised for the neighbourhood community.

Our college organised a rally to create awareness about prevention of suicide among youngsters in association with Sa-Mudra foundation.

On the birth anniversary of great philosopher late Sadhu-Vaswani whose birthday is celebrated as 'Meatless day' a rally was conducted to spread awareness about cruelty to animals.

Sindhi college, in association with Lions club, conducts a Blood donation camp every year to encourage our youth to donate blood. Every unit of blood donated can save a life.

Our student met with an accident and was crushed under a lorry while crossing the road opposite to Esteem mall on the Airport Road. This junction is very crucial to all the students of our college and also other colleges and they cross this junction every day. Our college impressed upon the Government to build a sky walk across the Airport road opposite to esteem mall. The sky walk was built in record time and now our students and other public are able to cross the Airport road safely.

Our college took up the initiative of naming the trees and plants and also explaining the utility and medicinal value of these trees and plants thereby educating the public about the trees and plants in the park at Coffee Board Layout.

Our college conducted a rally for Plogging where our teachers and students participated in cleaning up the neighbourhood and educating the public at large.

At DasegowdanaDoddi a village in Ramanagara District, our institution has adopted a Government primary school and has constructed a new multiple purpose hall by demolishing the dilapidated building of the School. Our Management has funded the said activity. The school building was aesthetically painted by NSS volunteers and Corporate employees as a part of CSR activity. Later it was handed over to the DDPI, Ramanagar by our college. Our institution has adopted the school and is providing books, bags etc., to the students of the school annually.

Sindhi college is conducting many camps and rallies to sensitize various issues thereby striving towards a healthy and harmonious society.

File Description	Document
Upload any additional information	View Document

3.4.2 Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years

Response: 8

3.4.2.1 Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
3	2	0	2	1

File Description	Document
Number of awards for extension activities in last 5 year	View Document
e-copy of the award letters	View Document

3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., during the last five years (including Government initiated programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. and those organised in collaboration with industry, community and NGOs)

Response: 46

3.4.3.1 Number of extension and outreach Programmes conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
08	12	09	12	5

File Description	Document
Reports of the event organized	View Document
Number of extension and outreach Programmes conducted with industry, community etc for the last five years	View Document
Any additional information	View Document

3.4.4 Average percentage of students participating in extension activities at 3.4.3. above during last five years

Response: 91.33

3.4.4.1 Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
1169	1074	1027	576	917

File Description	Document
Report of the event	View Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document
Any additional information	View Document

3.5 Collaboration

<p>3.5.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year</p> <p>Response: 242</p>														
<p>3.5.1.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year-wise during the last five years</p> <table border="1"> <thead> <tr> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> </tr> </thead> <tbody> <tr> <td>61</td> <td>70</td> <td>34</td> <td>43</td> <td>34</td> </tr> </tbody> </table>					2019-20	2018-19	2017-18	2016-17	2015-16	61	70	34	43	34
2019-20	2018-19	2017-18	2016-17	2015-16										
61	70	34	43	34										
File Description		Document												
e-copies of related Document		View Document												
Details of Collaborative activities with institutions/industries for research, Faculty exchange, Student exchange/ internship		View Document												
Any additional information		View Document												

<p>3.5.2 Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the last five years</p> <p>Response: 36</p>														
<p>3.5.2.1 Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years</p> <table border="1"> <thead> <tr> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>10</td> <td>10</td> <td>8</td> <td>3</td> </tr> </tbody> </table>					2019-20	2018-19	2017-18	2016-17	2015-16	5	10	10	8	3
2019-20	2018-19	2017-18	2016-17	2015-16										
5	10	10	8	3										

File Description	Document
e-Copies of the MoUs with institution/ industry/corporate houses	View Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document
Any additional information	View Document

NAAC

Criterion 4 - 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 equipment etc.

Response:

Sindhi College has adequate infrastructure for conducting all academic related activities. The details regarding the availability of Classrooms, Laboratories, Seminar Hall, Library and Auditorium are given below:

Particular	Total
Class Rooms	28
Electronic Lab	01
Computer Lab	02
Business Lab	01
Psychology Lab	01
Library	01
Reading Room	01
Seminar Hall	02
Air Conditioned Golden Jubilee Hall	01
Air Conditioned Auditorium	01
Amphitheatre	01
Staff Room	06
Research Centre	01
Canteen	01
Board Room	01
Parking Area (29 x 27.70 sq. mts) (95.02 x 90.10 sq.ft)	01
IQAC Cell	01
Career guidance and Placement cell	01
Girls common room	01

The institute is having sufficient Computing Facilities along with LAN as well as Wi-Fi internet and also the facilities are available as per requirement.

Particular	Total
Computers	111
Laptops	35
Legal System Software	70
Legal Application Software	153
LAN & Internet	1 Ghz Per Sec, Brand band 40 mpbs, 2 Connections
Printers	11

LCD Projectors

22

Institute has provided 40 MBPS Broad band, 1 Ghz per second, with 2 Connections.

Facilities for teaching and learning augmented during 2015-2016 to 2019-2020

Description	Quantity	Amount in Rs
Lab equipment's (Electronics)	51	451689
Computers	38	1229435
Lab equipment Psychology	37	37506
Laptops	31	910500
Library Books	10244	1753725
Installation of INFLIBNET	01	109400
Subscription to New Journals	30	696364
Installation of Digita Campus	2,261 (units)	1103920
LCD projectors	16	394344
SC/ST Book bank facility	1892	296409
Books for competitive exams	95	25705
Subscription to Times of India Newspaper for all students (900 copies)	900 x 6 months (Mon to Friday)	342000
Fire Wall	01	205984
Electrically operated carriage for Physically Challenged	01	120000

Augmentation of Physical Infrastructure during the last five years

- Renovation of Auditorium
- Renovation of Staff rooms
- Renovation of Girls' rest room with facility for physically challenged
- Installation of sanitary napkins vending machine
- Renovation of Boys' rest rooms
- Construction of two additional class rooms in the basement
- Renovation of indoor sports stadium
- Renovation of Library
- Installation of Fire fighting system
- Installation of more number of CCTV cameras
- Installation of TV in the Quadrangle
- Renovation of Quadrangle and Entrance
- Renovation of Principal's chamber
- Renovation of Board room and office
- Setting up of Vermi compost unit
- Installation of New lift
- Installation of Electrically operated carriage in the entrance for physically challenged and senior citizen
- Reconstruction of Ramp with proper gradient.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.2 The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Response:

In order to facilitate overall development of students, the institution is providing state - of - the - art Infrastructure for conducting co – curricular and extra-curricular activities. Regarding the facilities available for conducting, sports, indoor and outdoor, we have the following facilities:

The details of well-equipped **indoor sports** facilities are as follows:

Available Sports facility in the Indoor Stadium (International Standard)	Year of establishment(indoor)	Area allotted in Sq.mts	No. of students participation/year
Badminton	2005	36.50*24.40sq.mtrs, 119.10*80.1 Sq.ft	200
Basketball	2005	36.50*24.40sq.mtrs, 119.10*80.1 Sq.ft	150
Table Tennis	2005	36.50*24.40sq.mtrs, 119.10*80.1 Sq.ft	100
Chess	2005	36.50*24.40sq.mtrs, 119.10*80.1 Sq.ft	50
Carrom	2005	36.50*24.40sq.mtrs, 119.10*80.1 Sq.ft	200
Tennicot	2005	36.50*24.40sq.mtrs, 119.10*80.1 Sq.ft	50
Netball	2005	36.50*24.40sq.mtrs, 119.10*80.1 Sq.ft	100

For outdoor games we have ground of area measuring 240 x 102 Sq.ft/73 x 31 mtrs. This ground is being used to play **out door** games:

Available Sports facility (Outdoor)	Year of Establishment (Outdoor)	Area allotted in Sq.ft/Mtrs	Number of participated/Year	Student
Volley ball	2002	240x102 Sq.ft 73x31 sq.mtrs.	200	
Kabbadi			250	
Kho –Kho			100	
Cricket			150	
Football			200	
Athletics			600	
Tug of War			50	
Throw ball			250	

For conducting Yoga Classes, we have Golden Jubilee Hall measuring 73 x 142.5 sq.ft area

For Conducting Cultural activities we have fully equipped (good light and sound system) A/C Auditorium of Capacity 840 with good acoustics.

For a smaller scale activities we have, Amphitheatre and G.J Hall, Seminar Hall, Quadrangle.

For conducting **Cultural Activities:**

Available Cultural Facilities	Year of Establishment	Sq. feet	Mtrs	Events allotted	
Auditorium	2002	74.6 x 137.10	22.70 x 42	Dance, Fashion Show, Mad ad, Beat Boxing, Drama, Film Show, Video Presentation. Etc	
Golden Jubilee Hall	2002	73 x 142.5	22.25 x 43.40	Antakshari, Best out of waste, Singing etc	
Seminar Hall 2	2013	30.10 x 39.9	9.40 x 12.10	Best Manager, Be	
Seminar Hall 1	2019	68.9 x 25.8	20.95x7.83	Accountant, Debate etc.	
Amphitheatre	2002	29.6 x 66	09 x 20.10	Face Painting, Collage etc	
Quadrangle	2002	73.6 x 91.3	22.40 x 27.80	Mobile, Photography, Treasure Hunt, Rangoli, Cooking without fire, etc	

All the cultural activities are organised by Student Government Council, under the guidance of the faculty members, thus paving way for development of leadership qualities and organizational skill among students.

The Cultural committee is assigned the responsibility of conceptualizing, planning and organizing cultural activities.

The college has appointed full time male and female Physical Education Director(s), who plan and organize all the sports/ games. Apart from these two Physical Education Directors, the college has also appointed coaches for Basket Ball and Cricket, to coach the students to reach higher levels. Some of the students excelling in sports and cultural activities have reached national and international levels.

Students also participate at University/State level competitions. Best performing students at University/State/National level are provided special coaching with facilities, like TA/DA, Jerkins and T-shirts.

Our Students have made us proud by participating and securing the good positions at university and national level competitions in cultural & sports events.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. (Data for the latest completed academic year)

Response: 100

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 30

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

4.1.4 Average percentage of expenditure, excluding salary for infrastructure augmentation during last five years(INR in Lakhs)

Response: 30.31

4.1.4.1 Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
222.96	199.97	134.03	75.39	66.45

File Description	Document
Upload Details of budget allocation, excluding salary during the last five years (Data Template)	View Document
Upload audited utilization statements	View Document
Upload any additional information	View Document

4.2 Library as a Learning Resource

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

Response:

Library is an effective source of information of all kinds to be shared by people from all walks of the life . A Library is completely computerized only if the user, irrespective of background or knowledge, is able to access information available in the library from anywhere just by typing few letters / words Libsoft is a package designed and developed for effective management of library and the library is fully automated with Libsoft and looked after by a qualified Librarian. Library Advisory Committee comprising heads of the departments gives timely suggestion for over all development of the library. As of now, the library has got collection of 24020 Volumes with titles of 7520, 30 national and international journals, 17 magazines and 13 Newspapers. A good number of books exclusively related to competitive exams are made available in the Library. Open Access system is adopted. Internet and reprography facilities are provided. The college has subscribed to institutional membership to British Council Library. E-resources can be accessed through INFLIBNET. Faculty is also provided to access remote e-books. A separate book bank is provided for students belonging to SC/ST Categories. Exclusive 10 systems are provided to E – library to facilitate uninterrupted browsing.

The Library is readers friendly. In order to encourage reading habits amongst students “Best Reader Award” is given to students and also Librarian Day is celebrated. Several competitions are conducted for students. Sincere efforts are being made to develop the Library in all dimentions.

Name of the ILMS Software	Name of Automation	Version	Year of Automation / Up gradation	Vendor
Libsoft	Fully	9.8.5.0	2012	Environ Environ 60/4,4th
Libsoft Up gradation	Fully	We12.0.0	2019	Konapp Electron Bangalo Tel:+91- Mob:+9

Details of payments made towards annual maintenance of library software

Sl. No.	Year	Date	Check No.
1	2014-15	3/03/14	8807
2	2015-16	10/06/15	7253
3	2016-17	29/04/16	7416
4	2017-18	06/03/17	3917
5	2018-19	29/09/18	4371
6	2019-20	27/01/20	4439

File Description	Document
Upload any additional information	View Document
Paste link for Additional Information	View Document

4.2.2 The institution has subscription for the following e-resources

- 1.e-journals
- 2.e-ShodhSindhu
- 3.Shodhganga Membership
- 4.e-books
- 5.Databases
- 6.Remote access to e-resources

Response: A. Any 4 or more of the above

File Description	Document
Upload any additional information	View Document
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership , Remote access to library resources, Web interface etc (Data Template)	View Document

4.2.3 Average annual expenditure for purchase of books/e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

Response: 5.11

4.2.3.1 Annual expenditure of purchase of books/e-books and subscription to journals/e- journals year wise during last five years (INR in Lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
5.12	6.25	6.11	4.4	3.65

File Description	Document
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the last five years (Data Template)	View Document
Audited statements of accounts	View Document
Any additional information	View Document

4.2.4 Percentage per day usage of library by teachers and students (foot falls and login data for online access) during the last completed academic year

Response: 11.47

4.2.4.1 Number of teachers and students using library per day over last one year

Response: 139

File Description	Document
Details of library usage by teachers and students	View Document
Any additional information	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Response:

Sindhi College has established adequate ICT infrastructure facility to support academic, research, administrative and all other activities in the institution as per the requirement with 111 computers and required software. The campus is Wi – Fi enabled. In addition to Wi-Fi, all the class rooms, departmental staff rooms, seminar hall, auditorium, library, laboratories, and administrative staff members have been provided with LAN. The majority of the faculty members are also provided with Laptops for their research and academic activities. Digital campus LMS is installed. LCD projectors are fixed in 22 class rooms. ICT is extensively used by all staff members and students. The ICT facility is regularly updated as and when required. The details are furnished in the table below:

Details of ICT facilities

Date of Updation	Nature of Updation	Upgradation of Bandwidth
23 October 2017	Separate internet Broad band connection with the speed of 40 mbps installed for Wifi. (ISP : AIRTEL)	40Mbps

Hardware Facility:-

The institute is having sufficient Computing Facilities along with wired as well as Wi-Fi internet and also the facilities are available as per requirement.

Particular	Total
Computers	111
Laptops	35
Legal System Software	70
Legal Application Software	153
LAN & Internet	1 Ghz Per Sec, Brand band 40 mpbs, 2 Connections
Printers	11

LCD Projectors

22

Institute has provided 40 MBPS Broad band, 1 Ghz per second, with 2 Connections.

Software Facility:-**List of Software**

- Ms Office Standard
 - Ms Visual studio Pro
 - Windows XP professional
 - Ms. Windows Vista Business AEMOLP
 - Window Server 2008
 - Library Software
1. Easy LIB Software
 2. Base Code System Software
- Windows Server Std 2008 R2
 - K7 Total Security 2012 (Anti – Virus Software)
 - Quick heal total security 2013 (Anti – Virus Software)
 - Ms Office home and Business 2010
 - Application Software
1. Norton Ghost
 2. IOLO System Mechanic Pro
 3. IOLO System Mechanic Std
- Windows 7 Home Basic – (OEM 32 bit O.S)
 - Window 7 Professional (OEM O.S)
 - E – Scan Anti - Virus (ISS for SMB 2016)
 - Kaspersky endpoint security for Business Select (Anti - Virus)
 - Tally ERP - 9

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.3.2 Student - Computer ratio (Data for the latest completed academic year)**Response:** 11:1

File Description	Document
Upload any additional information	View Document
Student – computer ratio	View Document

4.3.3 Bandwidth of internet connection in the Institution**Response:** A. 750 MBPS

File Description	Document
Upload any additional Information	View Document
Details of available bandwidth of internet connection in the Institution	View Document

4.4 Maintenance of Campus Infrastructure**4.4.1 Average percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years(INR in Lakhs)****Response:** 10.57**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year-wise during the last five years (INR in lakhs)**

2019-20	2018-19	2017-18	2016-17	2015-16
42.75	46.98	44.70	52.76	45.16

File Description	Document
Upload any additional information	View Document
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View Document
Audited statements of accounts	View Document

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

The institution has adopted a transparent and robust procedure for maintenance and utilization of physical, academic and support facilities.

Separate budget provision is made for maintenance. The management takes necessary steps to upgade the facilities as and when required based on the suggestions of the Executives, (Principal, Vice- principal), IQAC and faculty. All the facilities are effectively and periodically supervised by the Facility Manager on a day to day basis and he attends to the problems as and when required. He is entrusted with the

responsibility of maintenance and up-keep of entire campus of the college.

The I.T. infrastructure and lab equipments are maintained by a full time System Administrator who is assisted by two Lab Assistants, having the required technical know-how. Electronic equipments are served by the respective suppliers whenever required. The Institution has entered into annual maintenance contract with external agencies for maintenance of generator, lift and air-conditioners.

Library software is also maintained through annual maintenance contract. The cleanliness in the campus and washrooms etc are maintained with the help of house-keeping personnel through annual maintenance contract. A full time electrician is appointed by the management to look after the electrical installations in the campus. A part time plumber and carpenter are available on a daily wage basis.

Round the clock security is provided through an external agency under annual maintenance contract. The college is fitted with fire safety equipment. The security staff and few staff members are trained in handling the fire safety equipment in case of emergency. 116 number of cameras are installed in the campus to ensure safety of students and staff. These cameras are maintained by vendor himself. The Auditorium is looked after by supervisor appointed by the management and is placed in charge of its maintenance and up keep. He also keeps record of events and availability of the auditorium for conducting functions. Gardener is appointed to maintain garden in the campus.

The concerned personnel bring to the notice of the Facility Manager whenever snags are observed in a system or equipment. The Facility Manager takes up the work immediately by calling the AMC contractor or vendor and gets the estimate for the repair or service required. The estimate is approved by Principal/Honorary Secretary and instructs Facility Manager to attend to the work immediately. After addressing the problem and satisfactory completion of the work which is certified by the Facility Manager, payment is made to the concerned vendor. Regarding laboratory equipments, the concerned Head of the Department calls for estimate from the service provider and gets it approved by the Principal, payment is made after certification by Head of the Department regarding satisfactory completion of repair work. Canteen is maintained in the college by giving contract to external caterers.

Vermi Compost tank is installed in the campus. The manure generated by this facility is used in the college garden. Whenever stationery is required by the staff, indent form is submitted to the Facility Manager after approval by the Principal. The Facility Manager issued the required stationary to the staff member. Sports facilities are maintained by the Physical Directors. The above fact clearly establishes that there exist well-conceived mechanism for maintenance and utilization of physical, academic and support facilities in the Institution. Also optimal allocation on priority basis and utilization of available financial resources for maintenance and up keep of facilities is evident in terms of augmentation of facilities during the last five years.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

Response: 16.47

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
273	224	170	124	86

File Description

Document

upload self attested letter with the list of students sanctioned scholarship

[View Document](#)

Upload any additional information Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years (Data Template)

[View Document](#)

5.1.2 Average percentage of students benefitted by scholarships, freeships etc. provided by the institution / non- government agencies during the last five years

Response: 96.68

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution / non- government agencies year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
1000	1000	1000	1000	1000

File Description

Document

Upload any additional information

[View Document](#)

Number of students benefited by scholarships and freeships institution / non- government agencies in last 5 years (Date Template)

[View Document](#)

5.1.3 Capacity building and skills enhancement initiatives taken by the institution include the following

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

Response: A. All of the above

File Description	Document
Details of capability building and skills enhancement initiatives (Data Template)	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years

Response: 78.01

5.1.4.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
991	943	795	943	434

File Description	Document
Number of students benefitted by guidance for competitive examinations and career counselling during the last five years	View Document
Any additional information	View Document

5.1.5 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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

Response: A. All of the above

File Description	Document
Upload any additional information	View Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 30.3

5.2.1.1 Number of outgoing students placed year - wise during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
61	121	147	62	52

File Description	Document
Upload any additional information	View Document
Self attested list of students placed	View Document
Details of student placement during the last five years (Data Template)	View Document

5.2.2 Average percentage of students progressing to higher education during the last five years

Response: 80.3

5.2.2.1 Number of outgoing student progression to higher education during last five years

Response: 269

File Description	Document
Upload supporting data for student/alumni	View Document
Details of student progression to higher education (Data Template)	View Document
Any additional information	View Document

5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Response: 0

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

2019-20	2018-19	2017-18	2016-17	2015-16
0	0	0	0	0

5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
0	0	0	0	0

File Description	Document
Number of students qualifying in state/ national/ international level examinations during the last five years (Data Template)	View Document

5.3 Student Participation and Activities

5.3.1 Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.

Response: 63

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) year-wise during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
16	13	19	4	11

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national/international level during the last five year	View Document
e-copies of award letters and certificates	View Document
Any additional information	View Document

5.3.2 Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)

Response:

We, in Sindhi College are committed to groom leadership qualities and organizational skills amongst students through several initiatives undertaken at the institutional level. Opportunities are provided for students to participate in co-curricular, extra-curricular activities and also in the organization and conduction of the events. Policies and strategies of the institution to promote participation of students in various activities are the following.

Presence of active Student Governing Council

Student Governing Council (SGC) is in place and very active. SGC comprises of President, Vice President, Cultural Secretary (Male and Female), General Secretary (Male and Female), Sports Secretary (Male and Female), Joint Secretary (Male and Female), Deputy Secretary(Male and Female), Discipline Secretary providing equal representation to women thus maintaining gender equality. List of the office bearers for the current year is provided in the attached document. Besides, there are House Captains, Vice Captains and Class Representatives from each class (One Boy and One Girl). The roles and responsibilities of SGC mainly include organization and conduction of co-curricular, extra-curricular and outreach activities and also maintaining academic ambience. SGC undertakes the entire responsibility of organizing events under the guidance and supervision of faculty.

SGC is constituted through selection. Nominations are invited for each post from all the students by giving wide publicity. Applications are scrutinized by the faculty and applicants are interviewed in an open house to judge their capabilities. Merit, participation in extra curricular activities, behavior, communication skills,

talents, etc are considered while making selection. After selection, Investiture Ceremony is held and SGC and various Houses get official recognition after administering the oath of office.

Members of SGC are actively involved in planning, organizing and executing co-curricular and extra-curricular activities in the college. SGC also helps maintaining discipline in the college and during functions. To quote an example CRESINDO Mega cultural event is organized completely by SGC.

Representation of Students in Academic and Administrative Bodies/ Committees.

Students' representatives serve on the following committees

- Internal Quality assurance Cell
- Cultural Committee
- NSS Committee
- Sports Committee
- Magazine Committee
- Anti- Ragging Committee
- Women Empowerment Cell
- Anti Drugs Committee (constituted as per Government of Karnataka directives)
- SGC
- Library Committee

Thus the College has adopted various strategies to promote leadership qualities and organizational skills through their participation in activities and various committees.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

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

Response: 60.4

5.3.3.1 Number of sports and cultural events/competitions in which students of the Institution participated year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
142	44	41	38	37

File Description	Document
Upload any additional information	View Document
Report of the event	View Document
Number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions (Data Template)	View Document

5.4 Alumni Engagement

5.4.1 There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

The Alumni Association/ Chapters (registered and functional) contributes significantly to the development of the institution through financial and non-financial means throughout the last five years.

We strongly believe that alumni are the cultural ambassadors of the institution and are the role models for the current students. Alumni are one of the important stakeholders and can contribute significantly both financially and non-financially to the development of the institution.

The college has established Sindhi College Alumni Association (SCAA), which was registered recently under Societies Registration Act 1960 with registration number DRB1/SOR/158/2018-19 dated 07/06/2018. Every passed out student is eligible to become a member of the Alumni Association.

The organizational structure of SCAA comprises of President (EX-Officio) Working president, 4 Vice President, Secretary, Joint Secretary, and Treasurer. Prof. R.Hemalatha, the faculty member is functioning as the coordinator of the SCAA. Alumni meet is organized once a year, which gives an opportunity for the alumni to reconnect with their Alma Mater and provides them a platform to share their past and present experiences and their memories as well. During the Alumni Meet, Sports and Cultural Events are organized.

Our SCAA is quite young, it is in the beginning stage, and the maximum age of our Alumni is 35years, and are obviously focused on building their careers.

However, our Alumni are serving their Alma Mater in the following ways.

- Alumni have contributed to the Alumni Fund to the extent of Rs 6,34,500 over the last five years.

- Alumni serve on IQAC and give valuable suggestions for the development of the institution
- Alumni serve on the Sindhi College Alumni Association and campaign for building links with the Alma Mater.
- Alumni help in getting HR managers from MNC's through their contacts for Campus Placements.
- Among NSS volunteers Alumni engage classes in the Government Primary School, DasegowdanaDoddi, Ramnagar District whenever asked to do so.
- Alumni have delivered guest lectures, motivating the current students.
- Alumni provide their support for conducting CRESINDO.

Several efforts are being initiated to strengthen the link with the Alumni in the coming years.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

5.4.2 Alumni contribution during the last five years (INR in lakhs)

Response: A. ? 5 Lakhs

File Description	Document
Upload any additional information	View Document
Link for any additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of and in tune with the vision and mission of the institution

Response:

Vision

To nurture creativity, talent and performance by providing high quality education in a state-of-the-art environment and mould aspiring youth into future leaders.

Mission

- Inculcating high value through integrity
- Empowerment through knowledge
- Development through social conscience
- Community upliftment through employability

Core Values

- Academic Excellence
- Access, Equity and Relevance
- Skill Development
- Global Competence
- Value Based Education
- Holistic Development

Nature of Governance

Principle of decentralized administration and participative management are followed in the institution. Board of Management, Committee of Office Bearers and Executives act as top management and are vested with powers to make policy decisions. Apart from these bodies, IQAC looks into various aspects of quality enhancements and sustenance in all dimensions and prepares policies in tune with vision and mission of the institution.

Perspective Plan

The college has prepared its institutional perspective plan for the next five years. Salient points of the plans are:

- Effective curriculum planning and implementation
- Need-based skill development programmes
- Enhancing quality of teaching-learning process
- Promoting research culture
- Promoting entrepreneurship and academia-industry interface

- Augmenting infrastructure as per the needs
- Enhancing student support services
- Developing social conscious through extension and social outreach activities
- Integrating values into the curriculum

Participation of Teachers in Decision Making Bodies

Teachers are the backbone of any educational institution. Their contribution for achieving institutional excellence is immense and immeasurable. All Heads of the Departments, Physical Director, Librarian and Office Manager are members of IQAC and participating proactively in quality enhancement decisions. Staff meetings are held regularly. Important decisions regarding attendance, co-curricular, extra – curricular and day-to-day activities taken by the teachers in staff meetings are implemented religiously.

In conclusion, the leadership has succeeded to a large extent in providing high quality education at an affordable cost in the state-of-the-art environment in tune with the vision and mission of the institution.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.1.2 The effective leadership is visible in various institutional practices such as decentralization and participative management

Response:

The top management comprising of Board of Management (BOM), the Committee of Office Bearers and Executives of the institution provides the roadmap and frames policies for the development of the institution.

The Principal, the academic and administrative head of the institution is adequately empowered in the implementation of the policies of the management. He is ably assisted by the Vice-Principal. He is given carte blanche by the management while dealing with academic, administrative and financial matters of the college. The Principal appoints the departmental heads who are entrusted with the task of running day to day activities of the departments, who in turn enjoy complete freedom in strategizing, conceptualizing and executing plans and schemes for efficient functioning and growth of the department.

Librarians, Physical Director, NCC, NSS and Placement Officers are given adequate powers and freedom to organize activities in the respective fields. Further, the participative management in the institution is ensured by constituting various committees which are given independence in regard to the organization of events under their mandates. Faculty members serve as Chair Persons / Co-ordinators / Conveners / members of these committees.

The College also grooms leadership qualities and organizational skills among its students by constituting Student Governing Council. The Council is actively involved in organizing academic, co-curricular and

extra-curricular activities in the college. Through this participation, staff and students become all important and integral part of the administrative functions. The responsibilities allotted to the administrative, accounts and supporting staff are based on their designations.

Case study

The Annual Mega event – CRESINDO is held generally in the month of September every year. Under the guidance of Principal and Vice Principal, Cultural Committee, Student Governing Council, Student Class Representatives, NSS and NCC Volunteers and student volunteers are entrusted the responsibility of organizing and supervising the entire event.

The Cultural Committee takes decision in regard to the finalization of dates, number of events to be conducted, theme of the event, preparation of brochure, framing the rules and regulations, guests to be invited for the function and judges for the various events.

Student Governing Council is entrusted the responsibility of reaching out to the colleges and also getting sponsorship, giving publicity to the event through electronic, print and social media.

Cresindo has a record of ten successful years hosting technical and cultural inter-collegiate competitions in various domains. It aims at providing a platform to showcase the latent talents of students, encouraging their spirit of competition and achieves excellence in extra-curricular activities. We are indeed proud to say that this event is highly popular among the colleges in the city of Bengaluru as evidenced by the fact, every year more than 100 colleges and 1500 students participate in this mega event.

With this process of decentralization and participative management, we have been able to successfully conduct the event for the last one decade and bringing laurels to the institution.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic / Perspective plan is effectively deployed

Response:

Strategic planning for overall growth and development of the college happens at the top level management after taking into consideration inputs given by the Principal, Vice Principal and the faculty. Plans are executed by the Principal with the able assistance of the Vice Principal, Heads of the Departments and staff.

The activity successfully implemented based on strategic planning and development in recent time is promotion of Research Culture in the institution.

Research and Development

Research is an integral part of teaching-learning as it contributes significantly towards knowledge building and sustainable development. Hence the institution intended to promote research culture in the college. As the first step in this direction, Research Advisory Committee was constituted under the chairmanship of Prof. H.A. Ranganath, distinguished researcher, highly acclaimed academician and Former Director, NAAC.

Strategies and policies for research and development are largely taken by the Research Advisory Committee. The institution has a well formulated research policy and has set up Research Centre. It encourages both faculty and students to take up research projects by providing financial assistance. The institution subscribes to research journal and also e-journals through INFLIBNET which is made accessible to all the faculty and students.

The College has formulated well-conceived research policies. One of the policies of the institute is to support research by the faculty members by granting TA/DA, OOD facility and financial assistance to attend Seminars/Conference / Paper Presentations.

- 11 MRPs by the faculty completed, 6 MRPs and 9 Minor Research Student Projects are ongoing.
- 18 Minor Research Student Projects are completed - beyond curriculum
- All the projects are funded by the management to the tune of Rs. 10 Lakhs.
- In-house refereed research journal VIDWATH is published by Research Center.
- Staff are encouraged to register for Ph.D. As a result of which 08 teachers are pursuing Ph.D and 06 faculty members have been awarded Ph.D during the assessment period.
- Students are also encouraged to present papers in seminars and conferences, 3 students have got the 'Best Paper' Awards
- The college has also organized an Inter-Collegiate Paper Presentation Competition- WISSEN for PG Students as an Annual event.
- Books authored by Dr.K. Ramanand are published by the Research Centre.
- Several conferences and seminars have also been organized by the college.

File Description	Document
Upload any additional information	View Document
strategic Plan and deployment documents on the website	View Document
Paste link for additional information	View Document

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

Response:

Sindhi College, Bangalore was established in the year 2002, under the aegis of “Sindhi SevaSamiti”, a philanthropic organisation managed by the Sindhis with, "Service to human kind" as their motto. The Board of Management and Committee of Office Bearers constitute the top management and is responsible for framing the policies of the institution.

The Principal is the head of the institution responsible for implementing the policies of the Board of Management, University and State Government. He regularly monitors the day to day activities of administration and academics of the institution. He is ably assisted by Vice-Principal, Heads of the Departments, the faculty, non-teaching staff, Placement Officer, Librarian, Physical Director and Facility Manager.

Heads of the Departments monitor day to day activities of the department and also strategise, conceptualise and execute various departmental activities. Heads of the Departments prepare the calendar of events, budget and enjoy the academic, administrative autonomy as regards the departmental activities are concerned.

Faculty also contribute significantly to the development of the institution by serving on various committees and giving their valuable suggestions. Decentralised governance and participative management practices are meticulously followed in the institution. Office and supporting staff are assigned responsibilities based on their designation.

Service rules, procedures, recruitment and promotional policies

The Management has brought out well defined HR policy in the institution. The HR Policy includes service rules, recruitment and promotional policies as per the UGC guidelines and the University. Job description manual which clearly specifies roles and responsibilities of each personnel is framed and circulated to all the staff members.

Grievance Redressal Mechanism

Grievance Redressal Cell is an integral part of the college with an objective of maintaining a harmonious atmosphere and building positive approach in students. Students' grievances, if any, are redressed by the committee. The committee is chaired by the Principal, ably supported by the Vice Principal and faculty members.

The cell enables students to effectively deal with problems and issues and thereby empowers them to make right decisions and deal more effectively with their personal issues. It helps students to alleviate distress, enhance wellness, utilizing their best potentials and facilitate their achievements. The committee listens to the students' concerns with empathy and responds in a non-judgmental way and the process is confidential.

File Description	Document
Upload any additional information	View Document
Link to Organogram of the Institution webpage	View Document
Paste link for additional information	View Document

6.2.3 Implementation of e-governance in areas of operation

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

Response: A. All of the above

File Description	Document
Screen shots of user interfaces	View Document
ERP (Enterprise Resource Planning) Document	View Document
Details of implementation of e-governance in areas of operation, Administration etc	View Document
Any additional information	View Document

6.3 Faculty Empowerment Strategies

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

Response:

Response:

Sindhi College strongly believes that human resource planning and development plays a key role in the sustainable development of the institution. Hence, it has instituted several measures to support and strengthen the human resource in the college. The services rendered by the staff are recognized and rewarded by the management through various welfare measures.

Following are the welfare measures implemented in the Institute towards maintaining a healthy Employer-Employee relationship:

Financial Support

- Funding Minor Research Projects
- Interest free Loans
- Leave Encashment

- Earned Leave Encashment
- Interest on Staff Security Deposit
- Gratuity
- Ph.D. incentives
- Loyalty Bonus
- PF Contribution
- Reimbursement of registration fees for Seminars/Workshops/Conferences.
- Providing TA and DA for Paper presentation in Conferences/ Seminars.
- Laptop at subsidized price.
- Fee concession for children of staff studying in Sindhi Institutions.

Non- Financial Support

- Group Medi-claim Insurance
- OOD facility for research related works and University assignments.
- Promotion Policy defined
- Annual Staff Trip
- Celebration of Teachers Day and giving mementos and gifts on the occasion
- Maternity and Paternity Leaves

Note: Documents for five years are available in the college office. Sample copies under each head are uploaded for your kind information.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.3.2 Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 74.5

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
25	27	26	24	29

File Description	Document
Upload any additional information	View Document
Details of teachers provided with financial support to attend conference, workshops etc during the last five years	View Document

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Response: 4.6

6.3.3.1 Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
4	5	3	6	5

File Description	Document
Upload any additional information	View Document
Reports of the Human Resource Development Centres (UGC ASC or other relevant centres)	View Document
Reports of Academic Staff College or similar centers	View Document
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff	View Document

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

Response: 79.88

6.3.4.1 Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
33	32	24	27	26

File Description	Document
Upload any additional information	View Document
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View Document
IQAC report summary	View Document
Details of teachers attending professional development programmes during the last five years	View Document

6.3.5 Institutions Performance Appraisal System for teaching and non-teaching staff

Response:

The Self-performance Appraisal System has been adopted in the college for both teaching and non-teaching staff (Office, Accounts and Administration). The self-appraisal form consists of various parameters related to their roles and responsibilities. The self-appraisal forms are collected and assessed from the staff annually by quantifying the parameters. The marks secured in the quantifying process are considered as one of the yardsticks for sanctioning annual increments to the staff.

Various Steps involved in the process of annual appraisal are as follows:

1. The staff member fills the appraisal form every year and submits to the concerned Head of the Department or immediate superior.
2. After going through the details furnished by the staff member, the Head of the Department records his observations and opinion and forwards it to the Principal.
3. The Principal after the receipt of the form convenes one-to-one interactive meeting with the staff member. The strengths, weaknesses and measures to overcome the weaknesses are discussed with the staff member. Good work is also appreciated. Valuable suggestions from the staff are also noted for the strategic planning of the institution.
4. The final decision on the performance is taken by the Principal and the same is brought to the notice of the management.
5. The recommendation of the Principal which includes the marks secured in the quantification process is considered for granting annual increments.

Good performance is rewarded.

Note: Samples are uploaded. Documents are available.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

The institution has adopted a robust mechanism for the conduct of periodic internal and external audits every year. All the Bills, Vouchers, Journal entries and Accounts are scrutinized by Internal Auditors Team appointed by the Management, almost on a daily basis (2 to 3 times a week).

The Internal Auditors team also scrutinizes all the accounts, Bills, Salaries, Vouchers, Leave records etc., on a monthly basis. The internal auditors team is headed by Certified Chartered Accountant. The Annual Financial Audit of the institution, sister-institutions and the Samiti are carried out by an external auditor appointed by the Management.

Thus a robust financial audit mechanism is adopted in the institution. The queries raised by the audit team are clarified on either daily/ monthly basis by the Accounts Department, Principal and the Management. Most of the queries raised by the audit team are attended to before the commencement of the audit.

File Description	Document
Paste link for additional information	View Document

6.4.2 Funds / Grants received from non-government bodies, individuals, philanthropers during the last five years (not covered in Criterion III)

Response: 48.36

6.4.2.1 Total Grants received from non-government bodies, individuals, Philanthropers year wise during the last five years (INR in Lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
3.3	0.35	16.12	18.12	10.47

File Description	Document
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the last five years	View Document
Any additional information	View Document
Annual statements of accounts	View Document

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

Response:

Response:

Our institution is a fully self-financing college. Hence, the major source of funding is fee collected from students. Besides, the funds are also received from individuals, philanthropists and through sponsorship for some of the events. Scholarships under various heads like Government of India, SC/ST scholarships, Scholarship for Backward classes, Minorities, Physically handicapped are received from Government.

Scholarships are also provided by the Management. Any short-falls in finances is met by Sindhi Seva Samiti, Sponsors of the institution (Management).

The funds so generated are utilized for the following purposes on a priority basis and as per the budgetary provisions made:

- Disbursement of Salaries to the staff
- Infrastructure Development like Purchase of Equipments, Computers etc.
- Minor repairs and maintenance of the infrastructure.
- Purchase and maintenance of furniture.
- Office expenses
- Printing and Stationery
- Conduct of various academic, co-curricular and extra-curricular programmes.
- Miscellaneous expenses.

The funds are utilized optimally keeping pace with the development of the institution.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Response:

Response:

The institution has an Internal Quality Assurance Cell (IQAC) constituted as per the NAAC guidelines and strengthened from time to time. The objective of this committee is to improve the overall quality of

Academic, Administrative functioning and other activities of the institution in accordance with Vision & Mission and to internalise quality culture and institutionalise best practices.

The committee periodically reviews the outcome of various academic and administrative departments. It continuously contributes in formulating and implementing various quality policies, initiatives and processes.

Two examples of Best Practices institutionalised as a result of IQAC initiatives are

Best practices – 1: Curriculum Enrichment

Institution not only caters to students' academic requirements through insight-filled class room teaching, but also through quality enrichment programmes in order to enhance holistic development of the students.

- To bridge the gap between industry and academia, to make students industry ready and employable, the Institution has initiated several measures by introducing Value Added / Certification Programmes as per the current requirement of employment market.
- Cross cutting issues like Gender, Environmental Sustainability, Human Values and Professional Ethics, find an ample space when it comes to adoption in the curriculum. Apart from the syllabus related to the cross cutting issues being integrated into the curriculum, adequate measures taken by the institution are in place with regard to sensitising students towards such issues. There are various committees such as Women Empowerment Cell, Anti Sexual Harassment Cell, Grievance Redressal Cell , NSS, NCC and Eco Club which take care of the issues and create awareness in addition to the exclusive syllabi design in the curriculum
- To incorporate practical exposure in the curriculum, industrial visits, field visits, internships are organised.
- Expert Sessions by academicians / Industry experts are organised at regular intervals to enhance subject knowledge.
- To inculcate research culture among the students, MRPs/Survey Based Research Projects & Research Paper Presentations encouraged and financially supported through college Research Centre as initiative beyond curriculum.

Best practices – 2: Faculty Professional Enrichment

The institution believes that teaching is a continuous learning process and mandatory to upgrade and update knowledge through various initiatives

- In order to provide a platform for the faculty to update their knowledge and exchange views with peers, college organises International, National, State, University level Seminars, Workshops and FDPs on a regular basis.
- Research Centre was established in 2016 to promote research culture, INFLIBNET installed with access to e-books and e-journals.
- Research Advisory Committee constituted.
- The faculty members are:

-Encouraged to pursue Ph.D

-Motivated to take up research projects through funds granted by the institution,

-Assisted financially to attend conferences, seminars and present research papers to keep themselves abreast of latest developments in their respective fields.

- In-House Research refereed Journal titled “VIDWATH” published
- To share the knowledge and to promote academic ambience in the institution, Staff Colloquium introduced.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Response:

Response:

Continuous development is attempted through IQAC at periodic intervals. IQAC is responsible for directing, developing, providing and implementing guidelines to review curricular, instructional, teaching and learning materials. The IQAC is in charge of conducting semester-wise reviews of the results of all batches and providing an assessment of the academic outcomes in the departments. Student feedback is done periodically to assess the teaching process. This mobilizes the faculty and students to be more experimental and result-oriented in their teaching-learning activities.

1. Review of Teaching -Learning Process and its Outcomes:

Evaluation is an integral part of the teaching-learning process. Continuous assessment is an important component of the semester system, which encourages the students to work cohesively to attain desired results. The college conducts internal examinations regularly and evaluation is followed as per the university guidelines. The college examination committee intimates well in advance the schedule of examinations to students and faculty. Consequent to the evaluation of the test papers, answer scripts are perused by the students; the faculty offers constructive feedback to improve grading in the university examination. The PTM is conducted periodically to intimate ward's performance in academics. Apart from internal examinations; class tests, surprise tests, subject wise assignments are in practice. Learning outcomes of each programme and course are defined and evaluated at the end of a semester.

Students' feedback significantly showcases the quality of teaching-learning process. Format of the feedback is prepared by IQAC. Students' feedback on teaching is collected, consolidated, analysed and discussed with faculty and necessary measures are taken to enhance teaching-learning process.

IQAC has brought a change in the student feedback process by implementing online feedback system through DIGITA CAMPUS Portal.

To nurture a culture of continuous improvement a new system of faculty self assessment is introduced through video graphing of lectures.

2. Review of Structures and Methodologies of Operations:

Institution has a well structured academic planning and systematically implements the same as per the calendar of events. Before the commencement of the semester, Heads of the Departments allot subjects as per teacher's competency. Faculty member prepares course plan, session plan and lesson plan as per the academic schedule. Time Table Committee prepares timetable and the same is circulated to faculty and students through college Notice Boards, Website and Digita Campus. For first year UG students bridge course is conducted in subjects like Accountancy and Mathematics for non-commerce students in B.COM and BBA and Computer Science and Electronics for non science students in BCA and B.Sc. Based on the students performance in Internal Examinations, slow learners are identified and remedial classes are held. The College conducts quiz, seminars, group discussions, guest lectures etc to supplement classroom teaching. Study materials and question banks are mailed to students' mail ids and also sent through Digita Campus.

Thus IQAC has effectively implemented initiatives to enhance teaching-learning process.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

6.5.3 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
2. Collaborative quality initiatives with other institution(s)
3. Participation in NIRF
4. any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

Response: B. 3 of the above

File Description	Document
Upload e-copies of the accreditations and certifications	View Document
Upload details of Quality assurance initiatives of the institution	View Document
Upload any additional information	View Document
Paste web link of Annual reports of Institution	View Document

NAAC

Criterion 7 - 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 last five years.

Response:

Gender equity and sensitisation is imbibed in the unique work culture, healthy traditions and cultural ethos of the Institution and its neighbouring community, as is evident by the following:

Curricular activities: The following subjects have various topics that envision and empower the students in relation to gender issues: 1) Environment and public health 2) Culture and diversity 3) Science and society 4) Business Ethics addressing Personal ethics etc.

Co-curricular activities:

- **Women Empowerment cell** organises various programmes like guest lectures, Interaction with gynaecologist, celebration of International women's day, National level seminars, motivational speeches from women achievers and other welfare activities to promote gender equity and sensitization.
- Various programmes like self-defence training, interaction with legal experts about legal remedies for sexual harassment and other awareness programmes have been organised by **Anti-sexual harassment cell** which also acts as a complaints and redressal body.
- During the Annual Blood Donation Camp both staff and students are provided with opportunities to know their blood group, HB level and myths about donating blood are also clarified.
- **Girls NCC Cadets and NSS Volunteer** are part of the organising committee of blood donation camp, medical camps, gender sensitivity programme organised by the unit.
- More than 60% of the faculty members are women who are actively involved in all committees responsible for planning, organising directing, controlling and decision making process.
- **Students Governing Council** of the college consists of both boys and girl students right from class representatives to the post of secretary.
- Equal representation and equal opportunity for girl students in various active units and departments of the college like NSS, NCC, Placements, Sports have been envisioned and are religiously practised.
- During annual sports meet separate events are organised to accommodate women staff members & girl students.
- Anti-Ragging Cell, Grievance Redressal Cell and Discipline Committee also function in line with principle of gender equity.

Facilities for women:

- Presence of women attendants outside girls' rest rooms is ensured. Separate rest rooms are maintained for students & staff with periodical maintenance to ensure health & hygiene
- Sanitary napkin vending machines have been installed in the girl's restroom and simple eco-friendly sanitary napkin incinerators also have been installed to ensure health and hygiene of girl students.

- Women employees are provided with maternity leave.
- Female physical education director has been appointed to motivate girls to take up sports as a career choice.
- College provides infirmary to rest in case of medical emergencies or sudden sickness for girl students.

Safety and security:

- The college has posted sufficient, well-trained and vigilant security guards at the entry gate and various other places of the College to offer protection for all the women students and faculty.
- 107 CCTV surveillance systems are also established to take account of any ragging or eve-teasing in the premises.

Counselling:

- Mentoring system is followed.
- Active counselling cell offers emotional support to students

Common rooms:

- Girls' common room has been allocated where the girl students can spend their time with their peer group.

File Description	Document
Link for annual gender sensitization action plan	View Document
Link for specific facilities provided for women in terms of: a. Safety and security b. Counselling c. Common Rooms d. Day care center for young children e. Any other relevant information	View Document

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment

Response: C. 2 of the above

File Description	Document
Geotagged Photographs	View Document
Any other relevant information	View Document

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

Response:

It is the predominant motive of the Management to not only maintain the pristine purity and beauty of the Institution but also to provide an atmosphere that is conducive to the conservation and protection of the natural resources which is effected through various awareness programmes and waste management initiatives.

Solid Waste Management:

Organic waste management-

- Waste generated in canteen, such as kitchen waste, vegetable scrap ,dry leaves are collected and filled in a vermicomposting pit
- Over a period of 3 months, 2 pits of compost are generated which is used as a bio fertiliser for the garden in the College.

Inorganic waste management-

- Rubble generated at the time of repairs and renovation of physical facilities, old furniture, dismantled/discarded plywood, glass, aluminium/ steel channels, broken benches desk, podiums, carton boxes and other packaging materials are collected and sold as scrape and the proceeds so realised are deposited in the Accounts Department.
- Newspapers, old books, magazines, very old answer books are sold and proceeds are deposited to the college account and single sided papers are utilised for internal use.

- Paper cuttings of newspapers carrying relevant articles and pictures of significance are collected and displayed on the notice board for enhancing student knowledge and eventually such cuttings are filed and maintained.
- Suitable containers labelled as “Dry waste “, “Wet waste” and “E-waste” are used to enable segregation of waste at the point of collection itself. The dry waste is regularly collected by the BBMP local Government responsible for civic amenities while wet waste goes to Vermicomposting pit

Liquid waste management system-

- The liquid waste generated in the campus is managed through well planned and efficient drainage systems.
- Wastage of water through unnecessary leakage and wastage is reduced through a proactive, vigilant and well trained housekeeping team and through high quality water management system in accordance with the needed standards.

E-Waste Management-

Electronic goods are always put to optimum use; the minor repairs and defects are set right by the Laboratory assistants and teaching staff themselves; and the major repairs are handled by the System administrators and are reused .Different types of E-waste generated in the college are damaged CDs, CPUs ,hard disks, monitors, key boards and Cartridge etc. The institution gives away E-waste to external recycling agency

Other Initiatives enabling waste management:

- Boards with meaningful slogans and suitable instructions are displayed to enhance environmental consciousness among the students as well as stakeholders
- Rain water harvesting unit has been installed.
- Solar powered LED lamps have been installed.
- High quality and power saving technical systems with high standards have been installed with timely and effective maintenance services to avoid unnecessary wastage of energy.

Waste recycling system:

A unique event where in students are given opportunity to exhibit creativity using waste materials was organised. Artistic products were produced out of waste and recyclable materials were sold to interested parties. This event nurtured entrepreneurship, wealth creation, creativity and eco-sensitivity among the students.

File Description	Document
Any other relevant information	View Document
Link for Geotagged photographs of the facilities	View Document

7.1.4 Water conservation facilities available in the Institution:

1. Rain water harvesting
2. Borewell /Open well recharge
3. Construction of tanks and bunds
4. Waste water recycling
5. Maintenance of water bodies and distribution system in the campus

Response: C. 2 of the above

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

7.1.5 Green campus initiatives include:

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. Landscaping with trees and plants

Response: B. 3 of the above

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

7.1.6 Quality audits on environment and energy regularly undertaken by the Institution and any awards received for such green campus initiatives:

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

Response: C. 2 of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	View Document
Any other relevant information	View Document

7.1.7 The Institution has disabled-friendly, barrier free environment

1. Built environment with ramps/lifts for easy access to classrooms.
2. Disabled-friendly washrooms
3. Signage including tactile path, lights, display boards and signposts
4. Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment
5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

Response: A. Any 4 or all of the above

File Description	Document
Policy documents and information brochures on the support to be provided	View Document
Geotagged photographs / videos of the facilities	View Document
Any other relevant information	View Document

7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).

Response:

The institution has devised open admission policy, wherein all students who intend to study in the institution are admitted without any regional, language or gender discrimination. The only criterion for admission is that the student must have qualified in the previous examination with passing marks in all subjects.

College conducts various sports and cultural activities to promote harmony and togetherness. Commemorative days like Women's day, Yoga day, Youth day, Library day, teachers' day, etc. along with many national festivals like Independence day, Gandhi Jayanthi, Republic day etc., are celebrated to promote cultural unity and also to instil patriotic fervour among the students. This establishes positive interaction among students of different culture and linguistic backgrounds.

The Anti-Sexual Harassment Cell, Anti-Ragging Cell, Grievance Redressal and Counselling cell adopt strategies for resolving disagreement, if any, for all without considering one's socio-economic

background.

The NCC, NSS and Student Governing Council of the college recruits interested students by providing prior notification about the admission into these cells. Later, dedicated and committed students are selected to discharge their responsibilities without considering the socio-economic or the linguistic background of the students.

Students and Faculty health insurance benefits are provided for all without discriminating anyone on the basis of gender, caste, culture, language, etc.

Human Rights Cell of the college is vigilant and ensures that human rights are not violated at any stage in the academic tenure of the students

To establish uniformity and equality, the institution has formulated the code of ethics by implementing compulsory uniform for the students on all Mondays and Thursdays- this again ensures inclusive approach which is strictly adhered to by the institution.

Strategies are adopted to create productive and inclusive climate. We as educators do not intentionally exclude anybody from the educational experience.

Inclusive teaching-learning includes teaching strategies and evaluation practices that cultivate a learning environment where all are treated equally, having equal access.

Establish a Positive Climate for Learning

Institution facilitates engagement- to promote inclusivity, and to establish a positive climate for learning:

- We encourage collaborative understanding through the conduct of cultural extravaganza, Cresindo- an inter-collegiate mega cultural event and classroom activities also aim at involving all the students in various activities conducted by the faculty.
- We commit ourselves to create and maintain a community in which all can work together ,so as to instil sense of togetherness in an atmosphere free from discrimination.
- We affirm the right to and the importance of a free exchange of ideas at Sindhi college within the bounds of courtesy, sensitivity and respect.
- All students are provided with clear standards of evaluation criteria, straightforward comments on

their work are delivered with tact and empathy.

- Institution establishes processes to receive feedback on the teaching, infrastructure, etc. from all, to improve the quality of education catered and review comments and validate their perspectives.

File Description	Document
Link for any other relevant information	View Document
Link for supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View Document

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Response:

Sensitization of students and employees of any institution to the constitutional obligations is truly important and makes them realize their prime responsibilities. Therefore, the universities and institutions play a pivotal role in imbibing a basic sense of social responsibility among students and employees as responsible citizens of India. In this direction, the Bangalore University and Bengaluru Central University in its curriculum for the students of all courses have included subjects like Indian Constitution which includes our preamble, fundamental rights and responsibilities etc. Personality Development covering honesty, morals values etc. and Business Ethics including Personal Ethics, Karma Yoga, Corporate Social Responsibility, Corporate Governance etc.

Human Rights Cell is an exclusive and unique cell established in the college to sensitize and empower the students on the significance of protecting human rights guaranteed by our Constitution.

The following are some of the major activities/programmes conducted by the college from time to time which enables the students to understand social values like tolerance, non-violence, cultural harmony, linguistic and communal harmony etc,

- National Youth Day Celebrations commemorating the birth anniversary of Swami Vivekananda.
- Special lectures by eminent personalities from Gandhi Bhavan, Bengaluru on Gandhian values.
- Special programmes by renowned Swamijis from Ramakrishna Ashram and other popular places enlightening about the life and works of Swami Vivekananda.
- Special lecture series by the language departments on life and works of famous writers including Jnanapeeta Awardees in Kannada Literature.
- Celebration of national festivals.
- Birth anniversary of great personalities like Mahatma Gandhi, Dr B R Ambedkar, Swami

Vivekananda and others.

- Distribution of booklets on Gandhian thoughts to the students including Sindhi High School located at Hebbal and K K road, Bengaluru.
- Blood donation camps every year in association with the Lions Club, Bengaluru.
- Awareness programme on drug abuse, alcoholism, smoking cigarettes, chewing of tobacco, gutkas and pan masalas by renowned doctors and police officers.
- Naming of trees in Coffee Board Park near the college to create awareness of environmental protection.
- Visit to old age homes.
- Meatless day.
- Eco friendly Deepavali programme.
- Participation of NSS volunteers in the National Integration Camp and rally to create awareness about voting Rights.
- Vanamohatsava
- NSS and NCC annual camps.
- Women empowerment and Anti-Sexual Harassment Cells are active in the college conducting several seminars, group activities, guest lectures etc. related to gender issues.
- Mentoring system.

Thus, the value based education is ubiquitous in the college and holistic development of students empowering them to become globally competent, confident and responsible citizens who value education as a lifelong process.

File Description	Document
Link for any other relevant information	View Document
Link for details of activities that inculcate values necessary to render students in to responsible citizens	View Document

7.1.10 The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.

- 1. The Code of Conduct is displayed on the website**
- 2. There is a committee to monitor adherence to the Code of Conduct**
- 3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff**
- 4. Annual awareness programmes on Code of Conduct are organized**

Response: A. All of the above

File Description	Document
Details of the monitoring committee composition and minutes of the committee meeting number of programmes organized reports on the various programs etc in support of the claims	View Document
Code of ethics policy document	View Document
Any other relevant information	View Document

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Response:

Ever since the inceptions of the college, it has been striving to achieve highest standards in all dimensions. It is not only the quality of teaching, aesthetic aspects of life is also nurtured and efforts are being made to make the graduated students as responsible and socially conscious citizens of the country.

In this direction celebration of national and international commemorative days, events and festivals are observed. The objective is to enkindle patriotism and motivate students to reach greater heights.

Following are the festivals and anniversaries organised by the institution:

- Independence day (15th august)

Independence Day reminds us the sacrifices made by the great leaders of this country.

- Republic Day (26th Jan)

Republic Day is the Day to remember the efforts taken to build the Nation as one despite cultural, religious and linguistic differences. College takes pride in celebrating RD to imbibe the patriotism among the students and staff. The event educate the present generation of students about the significance of RD and the Constitution.

- National Youth Day (12th Jan) Every year Jan 12th is celebrated as National Youth Day. It is observed to commemorate the birth day of Youth icon Swami Vivekananda. College NSS unit organise this event to instill the ideals of Vivekananda. Lectures, videos and articles related to the life and achievements of the monk are used to motivate the youth.

- International Day For Yoga (21st June)

Ever since Prime Minister Narendra Modi lauched International Day for Yoga, 21st June is observed as “Yoga Day”. Students and Staff members assemble at College Indoor stadium and practice Yoga and Pranayama.

people.

- Ambedkar jayanthi (14 April):-

Dr. B.R.Ambedkar’s life and his contribution to this nation is always an inspiration to young minds. The difficulties he faced during early childhood due to social atrocities that he was subjected to and the academic achievements stand as a colossal.

- Mahatma Gandhi jayanthi and Lal bahadur shastri birth anniversary:-

October 2nd of every year is a day to remember. Mahatma Gandhi is embodiment of ahimsa, sathyagraha, righteousness, etc.

- Woman’s Day (08th March) International Women’s Day is celebrated by women Empowerment Cell of the college. The objective of the programme is to sensitize the students about gender equity and equality. The Cell organize several events and activities to commemorate this date by organizing conferences, seminars, skits, counseling by health experts on women health and hygiene.

- Meat less Day(25th Nov)

Every year 25th Nov is observed as meatless Day. It is observed of commemorate the birth day of great, non-communal spiritual leader Sadhu Vaswani. World is moving towards healthy food and lifestyle correction. Fruits and vegetables have become order of the day to stay healthy and fit.

File Description	Document
Link for Geotagged photographs of some of the events	View Document
Link for Annual report of the celebrations and commemorative events for the last five years	View Document
Link for any other relevant information	View Document

7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Response:

1. Title of the Practice

Scholarships for meritorious and needy students

1. Objectives of the Practice

- To enhance accessibility of higher education
- To reduce dropout rate among students belonging to economically weaker sections of the society
- To encourage meritorious students to pursue higher education
- To encourage achievers in the field of sports extracurricular activities.
- To assist students belonging to deprived sections of the society to pursue higher education

1. The Context

Accessibility is one of the prime concerns in the field of higher education in our country. This issue needs to be addressed by all the stakeholders. We are aware of the fact that despite measures initiated by the government, Gross Enrolment Ratio (GER) in higher education is only 26 which is far below compared GER in advanced countries. Many dropouts occur from the intermediate level to graduate level due to several reasons, mainly due to financial problems. Realising this fact, the management instituted practice of awarding scholarships and freeships to students belonging to economically weaker sections and deprived sections of the society.

Further, our institution is located at Kempapura, Hebbal, where a sizeable population belong to middle and lower middle class sections of the society. As per the data available with us, about 30 of the parents' annual income is less than Rs.1 Lakh. Sindhi Seva Samiti started this institution with a philanthropic objective of providing quality education at an affordable cost. It has also inclusive policy as its guiding mandate. Hence, in order to provide financial assistance to students belonging to economically weaker deprived sections of the society, the management has taken very conscious decision to provide scholarship to such students. Besides, encouragement need to be given to merited students and achievers in different fields. Hence, scholarships are also awarded to meritorious students, achievers in sports and extracurricular activities.

1. The Practice

At the time of admission, meritorious students are given scholarships based on the percentage of marks scored in the qualifying examination as detailed below:

Merit Scholarship

Percentage of Marks	% of Scholarship
70%-79%	10%
80%-89%	20%
90%-95%	30%
More than 95%	40%

To encourage sports, sports achievers are given scholarship as detailed below:

Sports Scholarship

Level	% of Scholarship
University/State	40%
National	50%
International	60%

Apart from the above, 10% scholarship is given to the students belonging to SC/ST, children of defence personnel teachers. Applications for merit-cum-means scholarship are invited from the meritorious needy students. The management conducts interview along with the parents to assess the needs of the students. The quantum of scholarship is decided by the management casewise.

1. Evidence of Success

Scholarship sanctioned to various categories of students during 2018-19 is detailed below:

Name/ Title of Scheme	Number of Students	Amount in Rupees
Merit	313	25,42,555
Sports	9	3,14,700
Minority	19	1,26,790
Sindhi Community	7	79,045
SC	33	2,01,990
ST	12	81,150
Economically Backward	45	7,25,930
Total	438	40,75,160

The above students, who otherwise would have dropped out from the course, successfully completed the course. We have the satisfaction of providing education to such needy students.

1. Problems Encountered and Resources Required

No problems were encountered

Best Practice 2 :**1. Title of the Practice**

Curriculum Enrichment through Value Added Programmes

1. Objectives of the Practice

- To provide learner-centric skill oriented programmes
- To enhance competence level and hence employability of students
- To provide knowledge to students in subjects having relevance in the present context
- To provide students an understanding of the expectations and needs of the industry

1. The Context

It is often said by the industrialists also policy makers that there is a wide gap between what is taught in the classroom what is required in the industry. Majority of the students passing out of the portals of colleges lack employability skills, as a result of which they find it difficult to get jobs in the market. There is a dire need to bridge this gap. Hence, it is essential for higher educational institutions to supplement/ enrich the curriculum to make the students better prepared to meet the industry needs and develop their own interest and aptitude as well. Keeping this in mind, the management has decided to conduct value added / certificate programmes at their expense. The duration of the course is about 30-40 hours of instruction.

1. The Practice

Every year, before finalising the value added programmes (VAP) for the year, a detailed study is made by the Heads of the Departments the Faculty by consulting peers, employers, alumni students. Based on these consultations, value added programmes are selected having relevance to the discipline. Service providers having the requisite expertise are identified MOUs signed. Syllabi are prepared jointly by the service provider the faculty. Classes pertaining to value added programmes are conducted either before or after the class hours or during the semester breaks.

1. Evidence of Success

During 2018-19 the following value added programmes were conducted. The details are as follows:

Name of the Certificate Course	Duration(in Hours)
Core Java and Web design	40
PCB Designing and Prototyping	15
Python Programming	15
ERP-SAP	40
IBM Analytics	40
Dot Net	40
Campus Recruitment Training Program	40
Tally ERP 9.0	40
Digital Marketing	40
CCNA Training	40
Network Security	40
Business English Certificate(BEC) – for PG Students	36

As a result of these programmes it is noticed that placements level improved. Out of 130 students who opted for placements, 93 students were placed(72%).

6. Problems Encountered and Resources Required

It was really difficult to make the students attend these value added programmes. Attendance had to be made compulsory lot of counselling had to be done to convince the students to attend the classes. We were able to overcome this problem as evidenced by the fact that about 90 of the students attended the programmes. These students were benefitted by getting selected in campus placements. Financial resources required for the success of the scheme was met by the management.

File Description	Document
Link for Best practices in the Institutional web site	View Document
Link for any other relevant information	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Institutional Distinctiveness Promoting Student Development through planned student support service and providing state-of-the-art infrastructure Promoting well rounded personality amongst students through holistic approach is the principal mandate of an educational institution. A quality education should prepare students to face challenges of the world and groom them to become future leaders in their chosen field.

In order to achieve this objective, creation of proper learning ambience, providing proper student support services and good infrastructure keeping pace with the latest technological trends in the field of education

are essential.

The management has fairly succeeded in this direction by providing the following student support services and adopting certain measures which facilitate holistic development of students.

- Creating academic ambience conducive for learning and achieving academic excellence
- Conduct of bridge courses
- Conduct of remedial classes
- Encouraging students to participate in seminars, conferences, debates, group discussions club activities
- Adopting innovative teaching practices and learner-centric pedagogy
- Encouraging taking up minor research projects and also presenting papers
- Promoting leadership qualities and organisational skills through Student Governing Council
- Imbibing life skills
- Participation in co-curricular and extra-curricular activities
- Placement assistance
- Grievance Redressal Cell
- State-of-the-art Infrastructure
- Indoor sports stadium of high standard
- Good library and laboratory facilities
- Personal accident insurance to all students
- Scholarships All out efforts are being made to facilitate holistic development of students

We very humbly place on record that all the three components of Education namely **Knowledge, Skill and Values** are given equal importance. Good academic ambience prevailing in the institution facilitates Knowledge enhancement and achieving academic excellence.

Conduct of **Value Added Programme** ensures development of requisite Skill component among students. Value Based Programme promote leadership qualities, good behaviour, conduct and promote social responsibility that mould them to become responsible citizens of the country.

File Description	Document
Link for appropriate web in the Institutional website	View Document
Link for any other relevant information	View Document

NAAC

5. CONCLUSION

Additional Information :

MILESTONES OF SINDHI COLLEGE

2002

Inauguration of the Institution

Commencement of B.Com

2003

Commencement of BBM

2007

Introduction of BCA

First Inter-Collegiate Cultural Fest 'Cresindo'

2012

Phenomenal increase in strength

First Alumni Meet

Introduction of more no. of VAP

2013

First National Level Seminar & International Confluence and panel discussion.

First Job Fair "Azure"

Signed MOU with TCS for Retail Analytics programme

Commencement of NSS unit

2014

NAAC accreditation

Introduction of BSc and M.Com

First National Seminar conducted by Language Departments

2015

Permanent Affiliation granted by Bangalore University

Introduction of Cambridge Assessment Programme (BEC)

2016

Inauguration of Sindhi Research Cell & Science Club

Commencement of NCC wing

NSS signed MOU with SSSAK

Enhancement of seats in B.Com and BCA

Conducted Inter-collegiate tournaments at International Standards-Basketball and Cricket

Renovation of Auditorium and Indoor Stadium

Scored 80 marks in LIC Evaluation

First National Conference under Women Empowerment Cell.

2017

Renovation of Library and Principal's chamber

International conference in Hindi Change of College name from Sindhi College of Commerce to Sindhi College

Commencement of M.Com(FA)

VAP in Foreign Language-French

H R policy published

17 Faculty MRPs approved

2018

Publication of in-house Research Journal Vidwath

Recognition by UGC under 2(f) and 12(B)

Commencement of B A

ISO 9001-2015 recognition

Alumni Association Registered

Commencement of IBM certified Business Analytics and Google

Certified Digital Marketing Value Adds

IPR cell constituted

12 students Minor Research projects completed

6 students Minor Projects on-going

State Level workshop on ' IPR in India' in collaboration

With Cipra, NLSIU and BUFGA was organized

Naming of trees with their Botanical names and Medicinal uses carried out at BBMP park

Building of class room in Government primary school at Dasegowdanadoddi- Ramanagara- with support from staff

Students and Management initiated

Scored 80% at LIC- 3 consecutive years

Won first Prize in Firing by NCC Unit for Goa and Karnataka unit

Digita Campus installed

Received Award by SSSAK

Inter-Collegiate Paper presentation competition conducted

Concluding Remarks :

Sindhi college, has in the last one and a half decade, evolved into one of the benchmark educational institutions in Bengaluru city and parts of Southern India, creating an indelible mark on the canvas of higher education. All through its phase of growth and development, it has never lost the sight of its vision, mission and objectives and continued to be steered by the spirit of equity, accessibility and

relevance. It has succeeded in grooming young talented students to become researchers, entrepreneurs, academicians, professionals and more importantly responsible citizens of the country.

This self study report is truly reflection of our efforts in sustaining and enhancing quality since the first cycle of accreditation. Sincere attempt has been made to portray a very comprehensive picture of the overall performance, achievements and activities in realising the defined goals and objectives of the institution.

The IQAC has created the roadmap for the growth and development of the institution with “Quest for Quality Sustenance and Enhancement” as its prime mandate. Different stakeholders have been brought together to make the entire process participatory and decentralised.

In conclusion, we would like to say that our journey was though intensive and hard, had been a rewarding and fulfilling experience.

NAAC