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St Aloysius College (Autonomous)

Self Study Report

NAAC Re- Accreditation : Third Cycle

December - 2014

# SELF STUDY REPORT

## NAAC Re - Accreditation Third Cycle

St Aloysius College
(Autonomous)
Light House Hill Road
Mangalore - Karnataka

Submitted to
National
Assessment and
Accreditation
Council
Bangalore

## Volume - I

December 2014

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## Submitted to
## NAAC, Bangalore
## For Re-Accreditation – Third Cycle

## DECEMBER 2014

**ST ALOYSIUS COLLEGE (AUTONOMOUS)**
**MANGALORE**

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## A. PREFACE

St Aloysius College is an autonomous institution of higher education affiliated to the Mangalore University. A Catholic minority College, it is managed by Mangalore Jesuit Education Society, which is part of a Catholic religious order, Society of Jesus, founded by Saint Ignatius Loyola in the year 1541. The College, established in 1880, moved from a rented out building at Kodialbail, to the present location at the top of Light House Hill. A state of the art second campus was established in the year 2008 at Kotekar Beeri, 11 Km away from the main campus.

The College was conferred autonomous status in 2007. It was re-accredited in 2009 with 'A' grade with CGPA of 3.48 out of 4. UGC scheme of 'College with Potential for Excellence' (CPE) was renewed for the second period of five years in the year 2014. The College has been awarded "Star College" scheme by the Department of Biotechnology, New Delhi and "Community College" status by the UGC. Karnataka State Government has permitted to run the "Biotechnology Finishing School" (BTFS) programme. Human Resource Development (HRD) Ministry of the Central Government has declared the College as "Degree Awarding College".

In the year 2011, the College adopted Choice Based Credit System (CBS) in all Post Gradate programmes in order to offer students a broad-based education which would strive to prepare them to meet the challenges of an increasingly competitive world.

St Aloysius College is a major player in the educational arena in the Country, and so is committed to enhancing and sustaining quality parameters in order to ensure that students receive the best possible learning experience. The third cycle of reaccreditation and the process of preparing the Self Study Report (SSR) is a major move towards assessing the quality of the education imparted. Every stakeholder of the institution (staff, students, parents, alumni, industry) has been involved in assessing and reviewing the institution and in preparing the SSR.

From the start a methodical process was ensured. A new team for IQAC was set up five years ago, soon after the last accreditation, and coordinators for the preparation of SSR were appointed. They set up templates for data input. The actual analysis and evaluation of the data began a year ago. The writing process was carried out by different committees constituted by the Head of the Institution, and led by a senior member of the faculty. The completed report was again reviewed by the internal & experts, and the Steering Committee which then was sent to various departments for their perusal and comments.

The whole process has been an enriching and fulfilling one. It has given us insight into our strengths and weaknesses, opportunities and challenges, and

has served to give us a roadmap for the future. As we continue to build on our strengths and explore our ever-expanding possibilities for growth, we are committed to converting our weakness into strengths, and challenges into opportunities. The road ahead promises to be an exciting one as St Aloysius prepares itself to become a University.

Rev. Fr. Swebert D'Silva S.J.
Principal, St. Aloysius College (Autonomous),
Mangalore

31-12-2014

## B. EXECUTIVE SUMMARY

Located atop Idgah Hill, St Aloysius College, Mangalore is a 134 year old institution of higher learning (education) managed by the Mangalore Jesuit Educational Society (MJES). Guided by its motto '**Lucet et ardet**' which means **'Shine to Enkindle'** the college imparts education with a mission responding to the demands of the times and specific needs of the society taking into consideration the social, economic, political and administrative challenges. Today, St Aloysius College has around 5000 students on its role spread across two sprawling campuses and has attained reputation for its excellence, constant innovation, inclusiveness and service to the community. In preparation of its THIRD cycle of accreditation, the College prepared a Self Study Report (SSR) evaluating quality in terms of sustenance and enhancement during the last five years based on the seven criteria highlighting the key aspects under each criterion.

**Salient features**

St Aloysius College is affiliated to Mangalore University, Mangalore. It is an autonomous College since 2007. It is an urban multi faculty College comprising of 6 Under Graduate Programmes and 18 Post Graduate Programmes. The College is included under 2 (f) and 12 (B) of UGC. It is an Grant in Aid institution. It is also offers programmes on self financing basis.

The College has been given the status of 'College with Potential for Excellence' (CPE) by the UGC also for the Second phase. The College is awarded STAR College Scheme under DBT for the second phase. The College has been sanctioned Community College Scheme by UGC and the state government has given grants to the College to start Biotechnology Finishing School (BTFS). The College is recognized as a Degree Awarding College in principle by MHRD, Government of India, which is one among the selected 46 Colleges in the country.

**1. Curricular Aspects:**

St Aloysius College offers 6 Undergraduate (Bachelors) Programmes in Science, Arts, Commerce, Business Administration, Social Work and Computer Applications and 18 Post Graduate Programmes. It has two full fledged Research Centers offering Doctoral programmes (PhD) in 8 disciplines. The College imparts quality education in tune with its vision and mission of creating individuals with academic, social and emotional excellence. The College offers 5 Post Graduate Diplomas, 5 Diplomas, 22 Certificates and 16 Add-on programmes. These programmes enhance the skill component for the application of the core academic subjects as value added skills. Recognising the potential, relevance and innovation in curriculum, the College was granted Autonomy in 2007 by the State government. To achieve its stated ideology, the curriculum has been integrated with Foundation Courses in Value Education, Spiritual Formation, Human Rights, Indian Constitution, Gender studies, Environmental sciences and Social Sensitivity activities. The vision and mission of the College is reflected in the institution's commitment to provide quality education through innovative

academic programmes which, in turn, are efficiently sustained by intelligently evolved and effective administrative units and the student support services.

The curriculum is updated every three year and new academic programmes are strategically planned. The exposure of faculty to recent academic advances and feedback from students, parents, alumni and industries give the most adequate impetus for the design of syllabus, and its constant revision. Participation of stakeholders such as industry representatives, student representatives, meritorious past students and alumni in the Board of Studies help in designing the syllabus which will be approved upon discussion in the Academic Council and the Governing body of the College. The College has well established procedure in designing the curriculum and offers programmes in both traditional and emerging fields. In designing and revision of the curriculum, the guidelines of UGC, NAAC, University Review Committee, Autonomy Review Committee and Academic Audit Committee are considered.

The approach of the College towards the educational process is multipronged. The College strives to scale up classroom learning by conducting conferences, workshops, seminars, guest lectures by experts, project work, internship, field visits and industrial visits. Importance is given to preparing students for life outside the campus and motivating them to be men and women for others. The Courses developed by various departments also emphasize skill development and experiential learning. Industry – Academia interaction and MoUs with corporate sectors and research institutions have ensured that students obtain best possible exposure to multiple learning experiences. The Courses at the Undergraduate level are credit based while at the PG level it is under Choice Based Credit System. Utmost attention is paid to infuse an ideal mix of intellectual and skill acquisition component while designing the syllabus. Mandatory soft skill training is provided to the final year UG and PG students to ensure gainful employment. Introduction of updated computer papers at both UG and PG programmes have enhanced the employability of the students. Academic flexibility is ensured both at UG and PG levels. The Courses are designed taking global competencies as a frame of reference. Post graduate departments offer interdisciplinary papers. At the Undergraduate level, Departments of Commerce, BBM and BSW also offer interdisciplinary papers.

**2. Teaching, Learning and Evaluation:**

The innovative and creative teaching learning pedagogies implemented in the College make it a unique institution. The students admitted to the College hail from heterogeneous, multi-cultural backgrounds and over the past few years there is a significant increase in the number of OBCs, Minorities, first generation learners and girl students. Though merit is the main criterion for admission, the College's policy of '*preferential option for the poor'* has opened the doors to a large number of socially and economically backward students. The College liberalized its admission policy by enrolling women students in 1986 and presently women students equal the number of men students. The mechanism to review the admission process has brought in greater transparency in the admission. Outstanding achievers in sports and extracurricular activities are given preference in admission.

Faculty members employ a range of course-specific teaching learning strategies that optimize learning outcomes. Though the predominant mode used across the disciplines is the lecture method, other supportive methods such as peer teaching, guest lectures, role play, brain storming, documentary production, field survey, group discussion and student seminars are utilized to render the process learner-centric.

The wide range of teaching aids, hands-on learning experiences, field and industrial visits, project works, assignments, seminars, summer internship, dissertation writing and student-faculty programmes at the Postgraduate level offer students a range of avenues for maximising the effectiveness of teaching – learning process. Participatory activities are conducted in all the departments to enhance self management, knowledge management and skill acquisition. International, National and State level seminars and workshops are organized by various departments on an annual basis. Guest faculty are invited to give expert lectures.

ICT enabled teaching- learning and evaluation is widely used. All the buildings in both the campuses have Wi-Fi facility. Smart board and video conferencing facility, use of E-learning, webinars, and mobile learning have enhanced the teaching – learning process.

Institutionalized mentoring programmes ascertain the students' academic progress and monitor issues arising from personal problems on a continual basis. Slow learners are identified through academic counseling and given remedial coaching, tests and assignments to improve their performance. Academically excellent students are encouraged to take up competitive examinations and research. Teachers are trained in the skills of counseling. Professional counselors are appointed for the psychological, social and emotional needs of students.

The College fosters *teacher excellence* by organizing a number of training and capacity building programmes at different levels throughout the year. The College has **247 staff members** on roll out of which **54 hold doctoral degrees**, **25 M.Phil degrees and 55 staff members have NET, SLET, SET qualification. Presently 63 staff members are pursuing their doctoral studies**. Faculty members are engaged in activities ranging from attending seminars, conferences, symposia, presenting papers and publishing research articles in peer reviewed journals. A large number of teachers are resource persons at different forums. These activities develop academic competencies, research skills and brand building.

Excellence in teaching is considered the hallmark of the college. Right from the stage of recruitment of qualified and competent faculty, regular training programmes are conducted which help in the professional development and maintenance of standards. Teacher excellence is also enhanced by a structured feedback system. Teachers obtain informal feedback from students, review them and use them for improving their performance. A coordinator is appointed for identifying and sending the staff for the various programmes conducted at different Universities and Research centers.

Continuous evaluation is adopted in the evaluation of students. For the end semester examinations a weightage of 80% marks for UG programmes and 70% marks for PG programmes is allotted. The internal assessment includes two internal tests, class participation, seminars, assignments, surprise tests and open book tests. Projects and internships are also used effectively for student assessment.

A full time Controller of Examination (Registrar-Evaluation), with adequate staff, monitors the examination process in the College. The College strictly adheres to the examination schedules and announces results within 21days of the end of the examinations. Adequate measures are taken to ensure that the evaluation is objective and systematic. Provision is made for photocopy of answer book, retotalling and revaluation on request.

Language laboratory organizes regular English language learning Courses for students with lower entry level English fluency at the PG & UG level.

**3. Research, Consultancy and Extension:**

Research has become a integral thrust area since the last NAAC re-accreditation. With two recognized Research Centres and a Dean for Research and 2 Directors the College focuses on quality research. The College has 69 Research scholars under the two recognized Research Centres. One Research Centre is affiliated to Mangalore University under which the Department of Biotechnology offers research with three research guides and 15 Research Scholars. The second Research Centre '*St Aloysius Advanced Research Centre'* affiliated to Tumkur University has 7 departments with 11 Research guides. There are 54 research scholars working under these guides. In addition three of our staff members are guiding students under Hindi Prachar Sabha, Chennai, Gandhigram Ruaral University, Dindigal and Kannada University, Hampi. In the last five years, 115 minor research projects have been awarded to staff members and 11 major projects are either completed or in progress. Four major research projects and 18 minor research projects have been completed in the last 5 years. Six of our staff members availed leave to complete their course work and five UGC Faculty Improvement Programme (FIP) in the last 5 years. Special consideration is given in the time table for the faculty members who are involved in part time research. Four of the Biotechnology teachers are provided with exclusive laboratory facility. Staff members are given one year paid leave to complete their Ph.D work. Major research projects worth ₹ 2.07 crores and minor research projects worth ₹ 1.36 crores have been received by our staff members in the last 5 years.

St Aloysius College's research policy aims at encouraging and sustaining research productivity among the faculty and the students by fostering and maintaining a strong research culture. The College publishes peer reviewed 4 Research journals helping both the staff and the students to publish their findings. The PG departments of Chemistry, Biotechnology and MBA have organized Ph.D course work. The Management advances seed money to the staff to initiate research. Ten of our staff are provided with initial seed money to carry out their research projects.

Every faculty member from PG department guides student projects. UG departments in Life Sciences, BCA, BBM, B.Com and Chemistry are involved

in student projects. Three students of PG department of Chemistry and one student from PG department of Biochemistry have received VGST fellowship of ₹ 30,000 each.

The College is putting up an exclusive new building for PG Science departments to expand their research facilities. High end equipments are provided for the research activity. The College has established an animal house. The Department of Chemistry has established an Instrumentation Centre. PG Department of Food Science and Technology has established a Pilot Plant for product development in food processing. Commerce Laboratory with 27 computers and internet facility is available for Commerce and Management research scholars.

The College has a well established Laboratory of Applied Biology of international repute in Tissue culture. The staff and the students of Biological Sciences use the facilities of high end instruments in the laboratory.

The College faculty has published 410 papers out of which 144 are in the International journals and 266 in the National journals. The Faculty of Sciences have published 169 research articles out of which 109 are in international journals and 60 research articles in national journals in the last 5 years. Faculty of Commerce and Management has published 89 research articles out of which 3 are in international journals and 86 research articles in national journals. Faculties of Languages and Humanities have published 152 research articles out of which 32 are in international journals and 120 research articles in national journals. About 12 students have been successfully guided to complete their M.Phil degree. Faculty wise research awards are instituted in the form of Best paper presented and published in every academic year in the annual celebration of achievements of the College 'Sambrama'

The College has a structured Consultancy Cell working under a Consultancy Director. It provides consultancy services to the public, NGOs, business organizations, individuals and institutions. The specialized areas include Blood grouping, Water analysis, Vermi-compost, Communication, Skill development, hands on training in Biotechnology, Counselling, Personality development, Career guidance, Tax consultancy, Plant biotechnology, Corporate training and Video Production. Many of our staff are resource persons in the above fields. Departments of Zoology, MBA, MCA, MCMS and Laboratory of Applied Biology have generated revenue during the last five years through consultancy.

Extension projects and outreach activities have been the strength of the College and project the institution's core value of service to the community. NSS, NCC and Rowers and Rangers are the organizations functioning under the College. The College has 3 units each of **NSS** and **NCC**. Ours is the only College to have 3 wings of NCC in this region. The Centre for Social Concern has adopted 8 villages in Mangalore where a number of outreach programmes are organized. With **54 co-curricular** and **extracurricular** associations in the College every student should be a member in at least one association. Credits are allotted to the association activities. UG students have a compulsory 20 hour per year Sahaaya programme for two years (I to IVsems) to sensitize the students to the marginalized sections of the society. PG students have a 6 day

rural exposure programme. Students live with rural communities sharing their day to day life. Aloysian Boys' Home-a rehabilitation centre started by the College in 1981, looks after delinquents and destitute children. Staff and students regularly visit these children. Community Radio SARANG 107.8 MHz broadcasts various programmes on health, literature, culture, folklore and awareness of legal aid in four local languages to the rural communities around Mangalore.

The College has established collaboration with international universities, Research centres and Corporate bodies through MoUs. A number of industries and corporate houses are involved in project work and internship. National institutes such as IISc, BARC, CFTRI, NIO, DFRL, TIFR and NITK have been collaborating with different departments in student and staff projects. The College has entered into MoU with companies like Infosys, IBM, EMC$^2$ global, Microsoft regarding training and R & D. Departments of MSW and BSW have established collaborations with NGOs, while Department of MCMS has established MoU with media agencies for programme developing and airing of developed programmes.

**4. Infrastructure and Learning Resources**

St Aloysius College has excellent physical infrastructural facilities which include adequate classrooms, Laboratories, Halls and Auditoriums, Libraries, faculty rooms, play grounds and Hostels. The College has 2 campuses with an area of 37 and 16.7 acres. The main campus has 4 separate blocks and an auditorium with a total built in area of 2.80 lakh sq ft (26,022 sq mts) offering 6 UG programmes & 14 PG programmes. There are 113 class rooms with 57 mounted LCDs, 21 laboratories and 4 Research laboratories. An exclusive Research block awaits completion. The second campus called AIMIT has 2.53 lakh sq ft (23,513 sq mts) built in area accommodating 4 PG programmes with 16 class rooms and 6 Gallery class rooms with mounted LCDs.

In the main campus, there are separate Gents and Ladies hostels facility with an intake of capacity of 940. AIMIT campus has also separate Gents and Ladies hostels with a capacity of 331. Broad band facility is provided to all hostellers. Public Call Office provision is available in hostels.

The Sports department has two physical education staff with a total of 4 gyms in two campuses. There is a 360 meter track, 7 cricket coaching pitches, 4 Basket ball courts, 4 Volley ball courts, 3 Indoor badminton courts and 2 Table tennis courts. The College is constructing a swimming pool of international standards at an estimated cost of ₹ 3 crores out of which ₹ 1 crore is funded by UGC For cultural activities, the College has 3 open air stages and 8 halls.

The College has 4 separate well furnished libraries - 3 libraries in the main campus, 1 in the AIMIT campus. Libraries have a total built in area of 51,712 sq ft. There are 1,33,269 books in these libraries and 10,129 books in the departmental libraries. The libraries use J-Gate, N-list, DELNET, PROQUEST, IEEE, EBSCO databases to avail e-books and e-journals. The College was one among the top 10 Colleges of the country in availing e-resources through N-List in the month of April & May, 2014. An internet

band width of 24 Mbps is provided to these libraries. In the Konkani and UG library, rare manuscripts are available. An amount of ₹ 24.96 lakhs is spent on purchases of new books, ₹ 6.41 lakhs on journals and magazines & ₹ 7.14 lakhs for e-resources in 2013-14.

There are 775 computers with 10 server machines. The language laboratory has 41 computers with Clarity English Software and the Commerce Lab 27 computers with internet connectivity. Attendance, Student profile and results of students are recorded using Gumbi software. Both the campuses are Wi-Fi enabled with a capacity of 44Mbps**. Solar energy of 25 kW** is being utilized for computer labs and the class rooms of the PG block of the main campus.

The College has its own computer maintenance system with the help of 4 system administrators. For selective systems AMC is also made available. In 2013-14, ₹ 18.02 lakhs have been spent on the purchase, maintenance and update of computers. The College has 2 full time maintenance officers to take care of civil/logistic works. The maintenance department has 28 staff members.

**The College museum- Aloyseum-** functions in an area of 4337 sq ft with unique exhibits like the first car in Mangalore, first generator and traditional items of local culture. **The observatory 'ALSOLARIUM'** built on the top of the Xaviour block is used for sky watching through an 8 inch reflecting type Telescope. The College Chapel is a place of tourist importance with well known world class paintings and frescos.

**5. Student Support and Progression:**

The College has a mechanism for student mentoring and support. The heterogeneous nature of the student intake necessitates the institution to provide excellent support service to facilitate the transformation among the students as visualized by the vision and mission of the College. The College has 2 Directors, 4 Vice Principals, One Registrar, 11 Deans and 98 Class guides. A group of 15-20 students are allotted to every staff member for constant monitoring and counseling under the Mentoring system. There is a separate Mentor for foreign and non Karnataka students.

One Hundred and Thirty students form the **Students' Council**. Elections are held for the office bearers of the Council. **Midday meal** was provided to **340** students in 2013-14. First aid facility is available in each block.. Students' medical examination is arranged with the staff of KMC, Mangalore in the main campus and with KSHEMA, Deralakatte in the AIMIT campus.

Bridge courses are organized in English, Mathematics, Accountancy, and Computer Science. Academically low achievers are given remedial classes are organized at the departmental level.

Students are motivated to participate in academic seminars, conferences and workshops and present papers. Interested students are given CPT/Civil Services/NET-SLET-SET coaching. A 20 hour soft skill training is given to the final year UG and PG students. The Students publish **22 newsletters**. Student faculty system in evolved in some of the PG departments.

Three Placement Officers of the College guide students in recruitment processes. The College has an **incubation centre** which promotes entrepreneurship. In the last 5 years, **26 companies** have visited the College for campus recruitment at the UG level and **140 companies** for the PG level. In 2013-14, a total of **324 students** were recruited through campus placement.

There are **100 scholarships** awarded to students every year. In 2013-14 an sum of ₹ 12,83,181 was given in the form of fee concession and ₹ 17,88,900.00 in the form of scholarships. In 2013-14, **1050 students** received financial assistance to the tune of ₹ **23.15 lakhs** from State, Central and other National agencies.

The College has a registered Alumni/ae Association (SACAA) with more than **10,000 members**. It organizes SACAA talks on current issues, Eminent Aloysian Awards, Cricket and Throw ball tournaments, Annual reunion, felicitating teaching and nonteaching staff who complete 25 years of service. Its chapters are functioning in Bangalore, the Gulf countries and America.

Various Grievance Cells of the College look into the issues of the student body. The important Grievance Cells of the College are: 1. Grievance Cell 2. Women Students' Grievance Cell 3. CASH 4. Election Grievance Cell.

The College holds UTSAV an interclass festival for UG students and SANGAM and LAKSHYA interclass fests for PG students. Every faculty of the College organizes State/National level intercollegiate festivals every year. There are eight major fests conducted by the students which include a cultural and a sports fest. The Students participate in cultural and academic fests organized by other Colleges. In the year 2011-12 the College celebrated 25 years of women's presence in the Campus.

About 39 students have cleared various competitive entrance examinations. Twenty students have cleared NET/CSIR/JRF examination, 6 KSET/SLET examination and 13 GATE examination.

The NSS unit of the College was awarded the **best Unit** and the officer the **best officer** by the State Government in 2011.

The Student Council is a forum for the students to interact with each other and represent their grievances to the Management. The Students' Council helps the Management in the smooth administration. Students are the directors of St Aloysius College Cooperative Stores. They are also the members of the Canteen Committee, CASH, Anti-ragging Committee Library Committee etc. Sports and games are important aspects of the holistic education. Aloysians have always excelled in sports & games at various levels. Encouragement is given to all the participating students by allowing flexible assessment schedules and attendance requirements.

**6. Governance, Leadership and Management:**

The leadership and governance of the College is based on the principle of participatory, democratic and transparent approach. The College has a well defined administrative structure. The statutory bodies of the College are the Governing Body, The Academic Council, Board of Studies and the Finance

Committee. There are regular meetings of the Vice Principals, Deans and UG, PG, staff councils. Vice principals have a weekly meeting with the Principal to discuss executive matters. There is a meeting of Deans and Vice Principals with the Principal once a fortnight to take stock of the implementation of policy matters. Well planned academic calendar of the College is systematically implemented.

IQAC meets regularly to take stock of the programmes and gives guidelines to the departments in the implementation of annual plans. Feed back is collected from different stake holders. IQAC conducts academic audit and annual review meeting to evaluate the functioning of the departments, suggest corrective measures and plan for the future. Regular IQAC meetings are conducted to review students' performance, infrastructural availability and academic compliance.

**Cash prizes** are given to Rank holders. Teacher excellence award function **'Sambrama'** recognizes the achievements of the staff members annually. Staff members are given incentives in their salaries on completion of M Phil and Ph.D Toppers of PG section are given merit scholarship from the Management.

Government, University and Industry representatives are included in the administrative bodies such as Governing Body, Academic Council and BOSs of every department. The Autonomous structure of the College is monitored by the University and Government representatives. The University issues degree certificate, migration certificate and eligibility certificate to the students of the College. It also provides regulations regarding internal assessment, course structure and student intake.

The co-curricular and extracurricular associations have students as secretaries. Fests conducted by the College are entirely planned and organized by the students. The College organizes programmes in leadership and communication to the members of the Student Council. The Staff association looks into the welfare of its members and plays an important role in the administration Leadership training programmes are organized by the College for its faculty. Staff and students are encouraged to participate in youth exchange programmes.

The Management recruited staff members are paid according to the salary structure designed and implemented as per the state government norms. Aloysian Employees Housing Society (AEH) and St Aloysius Credit Cooperative Society (SACTCC) address the needs of the staff through various schemes. They provide various facilities such as medical consultation facility, medical bill reimbursement under SRD scheme, month end salary loan, loan for construction and repair of houses and scholarships to the children of deserving staff members. The non teaching staff is given financial assistance from Rector's Charity Fund and Arrupe Fund. ESI medical facility and Provident Fund facility is given to these members. The administrative and support staff assist the principal in the administration. Their representatives are part of various committees. Collective leadership of the students is promoted by allowing them to participate in the decision making and implementation process. Students contribute to the smooth functioning of the

College through their membership in different committees and Student Council.

Lady staff members are included in the administrative bodies like Deans, & Vice Principals. Women's forum provides a platform to discuss women's issues. The College has a functional IQAC which regularly reviews the progress of the departments. The College has also conducted audit with the help of external experts.

Both the internal and external audits of the College are done by different Chartered Accountants. Departmental audit is done by the Auditors of Government of Karnataka. The College strives to enhance the Corpus Fund. This fund is used to meet the capital and revenue expenditure of the College.

**7. Environment Consciousness, Innovation and Best practices.**

St Aloysius College is very conscious and committed to the environmental issues with regard to protection, conservation and sustenance of natural resources. The essence of conservation is based on three principles - reduce, reuse and recycle. Al-Vana is a micro forest spread over 1.5 acres which is maintained with natural flora and fauna. The entire College is involved in the *go green* project. Students of bioscience departments have labeled most of the flora of the campus and Alvana. Organic waste is managed efficiently through Vermi Technology Programme. Segregation of plastic waste is being done with an aim of recycling plastic. AIMIT campus has a STP plant of 1,00,000 liters capacity for treatment of sewage. Efforts are made to control carbon dioxide by maintaining clean, green, pollution-free campus. Garbage and e-waste are disposed in an efficient manner. Alternative sources of energy such as Solar, Astravole and Gobargas units are used as energy devices.

About 10 seminars/symposiums and 11 workshops cum hands-on training programmes were conducted on environmental issues. Four research projects are carried out related to environmental issues. Three research papers are published and 4 research presentations are made on environmental issues of the region.

The two best practices of the College are 1) decentralization of governance and evolving an effective support system and 2) Sahaaya, voluntary programme for UG and Rural Exposure programme for PG students.

The College has a number of other best practices: 1) 54 co-curricular and extracurricular associations 2) Number of Seminars / workshops/ conferences and guest lectures 3) Placement cells 4) Morning prayer service 5) Merit Cum means Scholarship 6) Faculty improvement programmes 7) Mid-day meal scheme 8) Counseling and Guidance. 9) College Fests 10) Students' council 11) Class guides and mentors 12) Remedial classes 13) Orientation Programmes 14) Newsletters.

## SWOC ANALYISIS OF THE COLLEGE

### STRENGTHS OF THE INSTITUTION:

1. One of the main strengths of the college is offering a wide verity of courses for the students College offers 6 UG Programmes, 18 PG Programmes, 5 PG Diploma, 2 Advanced Diploma Programmes, 5 Diploma Programmes, 22 Certificate Programmes and Research Programmes
2. Excellent Infrastructure facilities with sophisticated laboratories (33), libraries (4), Wi-Fi campuses, museums (3), Class Rooms (129), and LCD mounted Class Rooms (73).
3. College has been recognized as 'College with Potential for Excellence' for the second phase from UGC, 'STAR College' for the second Phase from DBT, 'Community College' from UGC, "Bio Technology Finishing School" from Government of Karnataka and "Degree Awarding College" announced by MHRD.
4. Two research centers with 16 research guides and 69 research students. The college also has Internationally acclaimed Applied Biology Lab. Currently there are 115 Minor Research Projects and 11 Major Research Projects with 63 staff members registered for Ph.D. There are 54 Ph.D holders among the staff.
5. College publishes 4 Peer Reviewed Research Journals and 22 news letters.
6. Frequent review, revision and updating of syllabus at both UG and PG levels. The syllabus has been revised twice for all courses since 2007.
7. Excellent student support system having, mentoring, counseling, grievance redressal. Students organize both intra and inter collegiate cultural, academic and sports events. There are 54 co curricular and extracurricular associations.
8. Decentralization of administration with Registrar, 2 directors, 4 vice principals, 11 deans and student welfare officers. Bottom-top approach is practised.
9. Organizing large number of seminars, workshops, conferences, training programmes, guest lectures and talks. Organizing several skill development programmes to both PG and UG students.

**WEEKNESS OF THE INSTITUTION:**

1. Financial burden of the institution has been increasing with the State Government reducing the grant in aid in a phased manner. Only a few UG programmes are in grant in aid. All other courses including 18 PG programmes are under self financing mode.
2. Declining student strength in few of the Under Graduate Programmes like basic sciences, humanities and Social Work.
3. Difficulties in retaining talented and Well qualified staff as they will be searching for Government Colleges and Universities. The College also experiences difficulty in appointing qualifying staff.
4. Consultancy needs to be enhanced.
5. Not much encouragement for research to the UG staff from the affiliating University.
6. Student exchange programmes are not encouraged in the present affiliating system.
7. Though the College is autonomous, College has to abide by the regulations of the University which is a hindrance for innovation.
8. Centralized library facility could be planned.
9. A separate Residential training programme centre (corporate) for conducting Faculty Development Programme (FDP) and Industry Interaction Programme can be created.

**OPPORTUNITIES OF THE INSTITUTION:**

1. Upgrading the College into University.
2. To establish networks and linkages with industry and reputed institutions.
3. To introduce inter disciplinary papers at the UG level.
4. To enhance research culture in all departments
5. To start more PG, Diploma, Certificate and Add – On Programmes. Distance education programmes.
6. To create placement opportunity to all needy students.
7. To establish training centre to help students to write and clear competitive examinations.
8. There is a potential for Student Exchange programmes and Inter - Faculty interaction with foreign B-Schools and Universities.

9. Examination reforms such as Open Book Examination, Online Examination can be introduced.

**CHALLENGES OF THE INSTITUTION:**

1. With the Government starting many Government Colleges in the surrounding areas, it is challenging to attract students for basic sciences and humanities.
2. The large number of self- financing courses has posed a challenge for financial stability.
3. Declining Government support such as grant in aid recruitment of teaching and non teaching staff.
4. Competition from Professional Colleges.
5. University restriction regarding student intake, course nomenclatures, internal assessment etc.
6. Providing in campus hostel facility to all the needy students.
7. Teaching first generation learners, mixed bag of learners, poor motivational level of the students.
8. To provide employment to all students through campus placement.
9. Creating a research environment in all the departments and strengthening of consultancy services.

The Institution, with a clear Vision to become an institution with a difference, is willing to attempt any effort in its onward journey towards academic excellence. It renews its commitment to maintain and sustain quality in education thus participating in the process of nation building, working for social change and ensuring justice and equality in all aspects of its educational mission. The young men and women who leave the portals of this College will be people who are deeply rooted in the core values and ethos which uphold the noble traditions of the nation, yet open to new vistas of knowledge and thus become the true agents of social transformation.

# C. Profile of the Autonomous College

## 1. Name and Address of the College:

Name : **ST ALOYSIUS COLLEGE (AUTONOMOUS)**

Address : P. B. No. 720
LIGHT HOUSE HILL ROAD
KODIALBAIL POST
MANGALORE – 575003
DAKSHINA KANNADA
KARNATAKA

City: MANGALORE District: DAKSHINA KANNADA

State: KARNATAKA Pin code: 575 003

## 2. For communication :

| Name | Area/ STD code | Tel.No. | Fax No. | Mobile No. | Email |
|---|---|---|---|---|---|
| Principal<br>Rev. Fr Swebert D'Silva SJ | 0824 | 2449703 | 2449705 | 9448128154 | principal@staloysius.edu.in |
| Vice-Principals<br><br>Rev. Fr Francis D'Almeida SJ<br><br>Mr Ronald Pinto<br><br>Dr Veronica Judith Carlo<br><br>Mr John Edward D'Silva | <br><br>0824<br><br>0824<br><br>0824<br><br>0824 | <br><br>2449700 /01<br><br>2449700/01<br><br>2449700/01<br><br>2449700 /01 | <br><br>2449705<br><br>2449705<br><br>2449705<br><br>2449705 | <br><br>9448277758<br><br>9686140543<br><br>9448857172<br><br>9448107667 | <br><br>viceprincipalpg@staloysius.edu.in<br><br>viceprincipalxr@staloysius.edu.in<br><br>viceprincipalad@staloysius.edu.in<br><br>viceprincipalar@staloysius.edu.in |
| Steering Committee Coordinator<br>Dr Richard Gonsalves | 0824 | 2449700 | 2449705 | 9845023518 | hodpgchem@staloysius.edu.in |

**3. Status of the Autonomous College by management.**

| | |
|---|---|
| Government | x |
| Private | x |
| Constituent College of the University | x |
| Private Aided | ✓ |

**4. Name of University to which the College is Affiliated** — Mangalore

**5. a. Date of establishment of the College Date, Month & Year** prior to the grant of 'Autonomy'

**b. Date of grant of 'Autonomy' to the College by UGC:**

| | | |
|---|---|---|
| 12 | 01 | 1880 |
| 07 | 06 | 2007 |

**6. Type of Institution:**

**a.** By Gender

| | |
|---|---|
| i. For Men | × |
| ii. Women | × |
| iii. Co-education | ✓ |

**b.** By Shift

| | |
|---|---|
| i. Regular | ✓ |
| ii. Day | × |
| iii. Evening | × |

**c.** Source of funding

| | |
|---|---|
| i. Government | × |
| ii. Grant-in-aid | ✓ |
| iii. Self-financing | ✓ |
| iv. Any other (Please specify) | × |

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

**Yes**

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

**8. a. Details of UGC recognition:**

| Under Section | Date, Month & Year (dd-mm-yyyy) | Remarks (If any) |
|---|---|---|
| i.2 (f) | 26/05/1981 | - |
| ii.12 (B) | 26/05/1981 | - |

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

| Under Section/clause | Day, Month and Year (dd-mm-yyyy) | Validity | Programme/institution | Remarks |
|---|---|---|---|---|
| AICTE | 04-06-2014 | 2014-15 | Masters in Business Administration, MCA / St Aloysius College | - |

**9. Has the college recognized**

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

| Yes | ✓ | No |
|---|---|---|

If yes, date of recognition: **19-03-2010**
Second phase : **04-02-2014**

b. For its contributions / performance by any other governmental agency?

| Yes | ✓ | No |
|---|---|---|

If yes,

| Name of the agency Scheme | Date of recognition: dd/mm/yyyy |
|---|---|
| DBT | STAR 25/03/2011 |
| Govt of Karnataka | BTFS 03/05/2011 |
| UGC | Community College 06/09/2013 |
| Degree awarding College | MHRD Sept 2013 announced by MHRD. |

**10. Location of the campus and area:**

| | |
|---|---|
| Location | Urban |
| Campus area in sq. mts. or acres | |
| a) Main campus (Mangalore) area in acres | 37.00 acres |
| b) Second campus at Beeri, Ullal are in acres | 16.7 acres |
| Built up area in sq. mts. | |
| a) Main campus (Mangalore) | 26,095.44 sq.mts |
| b) Second campus at Beeri, Ullal | 23,50,013.62 sq.mts |

**11. Does the College have the following facilities on the campus (Tick the available facility)? In case the College has an agreement with other agencies in using such facilities provide information on the facilities covered under the agreement.**

| | |
|---|---|
| • Auditorium/seminar complex | ✓ |
| • Sports facilities | |
| play ground | ✓ |
| swimming pool | ✓ |
| gymnasium | ✓ |
| • Hostel | |

| | |
|---|---|
| Boys'hostels | ✓ |
| Girls'hostels | ✓ |
| • Residential facilities | |
| teaching staff | ✓ |
| non teaching staff | ✓ |
| • Cafeteria | ✓ |
| • Health centre | |
| * First aid facility | ✓ |
| * Inpatient facility | × |
| * Outpatient facility | ✓ |
| * Ambulance facility | ✓ |
| * Emergency care facility | ✓ |

Health centre staff

| | Full Time | Part-time |
|---|---|---|
| * Qualified doctor | × | ✓ |
| * Qualified Nurse | × | ✓ |

| | |
|---|---|
| * Other facilities | |
| • Bank | ✓ |
| • ATM | ✓ |
| • Post office | × |
| • book shops | ✓ |
| * Transport facilities | |
| • for students | ✓ |
| • for staff | ✓ |
| • Power house | ✓ |
| • Waste management facility | ✓ |

## 12. Details of programmes offered by the institution : (Give data for current academic year 2014-15)

| Programme Level | Name of the Programme/ Course | Duration | Entry Qualification | Medium of Instruction | Sanctioned / Approved Student intake | No. of Students admitted |
|---|---|---|---|---|---|---|
| **Under Graduate** | BA | 3 years | 12th Standard passed | English | 370 | 129 |
| | B.S.W | 3 years | 12th Standard passed | English | 40 | - |
| | B.Com | 3 years | 12th Standard passed | English | 465 | 465 |
| | BBM | 3 years | 12th Standard passed | English | 262 | 262 |
| | B.Sc | 3 years | 12th Standard passed | English | 540 | 301 |
| | BCA | 3 years | 12th Standard passed | English | 153 | 153 |
| **Post Graduate** | M.Sc Chemistry | 2 years | B.Sc Degree passed | English | 30 | 30 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | M.Sc Physics | 2 years | B.Sc Degree passed | English | 30 | 26 |
| | M.A Economics | 2 years | BA Degree passed | English | 60 | 24 |
| | M.A English | 2 years | BA Degree passed | English | 40 | 39 |
| | MCMS | 2 years | BA Degree passed | English | 60 | 22 |
| | M.Com (Applied Finance & Accounting | 2 years | B.Com Degree passed | English | 60 | 60 |
| | M.Sc Food Science & Tech | 2 years | B.Sc Degree passed | English | 30 | 29 |
| | M. Sc Maths | 2 years | B.Sc Degree passed | English | 40 | 33 |
| | M.Sc Analytical Chemistry | 2 years | B.Sc Degree passed | English | 30 | 29 |
| | M.Sc Biotechnology | 2 years | B.Sc Degree passsed | English | 30 | 26 |
| | M.Sc Counselling | 2 years | B.Sc Degree passed | English | 30 | - |
| | M.Sc Corporate Psychology | 2 years | B.Sc Degree passed | English | 30 | 8 |
| | M.Sc Biochemistry | 2 years | B.Sc Degree | English | 30 | 21 |
| | MSW | 2 years | B.S.W passed | English | 60 | 55 |
| | MCA | 3 Years | BCA passed | English | 120 | 43 |
| | M.Sc Software Technology | 2 years | B.Com with Computer Application | English | 80 | 28 |
| | MBA | 2 years | Bachelors Degree passed | English | 180 | 162 |
| | M.Sc Bioinformatics | 2 years | B.Sc Degree passed | English | 40 | 4 |
| Diploma | Community College | 1 year | 12th Standard Passed | English | 40+40 | 38+36 |
| | DBM, DCA | 1 year | 12th Standard Passed | English | | 17 |
| Post Graduate Diploma | PGDBM | 1 year | Bachelors Degree Passed | English | | 17 |
| | PGDCA | 1 year | Bachelors Degree passed | English | 60 | 7 |
| | PGDK | 1 year | Bachelors Degree passed | Konkani | | 9 |
| | PGDHRM | 1 year | Bachelors Degree | English | | 21 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | | passed | | | |
| Research | | | Post Graduate Degree | English | | Nil |
| Advance Diploma | BTFS | I year | Post Graduate Degree | English | | 17 |

**13. Does the institution offer self-financed Programmes?**

| | |
|---|---|
| Yes | ✓ |
| If yes, How many | 66 |

| Programmes | Number of Courses |
|---|---|
| PG Level | 18 |
| UG Level | 3 |
| Certificate Courses | 19 |
| PG Diploma | 5 |
| Diploma | 5 |
| Short term Add-on Courses | 16 |

**14. Whether new programmes have been introduced during the last five years?**

| | | | |
|---|---|---|---|
| Yes | ✓ | No | ✖ |
| If yes, how many | 28 | | |

| Year | Programmes | Number of Courses |
|---|---|---|
| 2009 | ▪ BA /B Sc. Animation | 1 |
| 2010 | ▪ M.Sc. Mathematics | 1 |
| 2012 | ▪ M Sc. Chemistry<br>▪ M Sc. Physics | 2 |
| 2013 | ▪ M Sc. Food Science and Technology<br>▪ B.Sc with Biochemistry, Chemistry, Botany<br>▪ B.Sc with Biochemistry, Chemistry, Zoology | 3 |
| 2014 | ▪ M Sc. Corporate Psychology<br>▪ B.Sc with Physics , Statistics, Mathematics | 2 |
| Certificate Courses | ▪ Phonetics and Communication<br>▪ Food Adulteration Detection<br>▪ Germen Language<br>▪ Instrumental Analysis<br>▪ Robotics<br>▪ Electronic and Electric Equipment Maintenance | 11 |

| | | |
|---|---|---|
| | ▪ Computer Hardware Maintenance<br>▪ Aquarium Maintenance<br>▪ Event Management<br>▪ Content Writing<br>▪ Media Studies | |
| PG Diploma Courses | ▪ Information Technology – PGDIT<br>▪ Human Resourse Management – PGDHRM<br>▪ Konkani – PGDK | 3 |
| Diploma Courses | ▪ Vermitechnology<br>▪ Computer Animation<br>▪ Travel and Tourism | 3 |
| Advanced PG Diploma Programme | ▪ Fermentation and Bioprocessing<br>▪ Plant Tissu Culture and Micro propagation | 2 |

**15. List the departments: ( Do not list facilities like library, Physical Education as departments unless these are teaching departments and offer programmes to students)**

| Particulars | | Number of Students |
|---|---|---|
| Science (Under Graduate) | BCA | 435 |
| | B.Sc | 760 |
| Science (Post Graduate) | M.Sc. Bioinformatics | 4 |
| | M.Sc. Mathematics | 71 |
| | M.Sc. Analytical Chemistry | 58 |
| | M.Sc. Biochemistry | 32 |
| | M.Sc. Biotechnology | 36 |
| | M.Sc. Chemistry | 60 |
| | M.Sc. Physics | 55 |
| | M.Sc. Food Science & Technology | 49 |
| | M.Sc. Corporate Psychology | 8 |
| Computer Application | MCA | 168 |
| | M.Sc. Software Technology | 59 |
| Arts (Under Graduate) | BA | 326 |
| | BSW | 19 |
| Arts (Post Graduate) | M.A Applied Economics | 37 |
| | M.A. English | 77 |
| | MCMS | 40 |
| | MSW | 99 |
| Commerce (Under Graduate) | B.Com | 1177 |
| | BBM | 712 |
| Commerce (Post Graduate) | M.Com (Applied Finance and Accounting) | 118 |
| | MBA | 314 |
| Any other (Please | Community College | 74 |

| | | |
|---|---|---|
| specify)<br>Under Graduate | DBM | 17 |
| Any other (Please specify)<br>Post Graduate | PGDCA | 7 |
| | PGDBM | 17 |
| | PGDHRM | 21 |
| | Research students | 69 |
| | PGDK | 9 |
| | BTFS | 17 |
| | **Total** | **4945** |

**16. Are there any UG and/or PG programmes offered by the College, which are not covered under Autonomous status of UGC? Give details. NIL**

**17. Number of Programmes offered under (Programme means a degree course like BA, MA, BSc, MSc, B.Com etc.)**

| | | |
|---|---|---|
| a. | annual system (Certificate Programmes Only) | **22** |
| b. | semester system | **60** |
| c. | trimester system | |

**18. Number of Programmes with**

| | |
|---|---|
| Choice Based Credit System | **17** |
| Inter/Multidisciplinary Approach | |
| Any other ( specify) | |

**19. Unit Cost of Education**

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

| | | |
|---|---|---|
| a. | including the salary component | ₹ 43,516 |
| b. | excluding the salary component | ₹ 16,110 |

**20. Does the College have a department of Teacher Education offering NCTE recognized degree programmes in Education?**

If yes ✖ No ✓

However, the management conducts Teacher Education Programme in the same campus since 2006.

a. How many years of standing does the department have?
…… years **N/A**

b. NCTE recognition details (if applicable) Notification No.: **N/A**

Date: **N/A**

c. Is the department opting for assessment and accreditation separately?

Yes ✖ No ✓

**21. Does the College have a teaching department of Physical Education offering NCTE recognized degree programmes in Physical Education?**

Yes [×] No [✓]

a. How many years of standing does the department have?

…… years **N/A**

b. NCTE recognition details (if applicable) Notification No.: **N/A**

……

Date: …… (dd/mm/yyyy)

c. Is the department opting for assessment and accreditation separately?

Yes [×] No [✓]

**22. Whether the College is offering professional programme?**

Yes [×] No [✓]

Approval letter of AICTE is attached.

**23. Has the College been reviewed by any regulatory authority? If so, furnish a copy of the report and action taken there upon.**

**Yes**

**Copies of the Review Committee reports and action taken reports of Autonomy from both UGC and University are enclosed.**

**24. Number of teaching and non-teaching positions in the College**

| Positions | Teaching Faculty | | | | | | | | Non-teaching staff | | Technical staff | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Professor | | Associate Professor | | Assistant Professor | | Lecturers | | | | | |
| | M | F | M | F | M | F | M | F | M | F | M | F |
| Sanctioned by the UGC / University / State Government | 0 | 0 | 28 | 6 | 1 | 3 | 0 | 0 | 11 | 2 | 0 | 0 |
| *Recruited* *Yet to recruit* | 0 | 0 | 28 | 6 | 1 | 3 | 0 | 0 | 11 | 2 | 0 | 0 |
| Sanctioned by the Management / Society or other authorized bodies | 0 | 0 | 10 | 7 | 30 | 52 | 39 | 63 | 63 | 53 | 8 | 0 |
| *Recruited* *Yet to recruit* | 0 | 0 | 10 | 7 | 30 | 52 | 39 | 63 | 63 | 53 | 8 | 0 |
| Guest Faculty | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 0 | 0 | 0 | 0 |
| **Grand Total** | **0** | **0** | **38** | **13** | **31** | **55** | **44** | **66** | **74** | **55** | **8** | **0** |

The staff members recruited under lecturer cadre are asked to either complete NET/SLET or Ph.D in a period of 5 years.

### 25. Qualifications of the teaching staff

| Highest qualification | Professor | | Associate Professor | | Assistant Professor | | Lecturers | | Total |
|---|---|---|---|---|---|---|---|---|---|
| | M | F | M | F | M | F | M | F | |
| **Permanent Teachers (Aided)** | | | | | | | | | |
| Ph.D | 0 | 0 | 19 | 3 | 1 | 2 | 0 | 0 | 25 |
| M.Phil | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 4 |
| PG | 0 | 0 | 6 | 3 | 0 | 0 | 0 | 0 | 9 |
| **Temporary Teachers (Management)** | | | | | | | | | |
| Ph.D | 0 | 0 | 5 | 5 | 4 | 13 | 0 | 0 | 27 |
| M.Phil | 0 | 0 | 1 | 1 | 6 | 6 | 3 | 4 | 21 |
| PG | 0 | 0 | 4 | 1 | 20 | 33 | 36 | 59 | 153 |
| **Part-time Teachers (Visiting Faculty)** | | | | | | | | | |
| Ph.D | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| M.Phil | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PG | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 6 |

### 26. Number of Visiting Faculty/ Guest Faculty engaged by the College.

8

### 27. Students enrolled in the College during the current academic year, with the following details:

| Students | UG | | PG | | Ph.D | | Diploma | | PG Diploma | | Advance PG Diploma | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | M | F | M | F | M | F | M | F | M | F | M | F |
| From the state where the College is located | 1438 | 1091 | 378 | 523 | 26 | 37 | 69 | 22 | 30 | 24 | 0 | 1 |
| From other states of India | 552 | 278 | 176 | 208 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 9 |
| NRI Students | 43 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foreign Students | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | **2038** | **1391** | **554** | **731** | **26** | **43** | **69** | **22** | **30** | **24** | **7** | **10** |

### 28. Dropout rate in UG and PG (average for the last two batches)

UG 0.45% PG NIL

### 29. Number of working days during the last academic year.

**286**

**30. Number of teaching days during the last academic year** 182

**31. Is the College registered as a study centre for offering distance education for any University?**

Yes ✗ No ✓

If yes, provide the

a. Name of the University

**Indira Gandhi National Open University, New Delhi**

b. Is it recognized by the Distance Education Council?

Yes ✓ No ✗

c. Indicate the number of programmes offered. 180

**32. Provide Teacher-student ratio for each of the programme/course offered :1:19**

| Undergraduate | | | Postgraduate | |
|---|---|---|---|---|
| Department | Teacher-students ratio | | Department | Teacher-students ratio |
| Journalism | 1:16 | | English | 1:20 |
| Psychology | 1:15 | | Economics | 1:16 |
| BSW | 1:18 | | MSW | 1:16 |
| Electronics | 1:15 | | MCMS | 1:10 |
| Biochemistry | 1:16 | | Counselling & Corporate Psychology | 1:10 |
| History | 1:30 | | Biochemistry | 1:9 |
| Sociology | 1:40 | | Chemistry & Analytical Chemistry | 1:11 |
| Sanskrit | 1:38 | | Physics | 1:10 |
| | | | Mathematics | 1:16 |
| | | | Food Science & Technology | 1:7 |

**33. Is the College applying for?**

Accreditation :

Cycle 1 Cycle 2 Cycle 3 ✓ Cycle 4

Re-Assessment: ☐

**34. Date of accreditation* (applicable for Cycle 2, Cycle 3, Cycle 4 and re-assessment only)**

Cycle 1: **08/01/2004 Grade 'A'**

Cycle 2: **31/12/2009 Grade 'A' CGPA 3.48**

**35.** a. **Date of establishment of Internal Quality Assurance Cell (IQAC)**
**17/03/2004**

b. Dates of submission of Annual Quality Assurance Reports (AQARs).

i. AQAR for year 2009-10 on 30/07/2010
ii. AQAR for year 2010-11 on 30/06/2011
iii. AQAR for year 2011-12 on 20/09/2012
iv. AQAR for year 2012-13 on 10/09/2013
v. AQAR for year 2013-14 on 4/10/2014

**36. Any other relevant data, the College would like to include. (Not exceeding one page)**

- The College has been awarded the Star College Scheme for the second phase from 2014 by the Department of Biotechnology, Government of India for strengthening of basic sciences and training at the Under Graduate level.
- The College has been awarded BTFS (Bio Technology Finishing School) by the Government of Karnataka.
- The College has been recognized as a Degree Awarding College in principle by MHRD, Government of India which is one among the selected 46 Colleges of the country.
- The College has been given a status of Community College through which two Diploma Courses are offered.
- The Department of Biotechnology (DBT) has granted Bio Informatics Facility (BIF) to the College for the period 2012-17.

**Radio Sarang – 107.8F** is the first community radio that reflects the Mangalore community Life. It continues to bring various communities together and showcase their talents in local culture-drama Yakshagana, music and festivities. It also addresses the environmental issues, Health for Women & Children. It makes them appreciate, respect and celebrate the diversity. It also promotes Human rights, legal awareness, constitutional education Job opportunities for SC/STs, minorities and differently abled.

**The Aloysian Boys Home** is a rehabilitation centre at Someshwar, Kotekar near Mangalore, started by St Aloysius College, in 1981 as a part of its centenary project. The Aloysian Boys Home caters to the needs of the delinquents and the destitutes. The Children are housed in 10 cottages each having around 9 to 12 children. Each Cottage is under the care of a house mother.

**Chapel:** It is a tourist place in Mangalore, which is known for it's unique paintings and frescos by Italian Brother Moscheni. Whenever a cruise lands in Mangalore port, visitors from other countries make a visit to the chapel. The Chapel has a guide who explains the details on the paintings. The comments of the visitors are recorded in the visitor's diary.

**Museum:** It is a unique museum with a total floor area of 4337 sq ft. It has items such as first car in Mangalore, first generator of the city and traditional items of local culture. Students from different schools and colleges visit the museum. The museum was renovated in the year 2011-12 by the financial aid received from UGC. A visitor book is kept in the Museum.

**Al-Solarium:** It is the observatory built on the top of the Xavier Block which is used for sky watching through 8 inch reflecting type telescope. Staff, students and the general public visit the observatory for seeing the planets and stars. The link created in the social network, gives information about the different special celestial phenomenon. Visitors book is kept as a record.

# CRITERION - I

# CURRICULAR ASPECTS

## CRITERION - 1
## CURRICULAR ASPECTS

**Introduction:**

St Aloysius Autonomous College is a 134 year old pioneering institution of higher education with faculties of Science, Arts, Commerce, Business Administration, Social Work and Computer Applications at the Under Graduate level and 18 Post Graduate Programmes with 2 Research Centres offering Doctoral Programmes in 8 disciplines. Spread across two sprawling campuses the college aims at the overall development of the students to transform them into men and women for others. The College imparts quality education in tune with its vision and mission of creating individuals with academic, social and emotional excellence. In pursuit of this objective and mission, besides regular curricula, the college offers value added Diploma, PG Diploma and short term Add-on Certificate Programmes to enhance the skill component of the academic core subjects and other allied skills. Hence the entire process of curriculum design is geared towards achieving this prime objective.

**Basic features of curriculum**:

- Curriculum is unitized.
- Each unit of the course is designed with specific learning objectives and learning outcomes.
- The teaching – learning – evaluative process is centered on the learning objectives and learning outcomes.
- The vision and mission of the College is the frame of reference in the entire pedagogical paradigm followed.
- The graduate attributes to be acquired by the learners are identified and utmost attention is paid in imparting and acquiring these specific graduate attributes like high level of employability, academic excellence, competence, critical thinking, passion for research along with moral values and compassion towards the less privileged.

**Table – 1: Programmes offered by the College**

| | |
|---|---|
| Doctoral Programmes | 08 |
| Post Graduate Programmes | 18 |
| Undergraduate Programmes | 06 |
| Post Graduate Diploma | 05 |
| Advance Diploma | 02 |
| Diploma Programmes | 05 |
| Certificate Programmes | 22 |
| Short term Add-on Courses | 16 |

**Table – 2: Credentials of the College**

| | |
|---|---|
| 1. | It has been recognized as 'College with Potential for Excellence' for the second phase with English, Economics, Chemistry, Commerce and Zoology as highly rated Departments. |
| 2. | It has been recognized as a Degree Awarding College by the MHRD, Government of India which is one among the selected 46 Colleges all over the country. |
| 3. | It has been given a status of Community College through which Diploma in Travel and Tourism, Diploma in Computer Animation are offered to the under privileged. |
| 4. | It has been granted Star College Scheme by DBT. Five departments – Chemistry, Zoology, Botany, Biochemistry and Physics are funded under this scheme. |
| 5. | The PG Department of Biotechnology of the college has received grants for starting Bio Technology Finishing School (BTFS), through which instruments are procured. |
| 6. | Department of Bio Technology (DBT) has granted Bio Informatics Facility (BIF) to the College. |

## 1.1 Curriculum Design and Development

**Vision of the College:**

Empowering youth through excellence in education to shape a better future for humankind.

**Mission of the College:**

St Aloysius Institutions of the Mangalore Jesuit Educational Society(MJES) inspired by the person and mission of Jesus Christ, and inspired by the supreme sacrifice of St Aloysius Gonzaga guided by the motto 'Lucet et Ardet' (It shines to rekindle) commit themselves to spread the light of knowledge and wisdom and to kindle the ardour of faith that does justice by forming men and women for others who are academically accomplished, emotionally balanced, morally upright, socially responsible, ecologically sensitive and professionally dedicated so that they are a powerful force for the transformation of society.

**Aims and Objectives of the College:**

In keeping with the traditions of the *Society of Jesus* which runs this institution and with the spirit of the needs of the time in which we live, the College aims at the integral formation of its students helping them to become men and women for others:

- Through striving after excellence in learning, creative and practical thinking and co-operative leadership, with a stress on both academic and human excellence,
- Inspired by genuine religious and moral values,
- With the practical awareness of the prevailing social conditions with commitment to the cause of justice.

**Thus an Aloysian**:

- Lives a commitment to justice;
- Acts from a strong self-concept;

- Thinks critically and creatively;
- Communicates effectively;
- Exercises power appropriately;
- Cultivates a positive sense of direction;
- Evokes hope.

The Vision and Mission statements have been improvised from the last NAAC to give greater thrust to realize the goals and objective of the Institution.

**Physical display of Vision and Mission:**

- College Prospectus
- College Calendar
- College Annual Magazine
- Display in all the building entrances and Auditoria-Library
- Newsletters
- Social Media/College Website

**Annual Occasions of Awareness on Vision and Mission:**

- June 21 Patron Saint Aloysius Gonzaga Day
- July 31 Founder of the Society of Jesus, St Ignatius Loyola Day
- January 12 Foundation Day
- January 12 The Alumni-Alumnae Get-Together
- The College Day /Degree day/Graduation day
- Parent - Teacher Meetings
- Orientation Programmes for students at the commencement of the academic year.
- Orientation to the staff before the commencement of each Semester

### 1.1.1 How are the institutional vision/mission reflected in the academic programmes of the College?

St Aloysius College aims at the integral formation of youth, striving to form individuals who are academically competent, morally strong, artistically accomplished, physically fit, socially concerned and personally balanced. It is expected that those who pass out of this Institution are to be men and women for others. To achieve this core objective, the curriculum has integrated:

- Foundation Courses in Value Education, Human Rights, Indian Constitution, Gender Studies, Environmental Science and Social Sensitivity. All these courses have 2 credits each spread across the first 4 semesters.
- The College has rural exposure camp for all the PG students as part of the curriculum, where the students stay in remote and backward areas like Mundagod, Raichur, Bijapur and Anekal of our state for 6 days, and experience the real living conditions of the underprivileged and the marginalized.
- Every Undergraduate student needs to spend 10 hours of volunteering service (SAHAAYA) in a semester in a specified social service organization allotted by the college, personally monitored by the Mentors.
- AIMIT campus has a Programme named **MAGIS** for MBA and

MCA students wherein they visit orphanages, old age homes, rehabilitation centres for persons with mental disorders, HIV+ and special schools.

- The College annually organizes several Intercollegiate State/ National level cultural fests - Art Beat, Imprints, Acme, Spinout, Asthitva and Aloysiad, Insignia, Epitome - which give our students a platform to showcase their talents and work as a team. Students are encouraged to participate in cultural and extra- curricular events at College, Intercollegiate and National level competitions. UTSAV and SANGAM which are intramural/class competitions for UG and PG respectively, consisting of more than 20 different creative, literary and performing arts events is an annual event for display of talents of all the students.

The College aims at the overall development of the personality of its students.

**Intellectual Development:**

Academic excellence is given prime priority in the curricular design and development. The curriculum is charged with high level of intellectual input creating curiosity and motivating research. The curriculum is envisaged to expose the learners to gradual/incremental enhancement in the area of their academic pursuits.

- The teaching methods, irrespective of the programmes and faculties are geared towards imbibing and demonstrating the values enshrined in the vision and mission.
- Teachers are trained regularly to implement this pedagogy and inculcate in the students the values integrated in the vision and mission, namely, excellence and compassion towards the less fortunate in the society.

Every unit of the syllabus is imparted in the following pedagogical segments: Knowledge (input), Reflection and Action.

- Value education is a Course for all students with credits so that we ensure that the students are made aware of the values upheld by the College in its vision and mission.
- Challenging the students to perform to their optimum potential (Excellence) is ensured by the field visits, conducting surveys, class presentations, seminars, workshops, student minor research projects, internships and Assignments. Articles on recent trends are displayed on the wall magazines.
- Regular remedial classes are organized for slow learners.
- Motivation to peak performers to engage in training for additional skills and Civil Service Examinations is encouraged with IAS coaching. Training for CAT/MAT/IELTS/GRE/GMAT and other competitive examinations is organized. NET/SLET coaching classes are conducted for PG students and young faculty members.
- Research facilities are available, with 7 departments recognized by Tumkur University and One under Mangalore University for PhD programmes with recognized Guides. Kannada University Hampi and Hindi Prachar Sabha, Chennai have recognized our History and

Hindi staff respectively for Ph.D programmes with recognized Guides.

- Four ISSN research Journals are published every year with research articles by our teachers and students.
- UG and PG departments bring out 22 periodic newsletters documenting the activities and innovative practices of the departments.
- The Mass Communication department has its own weekly TV news edition which is telecast on local TV.
- UG and PG students contribute to the Wall Magazines.
- Under the aegis of the subject associations, guest lectures on the recent trends in the subjects are held from time to time.

**Physical Development:**

- The Department of Physical education is vibrant with 2 Physical Directors and a support staff.
- Besides the sprawling playgrounds, there are indoor games facilities available during the entire day for students for practice and relaxation.
- The state of the art 4 multi-gyms provide opportunities for students to have regular work outs and stay fit.
- Regular inter-class competitions both outdoor and indoor are conducted to select students for University/ State/National levels.
- There is an exclusive Sports & Games Association with a registration of more than 300 students who regularly engage in physical exercises early in the mornings and late in the evenings. This has been integrated into the curriculum with credits.
- Annual sports day, Aloysiad- the mega sports fest of the College and regular inter class sports competitions make the campus vibrant with youthful energy.
- To promote excellence in sports, high performers in these activities are given the incentive of writing re-exams so that they are able to participate in University, State & National level sports and games. The students have represented at the University, State and National levels.

**Spiritual Development:**

- In tune with the vision and mission of the College, regular spiritual exercises like all religious morning prayers are conducted by students on the Public Address System.
- It has been a practice to get into reflective mood in the beginning of the academic year by conducting prayer seminars to students and teachers
- Prayers and reflections are played in the Public Address System on specified days.
- All the major religious festivals are celebrated in the College. Students are encouraged to develop deep respect for their own Religion/Culture and all other religions with the motto “Celebrate Differences.”
- The College chapel which is a Heritage Site is a serene and quiet space for the staff and students to reflect, meditate and appreciate the value of internal silence.

- Students are also encouraged and motivated to write projects and assignments on the various dimensions of their own religion and culture so that others learn to respect each others' religious and cultural beliefs.

**Co-curricular Activities:**

One of the significant dimensions of the Aloysian Brand is 36 co-curricular and 18 extra-curricular clubs and associations at the UG and PG level. They cater to the overall development of the students' personality which is assessed with 1 Credit and 50 marks in each of the first 4 semesters. Students are encouraged to join NGOs, Social Service Organizations, Adventure Clubs and Civil Society for which some weightage is given. There are many students who are volunteers in NGOs like Make A Difference (MAD).

**Social Concern:**

- Right from the admissions to the end of the academic processes, special emphasis is laid on including and empowering the marginalized groups, economically and socially backward students.
- Socially and economically backward groups are given preference in the admission. None of these students are denied a seat for the course of their choice and given incentives like mid-day meals, scholarships and equal opportunities to grow.
- Bridge Courses in all the faculties and basic spoken English classes are held to bring the academically weaker students on par with the other students from affluent and English medium backgrounds. The digital English Laboratory imparts specialized English Fluency Courses to rural, marginalized and regional medium students free of cost.
- There is an exclusive department that takes care of all the activities related to social concern called Centre for Social Concern (CSC). The Centre has adopted 8 villages in the district and regularly conducts activities such as awareness programmes and camps. Pathway cell of the College organizes a number of student activities related to social justice and social awareness.
- We also have an exclusive Social Outreach Programme called SAHODAYA- Blossoming Together, which has the prime objective of conscientising the staff and students towards the needs of the Differently Abled in the Coastal Districts of Udupi & Dakshina Kannada.
- A new initiative SAHAAYA meaning help has been made mandatory where the students need to put in 10 hours of volunteering service every semester in any one of the social service institutions under the close supervision of the respective mentors with a record book.
- Outreach programmes like Al-Care, Pathways Cell, Women's Forum provide a forum for the students to get awareness on social realities.
- Foundation Courses with credits like Human Rights, Gender Equity, Constitution, Environmental Studies are introduced so that every student entering the portals of this institution shall be aware of his

rights and responsibilities, sensitive to others and one's environment. Ultimately, the objective is to evolve into a more **just, humane** and **gender sensitive** society.

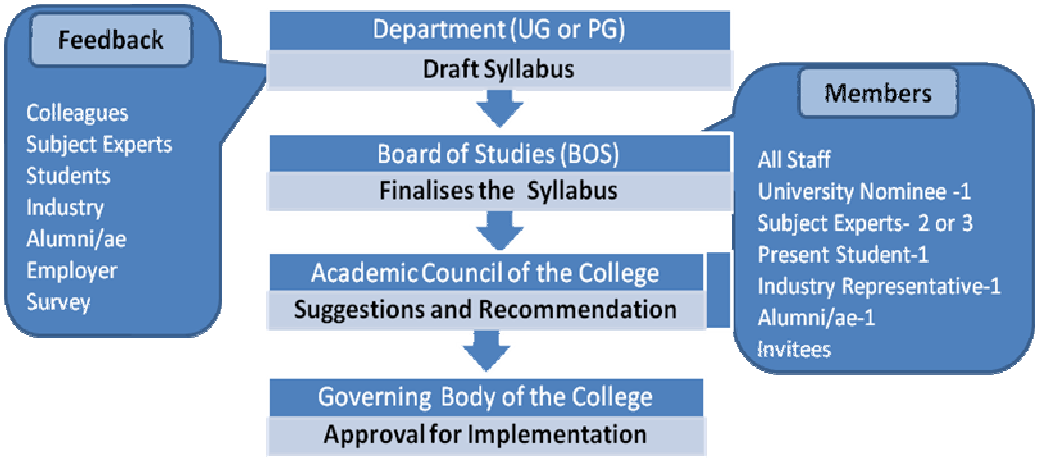
- Students of AIMIT campus are actively involved in collaborative activities with NGOs, especially with Social Work Institute, Roshni Nilaya, Mangalore through a software developed by the Institution for the farmers.
- National Days of importance are observed.

**Student- Teacher Rapport**

- The College believes in the motto, transforming classrooms into Communities. In pursuance of this motto, an effective M**entoring** and C**lass Guide** systems have been evolved from the past several years. Every class has a class guide and every 15-20 students have a mentor in the first year. The teachers are encouraged to engage the students in a friendly and empowering manner and counsel them to resolve crises and conflicts, adjustment problems and fare well in academics.
- Regular Parent- Teacher meetings are held to update the academic, co-curricular and extra-curricular performance.
- Annual educative excursions and field trips are organized to have hands-on experience of their subjects which enhances the rapport.
- The College fests bring the students and the teachers together with the bond of mutual respect and teamwork. This joint endeavour has gone a long way in establishing the rapport with the students. Students work in close supervision of the faculty to organize events which becomes effective launch pad for a gainful and fulfilling career.
- Elections to the Students Council are held every year. Students work in close supervision of the faculty to organize events which becomes an effective launch pad for a gainful and fulfilling career.
- Each Block of the College has a Student Welfare Officer to take care of the academic and emotional needs of the students.
- The services of a Professional Counsellor are provided to the students. Faculty wise counselling facility is offered by some of the selected senior staff members. Foreign and Non Local students are given counselling support.
- Soft skills classes are held for the final year students where the facilitators demonstrate a close interaction with the students and impart customized clues to the students on their skill sets and how to hone them further to achieve global competencies.

### 1.1.2 Describe the mechanism used in the design and development of the curriculum? Give details of the process (Need assessment, Feedback etc.)

The following structured mechanism is followed while designing and development of curriculum:




- The design and development of curriculum is based on the UGC guidelines. UGC model syllabus is referred in framing the syllabus.
- The feasibility and need study is conducted by the departments concerned to assess the relevance of the course and need to the society.
- One of the primary considerations is the employability and skill acquisition by taking into consideration the findings of the Skill Gap Study Report of the Government of India.
- The curricula of well known Universities and Autonomous Colleges are studied thoroughly and subject experts, professionals are consulted by the departments in preparing the syllabus.
- Members of the civil society like the NGOs working with specific area are consulted and their inputs are incorporated while designing the syllabus.
- Feedback from the existing students, alumni/ae is collected as a prerequisite for the design of the syllabus and a draft syllabus is prepared.
- The draft syllabus is sent to all the members of the BOS of the subject for their remarks and suggestions.
- After incorporating these suggestions, the allied industries or firms are consulted for their inputs on skills required for the industry.
- Then the final draft is made and presented in the official meeting of the BOS.
- The syllabus is finalized in the BOS and is then presented to the Academic Council of the College for its suggestions and approval.
- The suggestions and directions given by the Academic Council are complied with and forwarded to the Governing Council of the College for its final approval.
- Similar process is employed to revise/redesign curriculum from time to time.
- Every BOS meets once a year, and on the basis of the feedback received proposes modifications and revisions to the curriculum.
- Keeping in view the fast pace with which the innovations and advancements in knowledge base grow, the College insists upon the complete overhaul of curricula every 3 years mandatorily.
- Feedback is taken from students, peers (colleagues), alumni, industry, employers and parents every year on the syllabus with specific

reference to relevance, intelligibility and employability and necessary modifications are proposed on the basis of the feedback.

- Surveys are conducted to look for Courses which are in demand. The Course of M.Sc in Food Science and Technology (FST) was developed on this aspect.
- Having UG and PG departments of the same discipline help the departments to interact and design a syllabus with continuity of concepts and theories. This avoids repetition of topics.

**1.1.3 How does the College involve industry, research bodies and civil society in the curriculum design and development process? How did the College benefit through the involvement of the stake holders?**

- The BOS members have the privilege of curriculum design. In addition to all the staff members, BOS has members from industry, from central research institutions as well as Universities. All constructive inputs are accepted and implemented. One outstanding alumnus is also included in the BOS.
- Every department mandatorily holds ONE BOS meeting every academic year and meetings are convened whenever needed.
- The College gets first-hand information on the current trends and requirements through the feedback from employers and alumni/ae so that manpower suited to both academia and industry are generated.
- Academic Council of the College involves experts from civil society, research bodies and industry who give valuable suggestions in finalising the syllabus.
- Different faculties of the College organizes seminars, workshops and conferences inviting resource persons from prominent institutions such as BARC, IIT's, IISc's, ISI etc. The exposure received on various new fields enable the staff and the students to include current topics in the syllabus.
- The staff members and the students attend seminars, workshops and conferences conducted by other colleges and institutions. The knowledge gained helps the departments in the design of it's syllabus.
- Students and staff members take up summer research programmes in reputed research institutes. Their input helps the departments to evolve an effective syllabus.
- The exposure of the students and the staff for major and minor research projects help the departments to critically evaluate their syllabus.
- The **STAR College Scheme** of DBT has supported the selected departments to start new experiments in the curricula.
- Industrial visits organized by the departments give exposure to both the staff and the students with regard to the requirements of the industry.
- Project work in collaboration with industry/institute carried out by students help them acquire practical knowledge and enhance their knowledge through interaction with industrialists/scientists. Their feedback also helps in the design of the syllabus.
- MoUs signed with different Institutions, Research Bodies and Industries foster better interaction.

- Programmes organized in collaboration with Institutions, Research Bodies, Industries and Civil Societies develop better rapport.
- Using the expertise of Research Bodies, Industries and Civil Society the College evolves a syllabus which is relevant to the time and the needs of the society.
- Funding is received by the College from industries and NGOs in organizing fests, seminars, workshops and conferences.
- On and Off Campus placements are enhanced.

### 1.1.4 How are the following aspects ensured through curriculum design and development?

**Employability:**

- BOSs of all the subjects have representatives from industry, research institutions, universities and academic institutions. This has facilitated placement of our students in research institutions/and industry. Our post graduates are preferred for teaching jobs in most of the colleges in and around Mangalore because of their academic knowledge, practical skill, communication skill and above all their discipline and value system.
- Utmost attention is paid to infuse an ideal mix of intellectual (theoretical/conceptual) material and skill acquisition components (empirical evidence) while designing the syllabi. The guidance of the professional organizations is sought wherever required.
- PG Courses such as M.Com in Applied Finance and Accounting, Master of Arts in Applied Economics, M.Sc in Analytical Chemistry, Masters in Communication and Media Studies (MCMS), Master of Social Work (MSW), Master of Business Administration (MBA), M.Sc Bioinformatics, MCA, M.Sc Biotechnology, M.Sc Food Science and Technology and M.Sc Software Technology Courses are designed to increase the employability.
- New PG Courses such as Physics, Mathematics, General Chemistry, Food Science and Technology and Corporate Psychology were started in the last 4 years in tune with the requirements of the Industry.
- Bio Technology Finishing School (BTFS), offers 2 advance PG Diploma Courses to cater to the needs of the Industry.
- PG Diploma, Diploma and Certificate programmes aim at increasing the job opportunities of our students.
- Introduction of relevant courses in Computers in different UG and PG programmes increase the employability of our students.
- Training for Civil Service Examinations, CPT coaching, NET/SLET/KSET/GATE coaching help the students to clear the examinations and become employable.
- Mandatory soft skill training by experts is conducted for the final year students of UG and PG to make them ready for campus recruitments.
- For MBA and MCA students, Soft Skills Training is an integral part of the curriculum with regular faculty during the entire term of study. In collaboration with INFOSYS, AIMIT campus has a soft skills training module for MCA students.
- Professional organizations like NASSCOM, CFTRI, CSI are

consulted in designing syllabus for Management and life sciences programmes.

- Mock interviews are conducted by professionals before the campus recruitment.
- The state of the art digital language laboratory is established to facilitate these training programmes by making use of the software related to soft skills and English language skills.
- Placement Cells and Placement Officers are in place for UG and PG Courses separately in both campuses to monitor and select/inform the students of the various recruitment drives/list of companies visiting the campus and other campuses through the College website and a separate information notice board.
- Besides the mandatory Soft skills and Interview skills component, students are offered add on Certificate Courses in foreign languages like French and German for value addition to their skill sets.
- Guest lectures and workshops are regularly conducted to complement the theory component with the practical aspects of the syllabus by inviting professionals from the industry.
- Field visits to industries/ manufacturing centres, Projects and Summer Internships expose the students to the possibilities of gainful careers in their field of studies.
- Papers like Desk Top Publication Skills and Call Center Communication have been part of the Communicative English curriculum.
- Contemporary & trendy subjects like Computer Animation, Vermi-technology are offered at the UG level for Arts and Science streams respectively with qualified faculty.
- The Community College has started new job oriented courses in Computer Animation and Travel and Tourism. These Courses are designed consulting the IT and Hospitality industries with memoranda for internship and final placement immediately after the Course completion.

**Innovation:**

- Curriculum of all programmes is designed keeping in mind the various Competitive National Level and International level Examinations. The exercises and teaching pedagogy incorporated like quizzes, debates and presentations include questions pertaining to UGC- NET- SLET-GATE syllabus in life sciences and this has helped our students to fare well in competitive tests like CSIR-JRF, GATE, GRE etc.
- One of our innovative outreach programmes, Vermitechnology has successfully conscientized/trained many social groups, NGOs and residents of our city to effectively use a vermin bin which is in the process of receiving recognition by getting the official patent.
- Subjects like Bioinformatics have an integral mandatory component of hands on workshops, industrial exposure.
- Innovative Add-on Courses are offered to the students to acquire effective skills in inter disciplinary subjects.
- First year PG students are provided compulsory Language Laboratory Classes to improve their communication skills.

- Soft skill training is provided to Second Year PG and Final Year UG students.
- Choice Based Credit Courses are offered to the PG students to expand the domain of knowledge and skills. Choice Based Courses are offered in all the 4 semesters of MBA.
- As projects are mandatory for B Com, BCA, BBM, some of the Science students and PG programmes, students are introduced to various innovative areas in their respective fields so that students are encouraged to internalize their learning by exposing them to the real time firms and institutions.
- Every UG and PG department is encouraged to publish a newsletter annually showcasing the activities of the department with comprehensive report. A copy of these newsletters is maintained by the IQAC, Archives and the respective departments.
- Languages like Additional English, French, Konkani and Malayalam are offered to attract students from other states, NRI's and other nationalities.
- Sufficient number of computers and LCD projectors are provided to the departments to make use of the most recent educational technology to impart contemporary topics.
- MCMS offers Certificate programmes in Event Management, Media Studies and Content Writing.
- Publications like **Sapthahik** (weekly), **Mediator** (daily) and **Tvesha** (monthly) are integrated in the overall assessment of the students of MCMS department.
- MCMS Students make and broadcast programmes on local TV channel 'V4' called "Campus Eye" exclusively for the youth in different College campuses.

**Research:**

- Both UG and PG students are given project work. Compulsory mini projects are taken by all the students of different departments as part of their curricular studies.
- The College has separate Dean for research activities.
- Two research centers are established with 8 departments offering Ph.D programme for the students.
- Motivation and incentives are offered by the College to teachers as well as the students in terms of cash to pursue minor research activities through the respective departments.
- Research methodology is a paper in some of the PG programmes such as Commerce, Management, MCA and M.Sc Software Technology. M.Sc Bioinformatics has Research Project in the First 3 semesters.
- Course work for Ph.D students was conducted by the PG Department of Chemistry, Biotechnology and MBA.
- The outcome of research projects is presented in National and International Seminars and Conferences.
- College publishes 4 Research Journals enabling the student and the Staff to publish the research work.
- One student of every PG department is given research fellowship by the management to carry out minor research project. For Science

students ₹7,500 is given, while for students of Humanities, Commerce and Management ₹ 5,000 is sanctioned.

- The Management offers Seed Money to the staff members to pursue Ph.D.

**1.1.5 How does the College ensure that the curriculum developed addresses the needs of the society and has relevance to the regional /national developmental needs?**

**Provision for working with local communities**:

- As an integral part of their curriculum, our students of MSW and BSW engage themselves proactively in the day to day civic and social life of these villages
- The College has an exclusive Social Responsibility Centre called Centre for Social Concern. The centre has adopted 8 villages that lack basic amenities and inhabited by the marginalized groups.
- The curriculum addresses the needs of the society motivating the students to respond to the needs of the society.
- All the students are made to participate in the awareness programmes on health and hygiene, human rights, women empowerment, electoral reforms.
- College strongly believes in the overall development of the personality of the students and has hence introduced subjects like Value Education, Indian Constitution, Environmental Studies, and Gender Sensitivity as mandatory modules for all the students entering this College.
- One of the unique features of the curricula for all PG programmes is that every Post Graduate student needs to go through ONE WEEK of mandatory village exposure experience with due credit in the Marks Card.
- UG students are required to spend mandatory 10 hours every semester in the specified institutions working with various marginalized groups as part of their curricular requirement.
- Besides, the College in collaboration with the local civic bodies, NGOs and self-help groups organizes Awareness programmes.
- MILANA, the annual get together of all collaborating NGOs and others is held to facilitate assessment of the progress and the performance of the students.
- Radio Sarang, Community Radio station is the integral part of the ethos of the College. The community radio has been able to reach to thousands of rural, poor and uneducated people of the coastal districts of Udupi, Dakshina Kannada and Kasargod.
- Students of UG and PG Journalism get an exposure of giving programmes through our community radio.
- Days of National importance are observed.
- Students conduct in-house Courses in Life Skills and English Fluency & Communication during vacation to Institutions catering to visually/ hearing impaired in different parts of the state.
- Three Blood Donation camps are organized annually during the academic year. Students are enrolled as donors and they donate blood regularly to the needy and poor patients in various hospitals in

Mangalore. Blood donation is inculcated as a value in our institution.

- Industry academia interaction help the departments to modify the curriculum
- Our curriculum facilitates UG and PG students to write competitive examinations.
- Students participate at University, State and National level competitions/camps and win prizes.

**1.1.6 To what extent does the College use the guidelines of the regulatory bodies for developing or restructuring the curricula? Has the College been instrumental in leading any curricular reform which has created a national impact?**

- The College ensures that the UGC/AICTE/University/State Government guidelines are met while designing any new curriculum. The guidelines of University are followed for the Scheme of Examination and Evaluation. The College has adopted the Choice Based Credit System (CBCS) in all the post graduate programmes.
- Value Education, Foundation and Soft skill Courses are introduced.
- The 2 new advance PG Diploma Courses under BTFS attract students from all over the country through nationwide entrance examination.
- The Vermitechnology Course started by our Institution has been incorporated by other Institutions. Vermibins developed by the Department of Zoology are utilized by the NGOs and the General Public for effective waste management.
- Rural exposure and Sahaaya programmes are practised by the other Colleges.
- Our students clear National level examinations.
- Our students are better employable and are successful entrepreneurs.

## 1.2 Academic Flexibility

**1.2.1 Give details on the following provisions with reference to academic flexibility**

**a.** **Core/and Elective papers** have been introduced across disciplines in all Courses in both UG and PG levels. Students are given freedom of choosing their electives

**Table – 3: Core/ and Elective papers**

| UG Programmes | | | |
|---|---|---|---|
| Name of the Department | Semester | No. of Electives Available | No of Electives to be Chosen |
| Commerce | V | 4 | 1 |
| | VI | 4 | 1 |
| Management | V | 2 | 1 |
| | VI | 2 | 1 |
| History | V | 2 | 1 |
| | VI | 2 | 1 |
| Economics | V | 2 | 1 |
| | VI | 2 | 1 |
| Electronics | V | 2 | 1 |
| | VI | 2 | 1 |
| Mathematics | V | 3 | 1 |
| | VI | 3 | 1 |
| **PG Programmes** | | | |
| Analytical Chemistry | I | 2 | 1 |
| Chemistry | I | 2 | 1 |
| MCA | IV | 8 | 4 |
| | V | 8 | 4 |
| M.Sc (ST) | III | 4 | 1 |
| MCMS | III | 4 | 1 |
| | IV | 2 | 1 |
| MBA | I | 10 | 6 |
| | II | 10 | 6 |
| | III | 8 | 4 |
| | IV | 8 | 4 |
| MSW | III | 6 | 2 |
| | IV | 8 | 3 |

**b.** **Enrichment Courses** like Soft skills enhancement Course, skill development, Add-on and Certificate Courses are offered after regular classes.

PG Diploma programmes in Management, Computer Applications, Human Resource Management, Information Technology and Konkani are offered to improve the employability of the students. Certificate programmes are offered to improve the skills of the students.

**c.** **Courses are offered in modular form:** All courses are Unitized.

**d.** **Credit transfer and accumulation facility**- Both UG and PG Courses are for 100 Credits. Every Student has to complete 100 credits in their 6/4 semesters in UG and PG system respectively. Students from other Colleges are given direct entry to second and third year by conforming to the requirements of the Mangalore University.

**e.** **Lateral and vertical mobility within and across programmes and Courses**

**Lateral Mobility**

Lateral entry is given for MCA Programme. Engineering graduates and

BCA graduates are given direct entry to the second year MCA.
Introduction of CBCS paper in the second year PG enables the students to learn in other departments.
Add-on Courses in foreign languages and other skill acquiring Courses are offered to enhance the skill sets of students besides the class hours.
BA & B Sc Courses/ Programmes offer Three major subjects with a wide range of choices (BA-11 & BSc – 15) to students according to their aptitude.

**Vertical Mobility**

Students who have studied Physical Science combinations at the UG level are eligible for MCA and M. Sc (ST) Programmes of the College.
Any Graduate student can pursue MBA, MA in English, MCMS programme in the institution. BBM and B.Com students can join MA applied Economics. Students having B.Sc in life sciences are eligible for M.Sc Biotechnology, M.Sc Biochemistry and M.Sc Food Science and Technology.

**1.2.2 Have any courses been developed specially targeting international students? If so, how successful have they been? If 'no', explain the impediments.**

- The Courses are designed for global requirements.
- The overseas students can opt for specialized second language papers like French and Additional English.
- NRIs and Overseas students study at UG, PG level and Ph.D level.

**1.2.3 Does the College offer dual degree and twinning programmes? If yes, give details.**

**YES**

The College participates in the twinning programmes offered by the following institutions from the current academic year

a) North Dakota University, USA
b) State University of New York (SUNY), New York
c) Le Moyne College New York
d) Tompkins Cortland College, New York

The College is in the process of establishing specific Memoranda of Understanding with some prominent Institutions of higher learning and Universities in the US.

**1.2.4 Does the College offer self –financing programmes? If yes, list them and indicate if the policies regarding admission, fee structure, teacher qualification and salary are at par with the aided programmes?**

**YES**

* All PG Programmes and a few UG programmes are on self-financing structure.

**Table - 4: Self Financing programmes**

| | |
|---|---|
| Post Graduate Programmes | 18 |
| Undergraduate Programmes | 03 |
| Post Graduate Diploma | 05 |
| Diploma Programmes | 05 |
| Certificate Programmes | 19 |
| Short term add on Courses | 16 |

Out of the 6 Under Graduate Programmes the remaining 3 Under Graduate programmes are partially aided. Three of the Certificate programmes are aided by the UGC funding.

**a) Admission and Teacher Qualification**

Admission policy and teacher qualification are on par with University, UGC and State Government requirements.

**b) Salary Structure**

There are separate salary structures for the Aided and Self-financing Courses' teachers. Aided staff members are paid UGC scale, while Management Staff are paid on par with State Scale. Qualifications such as NET/SLET/KSET, M.Phil, Ph.D get additional increment during salary fixation. The Management has evolved a separate salary structure for Assistant Professor, Associate Professor.

**c) Fee Structure**

The fee structure depends upon the Course, the physical infrastructure required and the prevailing fee offered by other competing Colleges in the region.

**1.2.5 Has the College adopted the Choice Based Credit System (CBCS)? If yes, how many programmes are covered under the system?**

**YES**

17 PG programmes are covered.

**1.2.6 What percentage of programmes offered by the College follows:**

Annual system: 22 Certificate programmes are in the annual system.

Semester system: All the other programmes of the College are in the semester system

**1.2.7 What is the policy of the College to promote inter –disciplinary programmes? Name the programmes and what is the outcome?**

The policy of the College is to make the courses inter-disciplinary.

- All the PG Courses are brought under the CBCS system as an experiment and the experience has been satisfactory. The feedback on CBCS has been extremely encouraging and has opened up innumerable possibilities.
- Certificate Courses and Add on Courses are multidisciplinary in

nature.

- At the under graduate level Foundation Courses such as Human Rights, Gender Equity, Indian Constitution, Value Education are made compulsory.
- Soft skill training is given for Final year UG and PG students by the faculty of other Departments.
- Communicative English Classes are offered for First year UG and PG students by Language Laboratory.

**The following Departments offer Inter Disciplinary Papers**

- MCA –Cost Accounting and Financial Management Paper is taken by MBA Faculty.
- MBA- Enterprise Resource Planning, Counselling, Disaster Management, Knowledge Management, Accounts and Entrepreneurship. Departments Involved are MSW & MCA.
- M.Com - Computer Application in Business paper is taken by Computer Science faculty.
- M.Sc Software Technology -The Faculty of MBA takes paper titled Entrepreneurship Development.
- M.Sc Food Science and Technology -Some practicals are conducted in the laboratories of other departments such as Biotechnology, Biochemistry and Microbiology.
- M.Sc Biotechnology – Biostatistics paper is taken by Department of Bioinformatics, AIMIT, Beeri.
- M.Sc Analytical Chemistry – Mathematics for Chemists by PG Mathematics Department, Biology for Chemists by PG Chemistry Department and Computers for Chemists by the Computer Science Department.
- M.Sc Chemistry - Mathematics for Chemists by PG Mathematics Department, Biology for Chemists by PG Chemistry Department and Computers for Chemists by the Computer Science Department.
- Commerce –UG: Computer Applications included in 2nd year B.Com curriculum - by BCA department.
- BBM –UG: E- Commerce paper by BCA department.
- BSW- One paper by Journalism Department.

## 1.3 Curriculum Enrichment

### 1.3.1 How often is the curriculum of the College reviewed for making it socially relevant and /or job oriented/ knowledge intensive and meeting the emerging needs of the students and other stake holders?

- The curriculum is reviewed every year.
- It is mandatory to hold one meeting of BOS every academic year Besides, the internal & external academic audit, feedback from teachers, students, parents is taken regularly (annual) and during the annual review, the experience of executing the curriculum is discussed and minor changes, if any, are proposed for approval from the Academic Council.
- Generally, syllabus is revised every three years keeping in mind the advice of the Academic Audit Committee and the feedback from the students, teachers, parents, and most importantly, the employers- the industry.

**1.3.2 How many new programmes have been introduced at UG and PG level during the last four years? Mention details.**

**PG Level - 5**

- M.Sc Food Science and Technology-2013
- M.Sc Chemistry - 2012
- M.Sc Physics - 2012
- M.Sc Corporate Psychology -2014
- M.Sc Mathematics -2010

**UG Level - 4**

- BA /B. Sc. Animation – 2009
- B.Sc with Biochemistry, Chemistry, Botany – 2013
- B.Sc with Biochemistry, Chemistry, Zoology – 2013
- B.Sc with Physics, Statistics, Mathematics -2014

**Certificate Courses - 11**

- Phonetics and Communication
- Food Adulteration Detection
- German Language
- Instrumental Analysis
- Robotics
- Electronic and Electric Equipment Maintenance
- Computer Hardware Maintenance
- Aquarium Maintenance
- Event Management
- Content Writing
- Media Studies

**PG Diploma Programmes - 3**

- Information Technology – PGDIT
- Human Resource Management – PGDHRM
- Konkani - PGDK

**Advance PG Diploma Programme - 2**

- Fermentation and Bioprocessing
- Plant Tissue Culture and Micro propagation

**Diploma Programmes - 3**

- Vermitechnology
- Computer Animation
- Travel and Tourism

**1.3.3 What are the strategies adopted for revision of the existing programmes? What percentage of Courses underwent a major syllabus revision?**

- All courses underwent major syllabus revision in the last five years.
- It is mandatory for all the departments to revise the syllabus once in 3 years.
- Autonomy has provided an opportunity to all the programmes to revise their syllabi. The College has made best use of this opportunity to make the subjects and their syllabi contemporary, ideally balanced with enough in-depth understanding of the concepts and equally infused with skill acquiring avenues for the learners.

**Strategies of revision:**

- Feedback regarding the syllabus is taken annually from all the

stakeholders. The feedback is analyzed and necessary modifications are proposed to the Academic Council with due approval from the BOS.

- The Internal Quality Assurance Cell (IQAC) has prominent experts from the industry and senior education specialists who meet bi-annually and suggest the expectations from the society and industry and their recommendations and suggestions are proposed and presented to the BOS and the Academic Council.
- The National Skill Gap Study Report is referred and the new UG and PG programmes are designed accordingly.
- Comprehensive Internal Academic Audit by a team of experts is held. A comprehensive report is sought from the Academic Audit Committee and the departments are individually met and informed about the areas of excellence and concern.
- Autonomy Review is conducted periodically by the UGC and Mangalore University. The feedback from these authorities is followed up.
- Academic audit is done by external experts.
- Interaction with other Colleges with similar Courses to assess their experience.
- Feedback from the staff from other Colleges.

### 1.3.4 What are the Value Added Courses offered by the College and how does the College ensure that all the students have access to them?

**Table – 5: Add-on Courses**

| ADD ON COURSES OF MCA, M. Sc (ST), M. Sc BIOINFORMATICS DEPARTMENTS | | ADD ON COURSES OF MBA DEPARTMENT | |
|---|---|---|---|
| 1 | Certifications from IBM Software Centre of Excellence | 1 | Soft Skills using EXCEL |
| 2 | Microsoft Academic Collaboration - Electives | 2 | Rural Exposure |
| 3 | Infosys-AIMIT Campus Connect Electives & Soft Skill Programme | 3 | Soft Skills using SPSS |
| 4 | EMC-AIMIT Information Storage Management Certificate Programme | 4 | Gavel Club |
| 5 | ORACLE-AIMIT RDBMS certifications | 5 | Integrated Business Lab (Finance/ Marketing/ Human Resource) |
| 6 | Red Hat Linux Certification / HP UX Certification | 6 | Systems Thinking |
| 7 | NASSCOM NAC-Tech / AMCAT Certification | 7 | Entrepreneurship Development |
| 8 | IEEE & IEEE Computer Society & CSI Membership | 8 | Business Consultancy Project (BCP) |

- The College offers 5 Diploma programmes and 5 PG Diploma Programmes.

**Table - 6: Diploma programmes**

| PG Diploma | | Diploma | |
|---|---|---|---|
| Sl No | Course | Sl No | Course |
| 1 | Business Management (PGDBM) | 1 | Business Management (DBM) |
| 2 | Computer Applications (PGDCA) | 2 | Computer Applications (DCA) |
| 3 | Human Resource Management (PGDHRM) | 3 | Vermitechnology |
| 4 | Konkani (PGDK) | 4 | Computer Animation |
| 5 | Information Technology (PGDIT) | 5 | Travel and Tourism |

- There are 22 Certificate Courses out of which, 3 programmes are UGC COPs.

**Table - 7: Certificate Courses**

| Certificate Programmes | | | | | |
|---|---|---|---|---|---|
| **Sl No** | **Course** | **Organizing Department** | **Sl No** | **Course** | **Organizing Department** |
| 1 | Vermitechnology | Zoology | 12 | Aquarium Maintenance | Zoology |
| 2 | Debating | English | 13 | Phonetics and Communication | English |
| 3 | Computer Hardware Maintenance | Physics | 14 | Electronics & Electrical Equipment Maintenance | Physics |
| 4 | Taxation | Commerce | 15 | HR Skills and Corporate Communication | Commerce |
| 5 | Basic Communicative skills in French | Language Lab | 16 | Communicative English | Language Lab |
| 6 | Basic Communicative skills in German | Language Lab | 17 | Call Centre Training | Language Lab |
| 7 | Tissue Culture | Lab of Applied Biology | 18 | Molecular Techniques | Lab of Applied Biology |
| 8 | Event Management | MCMS | 19 | Content Writing | MCMS |
| 9 | Media Studies | MCMS | 20 | Konkani Language | Konkani Institute |
| 10 | Basic Skills in Counselling | Psychology | 21 | Instrumental Methods of Analysis | Chemistry |
| 11 | Robotics | Electronics | 22 | Food Safety and Adulteration | Microbiology |

- Both Final year UG and PG students are given Skill Development Programmes.
- First year UG and PG students are given language Laboratory Classes.

- The College Prospectus and Handbook, contains details about the value added Courses, timings and their fee structure.
- The College sends notices to all classes informing about the value added Courses.
- The fee charged for these Courses is nominal.
- The students are encouraged to enroll as the classes are held after the regular classes.

**1.3.5 Has the College introduced any higher order skill development programmes in consonance with the national requirements as outlined by the National Skills Development Corporation and other agencies?**

- MCA and M.Sc Software Technology Department have developed Campus Connect soft skill programmes in collaboration with Infosys and IBM.
- MBA Department offers skill development through their Management Development Programmes (MDP).
- PG departments have designed their Courses with project work for developing higher order skills such as analytical and experimental skills.
- Career Guidance and Placement Cell offers training programmes in employability skills.
- IL&FS in collaboration with NSDC has organized a three month placement linked soft skill training programme for 79 UG students in the academic year 2013-2014.
- In the year 2014-2015, 100 students are trained in computer education for three months with a stipend of ₹ 500 given from the Directorate of Minority Development Cell, Government of Karnataka.
- In the year 2014-2015, Standard Training, Assessment and Reward (STAR) programme of the Ministry of Finance, Government of India, is implemented by RURAL FOUNDATION, Mangalore in collaboration with NSDC to improve the skill sets of the students. 50 students have enrolled for the programme.
- In the BTFS the students are given a fellowship of ₹ 5000/- per month (from 2011) which has been raised to ₹ 10,000/- from DBT, New Delhi.
- Pathway Cell organized a number of programmes to enhance Softskill among students.

## 1.4 Feedback System

**1.4.1 Does the College have formal mechanism to obtain feedback from students regarding curriculum and how it is made use of?**

**YES**

- A prescribed format of getting feedback from students has been designed to be administered by HODs and teachers in their respective classes.
- The curriculum is evaluated in terms of its relevance, degree of challenge, appropriateness to the level of the students' general standard, relation to employability, knowledge and Skill acquisition.
- The feedback is analysed by the IQAC/Registrar and the findings

are forwarded to the chairs of all BOS and necessary revisions are recommended at the BOS.

**1.4.2 Does the College elicit feedback on the curriculum from national and international faculty? If yes, specify a few methods adopted to do the same-(conducting webinar, workshop, online forum discussion etc.). Give details of the impact on such feedback.**

**YES**

The syllabus draft is sent to all external members of BOS. International resource persons who visit the College as resource persons for seminars and workshops, are consulted on matters of curriculum wherever feasible.

- National and International seminars conducted by the College have helped in the modifications in syllabi taking into consideration the most recent trends in the subject in the international relevance. For example an International seminar conducted on Nanotechnology by the College helped many departments of the College to introduce Nanotechnology in their curriculum.
- Webinars organized in association with Infosys have helped both MCA and M.Sc Software Technology departments to introduce data analysis in their syllabus.
- Resource persons of National and International Eminence are involved in group discussion and training which helps the faculty members in updating the curriculum.

**1.4.3 Specify the mechanism through which alumni, employers, industry experts and community give feedback on curriculum enrichment and the extent to which it is made use of.**

- Feedback from Alumni, Employers and Industry is taken on a specified format and the suggestions given are implemented in the respective departments.
- One member each from Alumni and Industry are involved in every BOS. Their suggestions are incorporated in the curriculum development.
- Academic Council also has members from Industry and Alumni. Their suggestions are incorporated in the curriculum.
- The interaction with the alumni working in reputed institutes and industry help the departments to evolve a curriculum suited for the present times and the requirement of the industry.

**1.4.4 What are the quality sustenance and quality enhancement measures undertaken by the institution in ensuring effective development at the curricula?**

- UGC model curriculum is referred in framing and developing the curriculum.
- Feedback from all the stakeholders is consider in framing the syllabus.
- National and global competency are considered while developing the curriculum.
- Academic Audit of the departments is done once in a year. The IQAC monitors the constant progress of every department.
- Every member has to attend 2 workshops/seminars/conferences

every year.

- Every department is expected to organize at least one seminar in a year.
- Training programmes are organized at the College level once in every semester.
- Staff members are deputed to attend training / orientation programmes.
- Every Staff member is motivated/trained to apply Major/ Minor research projects.
- Staff members are motivated to write NET/SLET Examinations. Those who clear are given incentive in their salary.
- Staff members are encourage to register for Ph.D studies and publish their work in research Journals. At present 63 staff members have registered for their Ph.D.
- Publication of In-house journals to publish their findings.
- A large number of seminars/ conferences and workshops are organized by the College. Eighty Four seminars/conferences and Sixty Four workshops were conducted in the last 5 years.

The College holds the following quality parameters on utmost priority:

1. Curriculum
2. Innovation in teaching learning experience
3. Relevance
4. Employability

- Hence updating the curriculum constantly and making it relevant by taking feedback from stakeholders is our continual endeavour.
- The College ensures that innovations are incorporated into the teaching learning process in terms of brainstorming, group discussions and effective use of modern communication technologies.
- Constant efforts are made to make the evaluation system more transparent and continuous with objective type testing components. Student projects to be extended to all programmes.
- Ensures employability by empowering students to enhance and hone their life skills and soft skills by taking the collaboration of professionals to assess students' readiness for career interviews.

# CRITERION - II

# TEACHING, LEARNING, EVALUATION

## CRITERION - II
## TEACHING – LEARNING AND EVALUATION

The teaching learning process at St Aloysius College remains true to its vision and mission of imparting holistic education based on value system. The process seeks to promote learning through Innovative and Creative Pedagogies that help students realize their true potential.

### 2.1 Student Enrolment and Profile

Admission at St Aloysius College is based on the philosophy that access to quality education is the fundamental right of all citizens. Being a Christian Minority Institution, students of all religions are admitted based on the Government norms.

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

The Courses offered by the College are well published. The College follows an open and transparent admission process.

**Publicity**:

Being a well known College in the state, it attracts students from across the state and the country. International students also seek admission. In addition to the reputation enjoyed, the College makes conscious efforts in making the information known about the Courses and subjects as mentioned hereunder:

a. Advertisement in the national newspapers.
b. Website: The application forms also can be downloaded.
c. Posters: The posters are displayed in several Colleges within and outside the district.
d. College Notice Board provides information.
e. Seminars for PU Students: Many departments in Basic Sciences and Humanities conduct seminars to +2 students to create awareness about the scope and opportunities in degree courses.
f. Social media: Facebook is prominently used.
g. Hoardings in Mangalore City
h. Letters to Institutions: Letters are written to heads of institutions about the Courses and facilities offered.
i. College Prospectus provides detailed information.
j. The Alumni/ae Assoication “SACAA” gives publicity through its network.
k. The MoUs with educational institutions provide information.
l. Workshop for graduates-KAIZEN is organized by AIMIT the second campus of the College for providing information about the Management and IT Courses and the facilities provided.
m. Visiting educational institutions within and outside the state: A few departments have followed the policy of visiting neighbouring

institutions for creating awareness.

n. Participating in educational fairs organized by other institutions.
o. The students of Botany Department go to various High Schools of rural area to teach students.

**Transparency**: Transparency is ensured by following an open system with enough information input at each stage of admission process.

a. The details of the existing Courses, combinations, fee structure, eligibility criterion is published in the Website and the Prospectus.
b. Admission Committees are constituted for each faculty involving the staff members to assist the candidates with information, academic counselling, document verification and form filling.
c. Help Desk is created at the main entrance and information is provided.
d. All the data of the admission process is computerized.
e. All the staff members are regularly updated about the details of admissions.
f. Registration numbers of selected candidates are displayed on notice boards including the wait list.
g. Selection cards are sent to the candidates.
h. Grievance Cell is created to look into issues and complaints raised by the candidates/parents.
i. Students are admitted through PGCET for MBA and MCA courses.
j. Some of the PG Courses of the main campus conduct Entrance Examination and selection is done based on the performance in the entrance test and group discussion.
k. At the PG level, Heads of the Department scrutinize the applications and recommend the selected students for the interview.
l. Research students are selected by the University concerned which has given recognition.

**2.1.2 Explain in detail the process of admission put in place for UG, PG and Ph.D. programmes by the College. Explain the criteria for admission (Ex. (i) merit, (ii) merit with entrance test, (iii) merit, entrance test and interview, (iv) common test conducted by state agencies and national agencies (v) others followed by the College?**

**Admission for UG Courses:**

a. Merit is the main criterion
b. The institution being a minority institute, students from Christian community are admitted on merit and economic criterion.
c. The College has adopted a policy of "preferential option for the poor". Students belonging to socio-economically weaker sections of the society, irrespective of caste/religion are also admitted by keeping a quota under the category.
d. Interview is conducted after making the selection of candidates.

e. Admission Committee facilitates admission which includes verification of data, providing information, academic counselling and also acting as grievance redressal committee.
f. After the admission student, along with parents/ guardian meet the Vice Principal and the Dean of the respective faculty to get input about the Course and the regulations of the institution.
g. For Science and Humanities, direct admissions are made since the number of applications is less than the prescribed intake. However, selection of certain combinations and language subjects are done on the basis of academic counselling.
h. Direct admissions are made for SC & ST candidates.
i. Students having good track record in sports and cultural activities are given preference in admission.
j. A definite quota is reserved for NRI students, ICSE Board and CBSE Board students.

**Postgraduate Courses:**

a. Merit is the main criterion.
b. The institution being a minority institution, students from Catholic community are admitted on merit and economic criterion.
c. The College has adopted a policy of "preferential option for the poor". Students belonging to socio-economically weaker sections of the society, irrespective of caste/religion are also admitted by keeping a quota under the category.
d. A few seats are offered to the meritorious/rank students by offering scholarships.
e. Entrance examinations are conducted for some courses like MSW, M.Sc Biotechnology, Biochemistry, Chemistry, Analytical Chemistry, etc. Group discussions and interview is also the basis of selection.
f. PGCET conducted by the Government of Karnataka is the basis of admission for MBA and MCA Courses. For MBA Programme College conducts group discussion followed by interviews. For MBA and MCA, MAT/XAT/KMAT test score is considered for the students applying under Management Category. Management quota is filled on merit-cum-selection basis.
g. Preferential admission to SC/ST students.
h. Academic counselling is provided.
i. Ph.D programmes are regulated by Mangalore University and Tumkur University which have recognized research centers in the College. Centralised admission process is followed. Candidates are selected based on their performance in the entrance test and are allotted to the College. Preference is given to the College staff who would like to pursue their Ph.D.

**2.1.3 Does the College have a mechanism to review its admission process and student profiles annually? If yes, what is the outcome of such an analysis and how has it contributed to the improvement of the process?**

**YES**

- The College has the mechanism of reviewing the admission process and student profile. The admission process is discussed in the College Staff Council meeting where all HODs are members. The admission process is also reviewed while analyzing the results.
- The admission committees are constituted for each faculty. The committees make a presentation about the admission process with an analysis.
- Student profile is available with the Principal, Registrar, Vice Principals and Deans. Student progress is constantly monitored through Class Guide, Mentoring and remedial education systems. The results at every stage are analysed for necessary follow-up action. Coordinating the association activities through a separate system has enabled increased participation and effective performance of the students. This has facilitated improving skill development to a large extent.
- The mechanism of reviewing admission process and measures to analyse the student profile has enhanced the performance of the students. Examination results have been very good at all levels. Measures have been initiated to avoid inconvenience, if any, to the parents/guardians. Appropriate information is provided to the admission seekers. Admission Committee, Help Desk and the facility offered to register grievances if any have helped.

**2.1.4 What are the strategies adopted to increase / improve access to students belonging to the following categories**

* **SC/ST**

Direct admissions are given. Admission is not denied to any SC/ST students. College has received grants from UGC under the scheme "Colleges with Relatively Higher Proportion of SC/ST and Minorities" for giving stipend to the students.

- **OBC**

College has nearly 30% of OBC students. Student scholarships and other concessions have helped. The mission of the College 'Preferential Option for the Poor' has helped in admitting more number of OBC students.

- **Women**

The College was opened for women students in 1986. At present College has nearly 50% of women students. Infrastructural requirements like ladies room, changing rooms for sports activities are provided. The schemes and structures such as Single Girl Child Scholarship, Women's Grievance Cell, Women's Forum, and Committee against Sexual Harassment (CASH) have been put in

place to encourage women students to take up admission in the College.

- **Different categories of persons with disabilities**

  Admission is given on a priority basis. Ramps and Lifts are provided in most of the blocks in the 2 campuses. The outreach programme named 'Sahodaya' has created awareness about the College among the disabled. Equal Opportunity Centre (EOC) is established in the College.

- **Economically weaker sections**

  Preferential option for the poor is the one of the main objectives of the College. Scholarships are offered and fee concessions are given. Mid- day meal facility is given for these students.

- **Outstanding achievers in sports and extracurricular activities**

  Since the College has excelled in sports and games, preference is given to outstanding sportsmen at the time of admission based on the recommendations from the Physical Education Department. Students who have excelled in the cultural events at the State and National level are given preference in admission.

  Preference is also given to the candidates who have done well in NSS and NCC, during the PG admissions.

**2.1.5 Furnish the number of students admitted in the College in the last four academic years.**

**Table – 8: Number of students admitted in the College in the last five years**

| Categories | 2009-10 | | 2010-11 | | 2011-12 | | 2012-13 | | 2013-14 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | M | F | M | F | M | F | M | F | M | F |
| SC | 38 | 21 | 36 | 29 | 40 | 26 | 39 | 21 | 36 | 22 |
| ST | 40 | 25 | 42 | 31 | 43 | 33 | 42 | 35 | 33 | 29 |
| OBC | 623 | 568 | 642 | 611 | 654 | 685 | 700 | 651 | 740 | 682 |
| General | 1217 | 1195 | 1252 | 1182 | 1287 | 1117 | 1335 | 1188 | 1360 | 1260 |
| Others | 189 | 194 | 240 | 234 | 140 | 419 | 245 | 415 | 191 | 388 |
| **Total** | **2107** | **2003** | **2212** | **2087** | **2164** | **2280** | **2361** | **2310** | **2360** | **2381** |

**2.1.6 Has the College conducted any analysis of demand ratio for the various programmes offered by the College? If so, indicate significant trends explaining the reasons for increase / decrease.**

**YES**

**Table – 9: Demand ratio for the year 2013-14**

| Programmes | Number of applications | Number of students admitted | Demand Ratio |
|---|---|---|---|
| UG | | | |
| 1. B.A | 131 | 131 | 1:1 |
| 2.B.Com | 580 | 360 | 1:1.61 |
| 3.BBM | 319 | 260 | 1:1.25 |
| 4.B.Sc | 245 | 213 | 1:1.15 |
| 5. BSW | 14 | 14 | 1:1 |
| 6. BCA | 180 | 160 | 1:1.2 |
| PG | | | |
| 1.M.Sc Mathematics | 45 | 40 | 1:1.12 |
| 2.M.Sc Analytical Chemistry | 37 | 30 | 1:1.23 |
| 3.M.Sc Biochemistry | 11 | 11 | 1:1 |
| 4.M.Sc Biotechnology | 20 | 10 | 1:2 |
| 5.M.Sc Physics | 30 | 30 | 1:1 |
| 6.M.Sc Chemistry | 34 | 30 | 1:1.13 |
| 7.M.Sc Counselling | -- | -- | -- |
| 8.MA Applied Economics | 19 | 13 | 1:1.46 |
| 9.MA English | 46 | 38 | 1:1.21 |
| 10.MSW | 62 | 45 | 1:1.37 |
| 11.Food Science & Technology | 35 | 21 | 1:1.66 |
| 12.MCMS | 30 | 18 | 1:1.66 |
| 13.Applied Finance & Accountancy | 75 | 58 | 1:1.30 |
| 14.MCA | 70 | 59 | 1:1.19 |
| 15. M.Sc Soft. Tech | 60 | 31 | 1:1.93 |
| 16.M.Sc Bioinformatics | -- | -- | -- |
| 17.MBA | 185 | 152 | 1:1.22 |
| Diploma/PG Diploma | | | |
| 1. PGDBM | 12 | 12 | 1:1 |
| 2. DBM | 18 | 18 | 1:1 |
| 3. PGDCA | 17 | 13 | 1:1.31 |
| 4. PGDHRM | 25 | 25 | 1:1 |
| 5. PGDK | 12 | 12 | 1:1 |
| 6. BTFS | 07 | 07 | 1:1 |
| 7. Vermitechnology | 27 | 27 | 1:1 |
| Ph.D | | | |
| 1.Biotechnology | 10 | 10 | 1:1 |
| 2. St. Aloysius Advance Research centre | 53 | 53 | 1:1 |
| Any other (please Specify) | | | |
| Community College | 40 | 40 | 1:1 |

Analysis is made on the basis of the data in 2013-14. Following trends have

been observed:

**Undergraduate Courses:**

a. For B.Com and BBM Courses there is a greater demand as there is good number of feeder institutions offering Commerce at the +2 level. The Departments of the college have good reputation.
b. B.A.: The admissions are declining. The focus is on Commerce Course as the societal impression is that there are better job opportunities.
c. B. Sc admissions are improving when compared with earlier years as the College has well established departments with excellent laboratory and teaching facilities.
d. BCA has 2 sections with full capacity, as the department has established itself in terms of faculty and curriculum.

**Postgraduate Courses:**

a. Most of the Post Graduate Courses have good demand as the campus placement is very high. There is a declining trend in the M.Sc Bioinformatics Course as students of M.Sc Software and MCA are preferred in job placements.
b. In M.Sc Biotechnology/M.Sc Biochemistry varied trend is observed with decline in one year and increase in the other.

**2.1.7 Was there an instance of the College discontinuing a programme during last four years? If yes, indicate the reasons.**

**YES**

M. Sc Holistic and Psychological Counselling Course was discontinued for want of minimum number of students. The regulation governing the admission has stipulated that Psychology should be one of the main subjects at the degree level restricted the scope. Also the impression that a Course in counselling may not fetch a good job was another reason.

## 2.2 Catering to Student Diversity

**2.2.1 Does the College organize orientation / induction programme for freshers? If yes, give details of the duration of programme, issues covered, experts involved and mechanism for using the feedback in subsequent years.**

**YES**

Orientation programmes are conducted at two levels

a. At the college level
**b.** At the departmental level

**At the College Level:**

- Orientation programmes are conducted in the beginning of the academic year. Information is provided about the curriculum, examinations, discipline, extra-curricular and co-curricular activities, library, extension programmes, time –table, sports and games. The duration of the programme is two days.
- College handbook is distributed during the orientation programme. The handbook is a comprehensive document which gives the detailed and accurate information to the students with regard to the

college rules, regulations, examination schedules, schedule of activities, evaluation details, procedure for maintaining attendance and such other details normally required by the students.

- Experts are invited to give special programmes on career guidance, job opportunities, environment, social service, personality development, etc.
- Two day training on personality and skill development and spiritual enrichment is organized for all students of the College immediately after a fortnight of the commencement of the academic year. This programme is conducted by the experts/professionals invited from outside.

**At the Departmental Level:**

- Academic Counselling is done by the teachers.
- Class Guides offer assistance to the students and also monitor the overall performance of the students.
- Mentoring system, Faculty Dean, Vice Principal, Student Welfare Officer and Student Council System takes care of the needs of the freshers.
- Counselling is offered to postgraduate students for choosing inter-disciplinary subject under Choice- Based Credit System (CBCS).
- One week orientation programme is organized for MBA/MSW students in their respective departments. All other PG departments organize orientation programmes.
- Induction programme is conducted by each postgraduate department where final year students organize activities to involve the freshers and make them comfortable in the department.

  Written feedback is collected at the end of the orientation programme from both students and the resource persons. The constructive suggestions are implemented in the consecutive years.

**2.2.2 Does the College have a mechanism through which the "differential requirements of student population" are analysed after admission and before the commencement of classes? If so, how are the key issues identified and addressed?**

**YES**

- The differential requirements of the students are analysed on the basis of the past experience, systems of the College, the bio-data profile and other specific requests.
- The Students are properly guided during the orientation programme in the beginning of the year, usually for two days about the filling up of the bio-data profile, selection of EC/CC activity, procedure for ID card, payment of fee, scholarship, applying for midday meal scheme, applying for library facilities, hostel facilities if required, bridge course if any required, Bus Pass/Railway Pass, etc.
- The College hand book and the talks by many experts also help to identify key issues. Key issues are identified and following measure are taken to identify the key issues.

- Bridge course in English language is conducted for the students from rural background as well as from Kannada medium.
- Students admitted to the BCA department from non Science stream are given a bridge course in basics in computers.
- Basics of Mathematics are taught to the students of BBM and B.Com to cope up with mathematical subjects of these courses.
- Basics of Accountancy are taught to the students of BBM to cope up with accountancy.
- English Department conducts a linguistic competence assessment test for first degree students. Language laboratory classes are organized for weaker students.
- Most of the departments organize bridge Courses to help the students to cope with the level of syllabus.
- Foundation of IT programmes / Management programmes are given to M. Sc Software Technology and MBA students.
- Sufficient care is taken while allotting the students to different batches with a blend of slow and advanced learners.
- A coordinator is appointed to take care of foreign students and the students from the north-east.
- Counselling and Healthcare services are provided.
- Admitted candidates are given proper guidance about the hostel accommodation and paying guest facilities.

**2.2.3 Does the College provide bridge /Remedial /add - on courses? If yes, how are they structured into the time table? Give details of the Courses offered, department-wise/faculty-wise?**

**YES**

The systems introduced by the college have stabilized.

- **Bridge Course**: Department of English, Mathematics, MBA, BCA, BBM, Commerce and M.Sc Software Technology departments conduct Bridge Courses.
- **Remedial Classes**: Performance in the internal examinations and end semester examinations is the basis.

  - Remedial classes are conducted by departments.
  - The slow learners are identified by the Vice Principals of the respective blocks and they give the list to the staff members. The department prepares a time table for these students to take classes after regular class hours.
  - The Digital Language Lab of English Department looks after the needs of the students who are poor in communication in English. A regular time table is prepared and batches of students are sent to the lab throughout the semester.
  - Record of the remedial education is maintained at the department level. Performance is monitored through Class Guides, Mentoring, Parent- Teacher meetings, HODs, Dean and Vice-Principal.
  - In most of the faculties, classes close at 2.40 pm in order to facilitate regular remedial classes.

❖ **Add-on Courses:**

- PG Courses have been designed with many Add-on Courses integrated into the system. There are 16 Add-on Courses, 8 each in MBA and MCA departments of the AIMIT Campus.
- It is mandatory for each student to choose an inter-disciplinary programme under CBCS.
- Compulsory project work, Computer knowledge programmes have been incorporated at both UG and PG level.
- Rural exposure programme of 6 days is compulsory for all the PG programmes.
- Company Internship is introduced in M.Com as a mandatory requirement.
- Spoken English classes are offered for those who are weak in English.
- Skill development Courses are offered for all the final year students.
- Department of MSW organizes value added programmes such as Street Play and Field study.
- MCMS presents a weekly programme called 'campus eye' through a local TV channel 'V4' media

**AT UG Level:**

- Certificate Courses are conducted by different departments.
- Department of Chemistry: offers a Certificate Course in Instrumentation Analysis.
- Department of Zoology: Diploma in Vermitechnology is offered. Vermi-composting through Vermibin is a value added programme.
- Department of Psychology: Basic Skills in Counselling is organized.
- Department of English: Courses in Phonetics and Communication skills and Spoken English are conducted.
- A Certificate Course in German Language is introduced.
- Department of Microbiology offers a Certificate Course in Food Safety and Adulteration.
- Subject Associations organize many Add-on programmes.
- Project work is made mandatory for students of Biosciences, B.Com, BBM and BCA at the undergraduate level.

**2.2.4 Has the College conducted a study on the incremental academic growth of different categories of students; - student from disadvantaged sections of society, economically disadvantaged, physically handicapped and slow learners etc.? If yes, give details on how the study has helped the College to improve the performance of these students.**

**YES**

- Academic growth has been ascertained by comparing the entry level performance with each semester performance.

- The data will be analysed and passed on to the Vice Principals, Deans, HODs, Class Guides and Mentors for necessary follow-up at these level. The follow-up includes meeting the students, counselling, remedial classes, assignments, parent meetings, etc.
- Student feedback mechanism has also helped to understand the issues concerning students.
- Each department has analysed the academic growth of the students from the first semester to the fourth/sixth semester.
- The incremental growth of economically disadvantaged and slow learners is studied department-wise.
- Mentoring system has been introduced to improve the caliber of students. Economically disadvantaged students are offered scholarships and mid-day meal as an encouragement.
- The academic performance of the students is constantly monitored. Special emphasis is given for students from disadvantaged sections, economically disadvantaged, physically handicapped and slow learners.
- Remedial classes are offered for those slow learners and also for those who have failed in the continuous assessment examinations.
- Class Guides are in touch with the students to understand specific problems of students and to offer remedial measures.
- Counselling is done by involving parents if required.
- The performance pattern clearly indicates that the students progress from semester to semester. It has been observed that the performances in the final year are much better mainly due to the follow-up system of the College.
- Professional Counselling services are used in certain cases for instilling confidence in the students.

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

- Various programmes have been offered to enhance their multi-tasking ability.
- Advance learning facilities like subscribing to online journals, offering projects/Dissertation work, student research projects with financial assistance have been provided. Internet facility with Wi-Fi system has helped advanced learners.
- Library working hours have been extended.
- Advanced learners are involved in Business consultancy projects
- Incubation centre has facilitated innovative ideas of brilliant students.
- Summer research projects are offered. Sophisticated and advanced laboratory equipments procured under various schemes like Star College Scheme, College with Potential for Excellence and DST have benefitted advanced learners.
- Add-on, Diploma and Certificate Courses have provided greater opportunities to acquire knowledge.
- College organizes coaching in IAS, CPT,NET/SLET, CAT/MAT and other competitive examinations to cater to the needs of the advanced learners.

- Advanced learners are encouraged to participate in seminars and conferences and even present papers, both inside and outside the College.
- Professional Batches in both Commerce and Management departments (UG) have been started to facilitate higher learning for advanced learners.
- At the PG level advanced learners are selected as student faculties to teach lower class students.

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

- AICTE norms have been followed in our second campus-AIMIT.
- Ramp facility and Lift service is provided. Also wheel chair/Walker facility is there in AIMIT campus.
- Seating arrangements are made only in the ground floor for the examinations.
- Building constructions have been planned by keeping the needs of differently- abled students.
- Differently abled students are given scribes during the examination. They are also given extra time to complete their examination.

## 2.3 Teaching-Learning Process

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

The College Handbook, the syllabus copies provided, regular announcements on the notice board, website and public address system have provided a credible teaching-learning-evaluation schedules to the students.

- Autonomy is used as an opportunity to bring changes in the teaching-learning-evaluation methodology.
- The syllabi have been regularly updated.
- We went in to Autonomy with the revised syllabus in 2007. At the end of the third year (2010-11 academic year), syllabus of all the subjects have been revised. In addition -some departments like MBA have updated their syllabus on an annual basis.
- Teacher-Student ratio is very effective in basic Science and Humanities- in addition to traditional teaching methods, use of Power Point Presentation, seminar method, etc. have been followed.
- Commerce and Management Courses: The number of students is large in each class. Sound system has been provided. Many rooms are fitted with LCD monitors facilitating use of Power Point Presentations. Commerce laboratory concept has been introduced.
- The teaching- learning schedules are prescribed by the respective BOS and the department concerned. Students come to know about

the actual number of classes, components under each chapter, total number of hours allotted in a given semester, teaching requirements on specific topics. Model question papers, allotment of marks, references, etc. The copy of the academic requirement is given to the students.

- The evaluation schedules of both internal and end semester examinations is informed to the students in the beginning of the year through College Handbook. Timely reminders are given from time to time through notices and public announcements.
- Academic calendar is strictly adhered to. Students know in the beginning of the year itself- teaching programmes, internal examinations, end semester examinations, Extra Curricular & Co-curricular activities, the last working day- revision holidays, etc. It will help them to plan their studies accordingly.
- The work dairies to be maintained by each teacher is a document clearly showing teaching plans, task accomplished and the schedules adhered to. The work dairies are regularly monitored. Each week, it is verified by the HOD/Coordinator. Once a month, the dairies are to be submitted to the Principal for verification and authentication.
- Each subject has a Board of Studies (BOS)- which includes experts, industry representatives and former distinguished students, existing distinguished student.
- It is mandatory to hold the BOS meeting in each academic year thus giving an opportunity to review the academic content, pattern of question paper, examination system and panel of examiners.
- Examination Manual has been prepared detailing examination system and all issues associated with it.
- The College follows definite schedule for all co-curricular and extra-curricular activities. This would help the students plan their academic and non-academic schedules effectively.

### 2.3.2 Does the College provide Course outlines and Course schedules prior to the commencement of the academic session? If yes, how is the effectiveness of the process ensured?

**YES**

- Course outlines are provided through the Prospectus, copies of the Course structure and syllabus, College website and regular announcements.
- Course structure and syllabus is made available in every department and the library and also in the office of the Registrar.
- The Handbook provided by the College contains information about the regulations and the course requirements.
- Students are given information through orientation, Class Guides and in each class by their respective teachers.

- Since the students have enough knowledge about the Course content, regulations and examination system, it ensures transparency and accountability.
- The College website is updated regularly.

**2.3.3 What are the Courses, which predominantly follow the lecture method? Apart from classroom interactions, what are the other methods of learning experiences provided to students?**

Almost all Courses predominantly follow lecture method. ICT facilities are used for enhancing the effectiveness.
Other methods of providing learning experiences include:

- Project work is made mandatory in some of the UG and most of the PG Departments.
- M.Com and MBA departments have Internship programme.
- Small Research projects in many Science Departments.
- Seminars in all Postgraduate departments- few UG departments.
- Assignments in all Courses.
- Compulsory library work.
- Industrial tours organized in many PG departments and in some UG departments.
- Organizing seminars and workshops at different levels in most of the departments.
- Journalism departments of both UG and PG have tie-up with the local press and television media.
- Involving students in media interaction-film making, reporting, etc.
- Departmental news letters.
- Student take online self study classes.
- Webinars are conducted regularly.
- MSW, BSW departments allocate students to local NGOs.
- Field Study method in BSW & MSW.
- Community Radio Sarang, News Bulletin, Campus Eye for PG and Communique for UG help journalism students.
- Regular EC/CC activities conducted by the 54 associations of the College.
- Social responsibility projects-mandatory rural exposure programmes for the PG and "Sahaaya"- 10 hrs of social work in each semester for first and second year students of UG.
- Research Journals published in the College/motivating to present research papers/rural outreach programmes/ case analysis/ role play/peer group learning/book review method offer effective learning experiences.
- Some PG departments have student faculty programme where selected meritorious students take classes to the undergraduate students.

**2.3.4 How 'learning' is made more student-centric? Give a list of participatory learning activities adopted by the faculty that contribute to holistic development and improved student learning, besides facilitating life-long learning and knowledge management.**

- Participatory activities are conducted towards improving self management, knowledge development and skill formation of the students.
  1. Individual activities such as project work, student seminars, case studies and Internship.
  2. Group activities such as peer group teaching, organizing seminars, workshops and exhibition, organizing and participating in academic competitions, guest lectures, role play, brain storming, Film making and documentary production, rural exposure programme, field survey, Sahaaya.
  3. Students are involved in framing of the syllabus. One student each is present in BOS of every department and one student in the Academic Council of the College.
  4. Curricular and Extracurricular associations organize number of activities such as debate, elocution, hands on training etc.
  5. Intercollegiate Student fests are conducted at the faculty level, and Interfaculty fests Utsav, Sangam and Lakshya are also held.
  6. Students are motivated to participate in seminars and present papers.
  7. Students bring about departmental newsletters.
  8. Skill development programmes are given to the final year UG and PG students.

- In the continuous evaluation system 2 internal examinations in each semester are scheduled with equi-distance with emphasis on testing not just memory but logical thinking, critical thinking, analytical ability, and reasoning.
- Compulsory assignments have made students to think on their own in collecting and presenting information.
- Besides academics, there is value education and mandatory provisions to participate in extra-curricular and co-curricular activities. This has enabled the students to learn life skills and knowledge management. Add-on Courses have facilitated the process.
- Online journals-library facilities are adequately provided for better knowledge management.
- "Preparing men and women for others", being the Motto of the College, every opportunity is utilized for the holistic development of the students.
- Some of the printed class room texts are converted into movies, documentaries and place.

**2.3.5 What is the College policy on inviting experts / people of eminence to provide lectures / seminars for students?**

- Experts are invited for guest lectures. This is commonly practised in postgraduate Courses, BTFS Course and such programmes. Experts on the BOS are also invited to give special lectures.

Honorarium is paid.

- Most of the PG Courses conduct National/State level Seminars/ Workshops. Eminent resource persons from reputed industries and institutions are called.

**Table – 10: No of Guest Lectures Organized in the last 5 Years**

| Department | 2009-10 | 2010-11 | 2011-12 | 2012-13 | 2013-14 |
|---|---|---|---|---|---|
| Biochemistry | 04 | 02 | 02 | 02 | 04 |
| MBA | 05 | 05 | 04 | 10 | 09 |
| Food Science & Technology | -- | -- | -- | -- | 06 |
| Commerce | 05 | 04 | 02 | 04 | 06 |
| Chemistry | 07 | 05 | 05 | 05 | 10 |
| Physics | -- | -- | -- | 04 | 09 |
| Psychology | -- | 02 | 02 | -- | -- |
| Mathematics | -- | 02 | 02 | 03 | 04 |
| English | 06 | 04 | 02 | 06 | 05 |
| Economics | 09 | 12 | 11 | 12 | 07 |
| Biotechnology | 06 | 08 | 07 | 11 | 12 |
| MCMS | 05 | 04 | 12 | 09 | 13 |
| MCA | 10 | 12 | 17 | 15 | 16 |
| M.Sc Software technology | 08 | 09 | 08 | 09 | 08 |
| M.Sc Bioinformatics | 08 | 09 | 08 | -- | -- |
| MSW | 15 | 12 | 13 | 12 | 13 |

**Table – 11: No of seminars/ workshops conducted in the last 5 years**

| Year | No of Seminars, Conferences And Workshops | | |
|---|---|---|---|
| | International | National | State/University |
| 2009-10 | 0 | 8 | 12 |
| 2010-11 | 1 | 10 | 23 |
| 2011-12 | 0 | 13 | 15 |
| 2012-13 | 0 | 09 | 25 |
| 2013-14 | 2 | 11 | 19 |

- Seminars for students are mandatory in all Postgraduate Courses. Besides offering a seminar in each subject, the students are also assigned common seminars where the entire department is involved. One Credit has been assigned for seminars in many Postgraduate Courses.
- Students also get an opportunity to learn through the seminar, symposia, workshops organized at the departmental level.

**2.3.6 What are the latest technologies and facilities used by the faculty for effective teaching? Ex: Virtual laboratories, e-learning, open educational resources, mobile education, etc.**

**Latest Technologies used:**

a. LCD Presentation
b. Use of effective Information & Communication Tools (ICT) – such as Software's, Packages. Eg. Rational Software from IBM for Software Design & Development. Software Testing Package for idea on Software Testing.
c. In class rooms, Wi-Fi, LCD projectors, online demos, online lectures and class videos are used to make teaching more effective to the students.
d. Use of updated software for laboratory exercises.
e. Use of Open Source Tools like Linux, Apache, MySQL, PHP, Ruby on Rails in the laboratories.
f. Use of multiple operating systems.
g. Use of Software like Moodle to test the aptitude of the students.
h. Use of E-Learning specially for advanced subjects. Eg. Collaboration with IIT, Bombay – Database Management Group.
i. Improvement and updating the Departmental Website & adding knowledge portal with resources – such as e-books, papers, articles, quizzes, online tests etc.
j. Using the Departmental Blog effectively.
k. Use of Webex software for Webinars.
l. Use of Skype for the virtual interaction.
m. Setting up of the Campus Cloud in association with our Academic partner Microsoft.
n. Use of Mobile Sharing of Information with students through Smart Phones, Effective use of Smart phones for Academic purposes.
o. Distribution of Tablets loaded with lecture notes & other useful contents to PG Information technology students.
p. Resource Centers for Commerce, Management, Physical Science, Life Sciences, Statistics.
q. E-Journals and Databases.
r. Language and Commerce Laboratories.
s. Media Laboratory and Community Radio 'Radio Sarang' for Journalism students.
t. Smart Board and Video Conferencing Facility.

**2.3.7 Is there a provision for the services of counsellors / mentors/ advisors for each class or group of students for academic, personal and psycho-socio guidance? If yes, give details of the process and the number of students who have benefitted.**

**YES**

The College has systems of guiding students at different levels.

- Academic counselling is done by the Mentor/Class Guide/Teachers/ Department /Dean/Vice Principal.
- In academic counselling weaker students are identified based on their previous examination records and are given remedial coaching, tests and assignments to improve their performance. About 15% of the students are given remedial education.
- Students who are academically sound are given counselling to

pursue coaching for competitive examinations and research. Students are counseled to write research projects and apply for summer research fellowship.

- Class Guide / Mentor are of assistance in personal / family / emotional /peer /gender issues.
- Mentors regularly meet the students assigned to them and assist them to resolve their personal problems.
- Some of the staff members are trained counsellors who offer counselling services to the needy students. The Mentors/Class Guides identify the need for counselling and send those students to the trained counsellors.
- In the College handbook list of trained counsellors for different faculties is published. Special counsellors are present for foreign and northeast students. About 10% of the students avail the special counselling facility.
- Professional Counsellors have been appointed for responding to students psychological-sociological needs.
- The College also arranges counselling with professional counsellors outside the College based on the gravity of the situation.

**2.3.8 Are there any innovative teaching approaches/methods/practices adopted /put to use by the faculty during the last four years? If yes, did they improve the learning? What methods were used to evaluate the impact of such practices? What are the efforts made by the institution in giving the faculty due recognition for innovation in teaching?**

**YES**

Sincere efforts have been made for introducing innovative teaching methods. At the Postgraduate level many such experimentations have been successful

1. Use of LCD – LCD Presentations are used by the teachers for their class work and students for their seminar presentation
2. Problem Solving and case study analysis is used in dealing with practical papers
3. Students are asked to present seminars in all the semesters. Most of the PG departments conduct student project, either in house or in industry
4. MCMS students prepare campus eye programme for the local television
5. MSW department conducts Field Study through NGOs
6. Subject associations of the PG departments conduct guest lectures
7. Peer Learning is encouraged among students through group discussion
8. Academically good students are selected as Student Faculty to take classes for the students of lower classes
9. E Journals and E Books are made available for both students and staff through Library resources
10. Computer simulations are also used in virtual laboratories

**At the Undergraduate level:** LCD/Assignment method/seminar method/problem-solving methods are being adopted.

Students evaluate the system at two different levels.

1. Evaluation of teachers: in a prescribed format
2. Evaluation of the system: prescribed questionnaire

The feedback is encouraging.

In the BOS meetings and Departmental meetings these innovative methods and their impact is evaluated.

Teachers get due recognition by the students. The management recognizes them. Appreciation is given through awards. "Sambhrama" is an annual event to recognize the outstanding services of the teachers.

### 2.3.9 How does the College create a culture of instilling and nurturing creativity and scientific temper among the learners?

- College strongly believes in promoting creativity and scientific temper among students.
- The message is conveyed to them in every possible way from the day of orientation programme.
- Systemic changes have been brought about in this regard. The question paper format, assignments, seminar, projects, partnering with industry, Wi-Fi systems, online journals, instrumentations, Add-on Courses, CC/EC activities all offer such opportunities.
- **Aloysiative**: It is a programme to promote entrepreneurship among students.
- MoU's and Incubation Centers have been used to promote student creativity.
- Annual Science Exhibitions and College Fests provide excellent opportunity for students to display their talents in creativity.
- Student projects, research projects, seminar papers, student journals are a few opportunities for nurturing creativity, innovation and scientific temper among the students. **Selected Student projects are funded by the College.**
- Street plays, Films and Documentaries, Performing art/ Fine arts, Magazine designing /Slogans/ Designing Logos/Theme Songs provide opportunities for creativity.
- Consultancy projects, Newsletters have nurtured student creativity.
- Fifty Four CC/EC associations of the College have wall magazines which gives ample opportunity to the students for creativity.
- Hands on training programme are conducted.
- Training on handling high end instruments is organized.

### 2.3.10 Does the College consider student projects a mandatory part of the learning programme? If so, for how many programmes is it made mandatory?

**YES**

- Both at PG and UG levels project work has been introduced.
- The projects are mandatory at the PG level in many departments.
- Some of the PG departments such as Physics, Chemistry, Analytical Chemistry, English and Economics offer projects outside the curriculum.
- At the UG level, many departments have introduced projects even though there are difficulties in managing them due to large number

of students. In some departments like B.Com/BBM/BCA the project work is mandatory in at least one of the semesters.

- Micro biology/Biotech/ Chemistry/ Botany and Zoology departments have introduced project work.

**Table -12: In House Projects – UG**

| In House Projects -UG | | In House Projects -UG | |
|---|---|---|---|
| Biochemistry | 80% | Physics | 8% |
| Botany | 15% | Zoology | 100% |
| Chemistry | 5% | BBM | 100% |
| Commerce | 100% | Biotech | 90% |
| Electronics | 25% | Psychology | 100% |
| Journalism | 100% | | |

**Table – 13: Industry Projects –UG**

| Industry Projects-UG | |
|---|---|
| BCA | 100% |
| Biochemistry | 20% |
| Chemistry | 1% |
| Journalism | 8% |
| Biotech | 10% |

**Table – 14: Industrial & In House Projects PG**

| Industrial Projects - PG | | In House Projects -PG | |
|---|---|---|---|
| Software Technology | 100% | M.Com | 100% |
| MBA | 100% | Software Technology | 100% |
| MCMS | 100% | MBA | 100% |
| Biotech | 70% | MCA | 100% |
| Physics | 12% | MCMS | 100% |
| Analytical Chemistry | 85% | Biotech | 30% |
| Chemistry | 85% | Physics | 6% |
| Biochemistry | 30% | Analytical Chemistry | 15% |
| Bioinformatics | 70% | Chemistry | 15% |
| Food Science & Tech | 100% | Biochemistry | 70% |
| MSW | 100% | Bioinformatics | 100% |
| Psychology | 100% | | |

- Role of the faculty in facilitating such projects
  The faculty members are the project guides who facilitate the students through the following means -
  1. Ascertaining the feasibility of student project proposal.
  2. Helping the students to finalise the project.
  3. Guiding the students during the execution of the project.
  4. Helping the students for analysis and interpretation of data.
  5. Enabling the students in writing the project report, facing the viva voce and publishing the results.

**2.3.11 What efforts are made to facilitate the faculty in learning / handling computer-aided teaching/ learning materials? What are the facilities available in the College for such efforts?**

- Computer literacy is one of the main criterion while recruiting the teachers. Candidate's ability is scrutinized at that level.
- Computers have been provided in all departments. Laptops are also provided to few departments.
- Internet facility has been provided. Unlimited- Wi-Fi facility, direct lines for few departments.
- All important notices are sent through e-mails only.
- Printer-Scanner facilities are available.
- The teachers are motivated in learning/handling computer-aided teaching by recognizing such teachers and offering awards each year. The award ceremony is known as "Sambhrama".
- Faculty Research Interactive Series-FRIS, Tie up with Infosys – faculty trained at Infosys-SAS- SPSS training programme, FDP, Del Net and Data base training from Company experts are a few examples in this regard.
- In-house training is given to the teachers in the use of computer technology especially the ICT enabled teaching learning process.
- INFLIBNET, DELNET, JGATE, N-LIST sources are made available to the teaching staff.

**2.3.12 Does the College have a mechanism for evaluation of teachers by the students / alumni? If yes, how is the evaluation used in achieving qualitative improvement in the teaching-learning process?**

**YES**

- Students are given a questionnaire for evaluating the teachers once in every academic year. It is done without revealing the identity of the students.
- For the Staff members who are in probation, student feedback is collected manually in every semester.
- The evaluation forms are processed. Feedback is given to the concerned teacher by the Principal and other designated persons on areas in which improvement is required.
- The alumni services are used in IQAC, BOS of all the departments and Academic Council.
- The alumnus recognizes the services rendered by the staff members and felicitate them on their achievement.

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

**NO**

- There is no compromise with respect to the academic calendar.
- After the College became Autonomous, not on a single occasion the duration of a semester was curtailed from 16 weeks. In fact, the

even semesters had a duration of 17 weeks.

- Teaching plans are organized at the departmental level.
- Syllabi is framed by the concerned BOS accordingly.
- Every academic year has around 190 working days.

### 2.3.14 How are library resources used to augment the teaching-learning process?

- Library facilities have been extended through on-line journals, e-lib facilities, etc.
- Department libraries have been established.
- More facilities have been created in the main library. Mandatory library hour concept is being introduced to both graduate and post-graduate students.
- Library working hours have been extended.
- Extra reading room/ digital library facilities have been provided.
- Open Access System is provided in AIMIT campus and PG Library of the Main Campus.
- Libraries have subscribed databases of N-LIST, PROQUEST, DELNET,J Gate, IEEE, World eBook Library for access of research and reference material.
- Book Exhibitions are organized in the campus to facilitate the faculty members to select the books of their choice.
- Books for competitive examinations are issued to both staff and the students. Use of such books facilitate both the students and the staff to acquire more knowledge in their respective fields.
- Library prize is given to the students to promote better library usage.
- As both PG and UG libraries are available, staff and students have access to higher reference material.

Online book search and Online reservation through Intranet facility in the AIMIT campus has helped the students and the staff to access the library in a easy mode.

### 2.3.15 How does the institution continuously monitor, evaluate and report on the quality of teaching, teaching methods used, classroom environments and the effect on student performance.

The reputation of a College is built on these attributes. Therefore care is taken to ensure quality teaching-learning-evaluation based on discipline and effective follow-up. Appropriate systems have been introduced at different levels.

- Teacher quality is evaluated from the regular feedback from the students-through the Dean-Vice Principal.
- Regular departmental meetings are held to discuss these issues and follow-up actions are taken.
- Review Meetings are held at the faculty level at the end of every academic year.
- Teacher Evaluation by Students is done atleast once a year.
- Student discipline is continuously monitored through the HOD/Dean system.

- Student performance is assessed regularly through progress reports generated. Parents are involved in creating awareness and follow-up through PTS meetings.
- Students are counselled and are given remedial education if the performance is below expectations.
- Motivational talks are organized.
- Senior teachers in the department help the new recruits by sharing their experience and subject material, thereby develop their confidence and potential.

## 2.4 Teacher Quality

### 2.4.1 What is the faculty strength of the College? How many positions are filled against the sanctioned strength? How many of them are from outside the state?

**Faculty Status (Regular/On-Contract Faculty as on September 30, 2014)**

**Table -15: Faculty Status**

| Aided Staff | Management Paid Staff | Part Time/Visiting Faculty |
|---|---|---|
| 38 | 201 | 8 |

100% positions are filled against the available vacancies by the Management

**No of staff from outside the state – 38**

**15.38% of the staff are from outside the state**

### 2.4.2 How are the members of the faculty selected?

Merit is the sole criterion for faculty selection. The process as mentioned hereunder is followed:

- **Merit** in the qualifying examination is the basis-**Testimonials** are verified.
- Preference is given **for NET/KSET/SLET** qualification.
- **Ph.D qualification** is insisted as an essential qualification for Postgraduate programmes.
- **Research capability** is also ascertained.
- Candidates are called for the **personal interview** through advertisement.
- Selection panel includes **subject experts** and Management Representatives along with the HOD/Chairperson.
- Teaching and Communication ability is tested in the interview with teaching demonstrations and Group Discussions.
- Knowledge level of the candidate is examined- Commitment for teaching is ascertained.
- Teaching/ Research/ Industry experience is given some weightage.

### 2.4.3 Furnish details of the faculty

**Table – 16: Faculty details**

| Highest Qualification | Associate Professor | | Assistant Professor/Lecturers | | Total |
|---|---|---|---|---|---|
| | Male | Female | Male | Female | |
| **Permanent Teachers - Aided** | | | | | |
| Ph.D. | 19 | 03 | 1 | 2 | **25** |
| M.Phil. | 3 | 0 | 0 | 1 | **04** |
| PG | 6 | 3 | 00 | 00 | **09** |
| **Temporary Teachers – Management Paid** | | | | | |
| Ph.D. | 5 | 5 | 4 | 13 | **27** |
| M. Phil. | 1 | 1 | 9 | 10 | **21** |
| PG | 4 | 1 | 56 | 92 | **153** |
| **Part Time Teachers** | | | | | |
| Ph.D. | 0 | 0 | 2 | 0 | **2** |
| M.Phil. | 0 | 0 | 0 | 0 | **0** |
| PG | 0 | 0 | 3 | 3 | **6** |
| **Total** | **38** | **13** | **75** | **121** | **247** |

### 2.4.4 What percentages of the teachers have completed UGC-CSIR-NET, UGC-NET, and SLET exams? In that what percentage of teachers are with PG as highest qualification?

Percentage of staff members who have completed UGC NET/SLET, SET Examination is 22.35. Fifty Five staff members out of 247 have this qualification. In addition 54 staff members have PhD degree qualification. 63 staff members are presently pursuing Ph.D and 25 staff members have M. Phil qualification.

Out of the NET/SLET/SET qualified staff members 85.45% are holding PG as the highest qualification.

### 2.4.5 Does the College encourage diversity in its faculty recruitment?

**YES**

**Provide the following departments-wise details.**

- College has accommodated candidates from other Colleges and also other States.
- Faculty recruitment is fairly diversified.
- Geographical diversity is not the main criterion in recruitment.
- The underlying principle is quality intake.

**Table – 17: Diversity in Faculty Recruitment**

| Sl. No | Department | % of faculty who are product of the same university | % of faculty from other Universities within the State | % of faculty from other States |
|---|---|---|---|---|
| 1 | English (UG) | 60% | 30% | 10% |
| 2 | Languages (UG) | 40% | 40% | 20% |
| 3 | Arts Faculty (UG) | 61.54% | 30.77% | 7.69% |
| 4 | Social work (BSW) | 100% | -- | -- |
| 5 | Business Management(BBM) | 83.5% | 11% | 5.5% |
| 6 | Commerce (UG) | 25% | 60% | 15% |
| 7 | Science Faculty (UG) | 61.11% | 30.56% | 8.33% |
| 8 | BCA, Computer Science, Computer Animation (UG) | 53% | 35% | 12% |
| 9 | Physical Education | 50% | 50% | -- |
| 10 | Library | 100% | - | - |
| 11 | M.A English | -- | -- | 100% |
| 12 | M.A Applied Economics | 33.3% | -- | 66.7% |
| 13 | MSW | 100% | -- | -- |
| 14 | M.Sc Mathematics | 80% | -- | 20% |
| 15 | M.Sc Food Science & Technology | -- | 75% | 25% |
| 16 | M.Sc Psychology | 50% | 50% | -- |
| 17 | M.Sc Biotechnology | 50% | 12.5% | 37.5% |
| 18 | M.Sc Biochemistry | 40% | 60% | -- |
| 19 | M.Sc Chemistry | 91% | 9% | -- |
| 20 | M.Sc Physics | 50% | 33.33% | 16.67% |
| 21 | MCMS | 67% | -- | 33% |
| 22 | M.Com | 100% | -- | -- |
| 23 | Applied Biology | 100% | -- | -- |
| 24 | M.Sc Software Technology | 40% | 40% | 20% |
| 25 | M.Sc Bioinformatics | -- | -- | 100% |
| 26 | MCA | 47% | 20% | 33% |
| 27 | PGDCA | 47% | 20% | 33% |
| 28 | MBA | 66.7% | -- | 33.3% |
| 29 | PGDBM | 100% | -- | -- |

**2.4.6 Does the College have the required number of qualified and competent teachers to handle all the Courses for all departments? If not, how do you cope with the requirements? How many faculty members were appointed during the last four years?**

**YES**

- The College does not leave any vacancy unfilled.
- Even for temporary vacancies competence and qualification are not compromised.
- Generally the College has the required number of qualified and competent teachers.
- Deficiency if any is made good through visiting and guest faculty. There are about 8 such teachers who regularly take sessions in the College.
- Guest lectures are also organized.

**Table – 18: Faculty members appointed during the last 5 years**

| 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|---|---|---|---|---|
| 55 | 43 | 28 | 22 | 33 |

**2.4.7 How many visiting Professors are on the rolls of the College?**

There are five visiting professors.

**Table – 19: Visiting Professor of the College**

| Sl. No. | Name | Department |
|---|---|---|
| 1 | Prof. Praksh Karat, Formerly Professor in Mangalore University | Postgraduate Department of Physics |
| 2 | Prof. Prasanna Belur, NITK University | Postgraduate Department of Biotechnology and BTFS |
| 3 | Prof.Cletus D'Souza, Professor, Mysore University | Postgraduate Department of Biochemistry |
| 4 | Dr.Mariadoss, Professor in Mathematics | Postgraduate Department of Information Technology, AIMIT Campus |
| 5 | Prof.Michael D'Souza | Postgraduate Department of Mathematics |

**2.4.8 What policies/systems are in place to recharge teachers? (eg: providing research grants, study leave, nomination to national/international conferences/seminars, in-service training, organizing national/international conferences etc.)**

There are specific policies formulated with regard to each of the above mentioned area:

**1. Research Policy of the College:** There is a research policy which encourages teachers to take up research studies. Research grants are sanctioned by the Management for teachers who do not receive grants

from UGC and other Bodies.

Management staff members are given 1 year paid study leave for completing their Ph.D

The College has 2 Research Centers with 16 Research Guides. Staff members are encouraged to register for Doctoral Studies. Seed money is provided to the staff members to begin their research work. The College publishes 4 research journals to encourage staff members to publish their research articles. The best research paper published is recognized faculty wise at the College annual event 'Sambhrama'.

**2. National Conferences/Seminars:**

- Every teacher is required to attend conferences/seminars.
- Each department/faculty is encouraged to conduct at least one such activity in each academic year.
- Incentive scheme has been introduced. Some financial support like meeting travel expenses, registration expenses, etc is given.
- Teachers are encouraged to be resource person or present papers/posters.
- Teachers who attend conferences/seminars are required to share their knowledge/experience with others in the department.
- A coordinator is appointed to deal with all the issues connected.
- Also the information about the seminars/conferences attended is published in the annual report of the College.
- Teachers who receive award for their presentations/papers are felicitated in the annual event "Sambhrama".

**3. Regular In-service** training programmes are organized. At the beginning of every semester a two day seminar / training programme is organized to the entire teaching staff in the College by calling reputed resource persons. Training in computer education is given to the staff members to equip the staff with skills of ICT. Staff members are sent to short term courses organised by the Staff Development Colleges of other Universities. Any resource person of repute who visits the campus for the seminar o workshop conducted is made to interact with the staff and the students.

**4. Refresher Courses and Orientation programmes:**

- Aided staff members are required to attend mandatory orientation and refresher programmes. In addition, they are encouraged to attend more such programmes.
- Management staff is also encouraged to attend such courses organized by various Universities and Organizations.
- A coordinator is appointed for identifying the teachers, the programmes conducted at different Universities/places and all other issues concerned with this.

### 2.4.9 Give the number of faculty who received awards / recognitions for excellence in teaching at the state, national and international level during the last four years.

**Table - 20: Awards/Recognitions received by the faculty**

| Sl. No. | Name | Department | Awards/ Recognition Title | State/National/ International | Year |
|---|---|---|---|---|---|
| 1. | Dr S Krisnamoorthy | Sanskrit | Sanskrit Scholar | South India Level | 2009 |
| 2. | Dr Hareesh Joshy | Zoology | Eminent Scientist for the Year | National | 2009 |
| 3. | Mr Donnet D'Souza | Physical education | National Trainer, Special Olympics | National | 2009 |
| 4. | Dr N. Damodar Shetty | Kannada | Ranga Prashasthi | International Dwani Prathistana, Dubai | 2009 |
| 5. | Mr Ravindraswamy | BCA | Best NSS Officer | State | 2010 |
| 6. | Dr L D'Souza | Biotechnology | Talent Milad Award | National | 2012 |
| 7. | Dr Vishwanatha Badikana | Kannada | Karnataka Arebhashe Samskrithi and Sahitya Achedamy 'Gaurav Puraskara' | State | 2013 |
| 8. | Dr Smitha Hegde | PG Biotech | Vice President of Indian Fern Society, ExC Member of British Scholars Association, India | National | 2013, 2014 |
| 9. | Dr Norbert Lobo | Economics | Vice President, AIFUCTO Best paper award | National | 2013 |
| 10. | Rev. Fr Swebert D'Silva SJ | Mathematics | NAAC Peer Team Member, UGC Autonomy review committee member | National | 2014 |
| 11. | Mr Edwin J.F. D'Souza | Konkani | Best Book Award | National, Sahithya Academy, New Delhi | 2014 |

**2.4.10 Provide the number of faculty who have undergone staff development programmes during the last four years. (Add any other programme if necessary)**

**Table – 21: Academic Staff Development Programmes**

| Academic Staff Development Programmes | Number of faculty |
|---|---|
| Refresher courses | 17 |
| HRD programmes | 20 |
| Orientation programmes | 04 |
| Staff training conducted by the College | All the staff |
| Staff training conducted by University/other Colleges | 60 |
| Summer / winter schools | 05 |
| Short Term Courses | 10 |
| Faculty Development Programme (FDP) | 50 |

**2.4.11 What percentage of the faculty have invited as Resource persons, Participated in Workshop/Seminars/conferences and Presented papers**

**Table 22: Percentage of faculty have invited as Resource persons, Participated in Workshop/Seminars/conferences and Presented papers**

| Year | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|---|---|---|---|---|---|
| Invited as Resource Persons | 32% | 14% | 22% | 28% | 25% |
| Participated in Workshops/Seminars / Conferences | 60% | 74% | 56% | 71% | 75% |
| Presented Papers | 22% | 30% | 33% | 40% | 35% |

Fr Oswald A .J Mascarenhas is the Chair Person of JRD Tata Chair of Executive Ethics, XLRI, Jamshedpur. He has served as a Professor in Management at University of Detroit Mercy (UDM), USA.

**2.4.12 How often does the College organize academic development programmes for its faculty, leading to enrichment of teaching-learning process?**

**A. Curricular Development:**

- Every teacher has the membership in the respective BOS (Board of Studies). There is department level exposure for the teachers.
- The teachers are encouraged to take membership in subject associations, attending seminars and workshops.
- Membership in the College academic council offers an opportunity to each Head of the Department to interact with the experts.

- Curricular development seminars are organized in the College.
- Each Chairperson is required to make proposals for curriculum development. Once in every three years the syllabus is revised. In some departments, the syllabus has been updated on an annual basis.
- Each department is required to refer the curriculum of a minimum of three standard national/international universities before finalizing the syllabus.

**B. Teaching-Learning Methods:**

- Staff Orientation & development programmes such as ICT Usage and E Learning are organized in the College.
- Staff members are deputed to such programmes in Universities and other colleges.

**C. Examination Reforms:**

- **Continuous and objective** evaluation is the basic principle.
- **Several examination reforms have been i**ntroduced after the College has become Autonomous.
- **Examination reforms committees** have been set up as regular bodies in each academic year separately for Undergraduate and Postgraduate Courses. Many recommendations have been accepted and introduced.
- There have been reforms in **question paper setting**. The formats have to be followed very strictly for internal as well as end semester examinations.
- **Single answer booklet system** has been introduced. Question papers are set accordingly.
- **Grading system, Cumulative Grade Point Average (CGPA),** awarding of percentage of marks, and rank & class have been introduced in order to meet the requirements at the national and international level.
- **Examination Orientation programmes** are conducted to the newly recruited lecturers on an annual basis.

**D. Content/Knowledge Management**:

- **Internet facility** with computers, **Wi-Fi System** has been provided to all departments in all blocks.
- **E-library** concept has been introduced by installing necessary software, Subscribing to **online journals, e-resources, etc.**
- Seminars and conferences are regularly organized in the College. Teachers are encouraged to attend such programmes at national and international level and also to present **research papers.**
- **Research journals** are published in the College. Staff members are encouraged to publish **research articles.**
- Major and minor research projects are being pursued. Every teacher is encouraged to take up research projects**. 115 minor research projects** have been sanctioned by UGC in the last five years.
- **Student research projects** have been introduced.

- There are two Research Centers recognized. One by Tumkur University and the other by Mangalore University. **16 staff members have been recognized as Research Guides.** 69 **Research Scholars** are pursuing their research studies leading to Ph.D degree.
- **College organizes regular seminars, workshops.** The number of seminars organized in the College in the last 5 years is given below
- **84 seminars/conferences, 64 workshops were organized in the last 5 years**

### 2.4.13 What are the teaching innovations made during the last five years? How are innovations rewarded?

Autonomy has provided a great opportunity to bring innovativeness in teaching-learning. In fact, the primary objective of conferring Autonomous status is to rejuvenate the process of effective teaching and learning. The examination oriented teaching method has been changed to interactive and experiential learning.

The traditional teaching method has been strengthened by several innovative methods for better learning. Dictating notes in the class has been discarded. Teaching has been redesigned in tune with continuous assessment system. A few innovations are as mentioned here below:

- **Projects to the students even at the graduate Level:** Student projects facilitated interactive teaching.
- **E-Learning methods:** IT methods are commonly used in all the departments. Laptops, LCDs have been provided to most of the departments/ faculty. Online assignments are given in some of the departments
- **Laboratories** have been renovated with highly sophisticated instruments under the "Star College" scheme, CPE Scheme, DST-FIST, BTFS.
- New concepts like "Commerce Laboratory", "Incubation Center" have been introduced.
- **Pilot plant** has been installed in M.Sc Food Science and Technology.
- **Field Work** is an important component in many departments. Field work has also been taken with Professional Organizations, TV Media, and NGOs.
- **Sample Collections and Data Collection** through survey has facilitated teaching with the students experiencing the learning.
- **Language Laboratory:** Regular mandatory English language learning Courses are organized. A professional teacher has been appointed only for this purpose. Well organized language lab with necessary software and computers has been provided.
- **Skill Development Course:** A separate department has been started to systematically teach skill development techniques. A full -time Coordinator has been appointed.
- Mandatory internship has been introduced in M.Com/MBA/BTFS Courses.

Innovative teaching has facilitated better learning. Our students get better placements. The feedback from the industry has been encouraging. Students of Courses in Basic Sciences have shown inclination for research studies.

Recognition is given by naming such innovations in the reports and meetings. Special recognition is given to staff members during the annual event "Sambhrama".

**2.4.14 Does the College have a mechanism to encourage**

* **Mobility of faculty between institutions for teaching?**
* **Faculty exchange programmes with national and international bodies?**

**If yes, how have these schemes helped in enriching quality of the faculty?**

**YES**

- The College has entered into many MoUs in recent times with the basic objective of Faculty Exchange programmes.
- The College has already entered into MoU with Manipal University for developing an Incubation Center for promoting entrepreneurship.
- M.Sc Biochemistry Department has an MoU with Yenepoya University.
- The College participates in the twinning programmes of State University New York, North Dakota University, USA, Le Moyne College, New York and Tompkins Corland College, New York. M.A in English Department has an MoU with St. Joseph College (Autonomous), Tiruchirapalli.
- M. Sc Chemistry has entered into a MoU with Jain University, Bangalore.
- Our teachers are invited as resource persons and guest faculty in some Courses. Similarly experts from other institutions have been invited to the College as resource persons.
- Fr Oswald A.J Mascarenhas, Director of MBA Programme is also the Chair Person of JRD Tata Chair of Executive Ethics, XLRI, Jamshedpur. He has taken leave of absence from the University of Detroit Mercy (UDM), USA where he was the chair of marketing, to establish the MBA Department at the AIMIT Campus.
- In the PG Department of English, a lecturer from St Agnes College (Autonomous) takes one unit, while a lecturer Ms Melissa Goveas from our institution takes one unit at St Agnes College.

Such exchange of faculty will expand the horizon of knowledge expansion, create awareness about new developments, help in updating the curriculum and provide an exposure to the students and the staff. There is better exposure to teachers. Knowledge gets updated.

## 2.5 Evaluation Process and Reforms

### 2.5.1 How does the College ensure that all the stakeholders are aware of the evaluation processes that are operative?

Evaluation process, being an important component in autonomy, has been well publicized to students, teachers, parents and general public.

The awareness is created through the following:

a. **College Website:** College website has been thoroughly re-designed with necessary updated information. The interactive website provides information about the academics and the process of evaluation. All important notices like examination schedules, regulations, process of applying for examination, documents and certificates are prominently highlighted.
b. **College Prospectus:** Some important information is conveyed through the College Prospectus.
c. **College Handbook:** It is mandatory for the students to carry the hand book every day. Detailed information has been provided.
d. **Orientation Programme: Two day orientation programme** is conducted for both UG and PG students after their admission to the College. The evaluation process is explained. Orientation is also given at the departmental level.
e. College Library and the Departments will have copies of the Syllabus and Scheme.
f. Regular announcements on the notice board and public address system are made. Important Notices are also sent to classes.
g. **Class Guide and Mentoring**: The Class Guide system and also the system of Mentoring have greatly helped to create awareness among the staff and the students.
h. **Orientation to the Staff**: Newly recruited staff is given special orientation about the evaluation process.
i. **Parent-teacher meetings:** College organizes parent-teacher meeting along with the students who are newly admitted. Examination-evaluation process is highlighted.
j. **The Office of the Registrar (Evaluation)** provides adequate information to the students and other stakeholders.

### 2.5.2 What are the major evaluation reforms initiated by the College and to what extent have they been implemented in the College? Cite a few examples which have positively impacted the evaluation management system?

**Several evaluation reforms** have been implemented after the College has become Autonomous. Examination reforms committee has been constituted both at the Undergraduate and Postgraduate level. The recommendations are incorporated into regulations after necessary deliberations in statutory committees like BOS, Staff Council, Academic Council and Governing Body.

**Credit system** has been introduced for Undergraduate Courses whereas Postgraduate Courses follow C**hoice Based Credit System.**

The candidates are assessed on the basis of **Semester Grade Point Average (SGPA), Cumulative Grade Point Average (CGPA), Grading system, percentage of Marks, class and rank system.**

**There are 100 credits each in Undergraduate Programmes and two-year Postgraduate Programmes.**

**End Semester Examinations:**

- **Question paper format** has been reviewed and made more objective and scientific. It is mandatory for the concerned BOS to prescribe a question paper format. All units in the syllabus shall be covered. Objective, conceptual and analytical questions are to be asked in different sections.
- **Accountability measures** have been strengthened in the **central valuation** system. The quality of assessment is verified through a system. **External examiners** are appointed to scrutinize the system.
- **Single Answer Booklet** has been introduced at the undergraduate level. No additional sheets are issued in order to avoid certain irregularities. The answers are to be in terms of requirements of the question. Number of sentences to be written may be mentioned. This has made the students to answer more relevantly.
- **Viva-Voce** has been introduced for dissertation and project work.
- **MCQ's** have been introduced in some examinations. Some component of MCQ's type questions are asked in most of the question papers.
- **Industry assessment reporting system** has been introduced in Courses like BTFS.
- **Add-on Courses are also evaluated through grading system.**

**Internal Examinations:**

- **Continuous evaluation reforms** have been introduced. 20% weightage is given for Undergraduate Courses. For Postgraduate Courses, the weightage is 30%. There are three components in internal assessment-internal tests, class participation and assignment/seminar.
- **Two internal tests** with a time gap of 6 weeks conducted with consistency and predetermined dates in the beginning of the year.
- Class participation, library work, field study, surprise tests, quiz have been the important components of continuous assessment.

Co-curricular and Extra-curricular activities are also assessed for one credit each in the first four semesters of Undergraduate Programme. The assessment is based on a objective format.

- Evaluation management facilitated through **networking- software system.**
- **Examination manual** is prepared clearly laying down the rules and regulations.
- Students are given the facility of **photocopy, retotalling, revaluation and rejection of results.**
- **External examiners** are appointed to conduct practical examinations.
- An **external observer** is appointed both for Undergraduate and Postgraduate examinations to ensure better management of the examination system.
- Examination Malpractice Enquiry Committee systematically

functions to prevent malpractices and to recommend actions against malpractices both in internal and end semester examinations.

- Examination Squad is in place for supervising student behavior in examinations.
- Examination rules are brought to the notice of the students through public address system, hall ticket, information in the answer booklet, notice boards and also College website.
- Cases of erring teachers is followed-up.

### 2.5.3 What measures have been taken by the institution for continuous evaluation of students and ensuring their progress and improved performance?

Continuous evaluation has been adopted. It has two major components:

A. End-Semester examination: 80% marks for Undergraduate Programmes and 70% marks for Postgraduate Programmes.
B. Internal examinations: 20% for Undergraduate Courses and 30% for Postgraduate Courses. The internal valuation consist of three major components:
   1. Internal tests: A minimum of two tests of one and a half hour duration in each semester with an interval of six weeks each.
   2. Class Participation: It is based on attendance. Proportionate marks have been assigned in Undergraduate and Postgraduate Courses.
   3. Assignment/Seminar/Surprise Test: Two assignments are to be given. In lieu of assignments seminars/surprise tests may be conducted.

The performance of students will be monitored at different levels and remedial actions are taken.

- Each Faculty has a Vice Principal, Dean and Heads of Department. The performance is assessed.
- The Vice principals have network access about student progress including their attendance.
- Progress reports of internal examinations are sent to the parents/guardians.
- Class Guides and Mentors follow-up the progress of the students.
- Department-wise meetings are conducted by the Principal in the presence of the Registrar to assess the performance. It has also helped to fix accountability.
- Slow learners and under performers are given remedial education.
- The Academic Council and the Governing Body are provided information with graphic presentations and comparative performances with the explanation on follow-up action. Their suggestions are implemented.

It has been observed that the students have improved their performance gradually from semester one. Overall results have been very satisfactory.

**2.5.4 What percentage of marks is earmarked for continuous internal assessment? Indicate the mechanisms strategized to ensure rigour of the internal assessment process?**

The weightage of internal assessment marks are as follows:

Postgraduate Courses- 30%

Undergraduate Course-20%

However, the assessments are made at 50% for Post Graduate programmes and at 30% in Undergraduate Programmes which are than converted to 30% and 20% respectively. This measure is to ensure better compliance from the students. This strategy is mainly to discourage the tendency on the part of the students to neglect the component of test if the marks are insignificant.

There is no minimum for internal assessment. However, every student has to comply with the minimum requirement of every component

**Table – 24: CIA Components of UG & PG**

| CIA Components | UG | PG |
|---|---|---|
| Internal Tests | 20 | 25 |
| Class participation | 5 | 3 |
| Assignment/Quiz/Surprise Test/Project work/ Report writing/ Review | 5 | 22 |
| **Total** | **30** | **50** |

**2.5.5 Does the College adhere to the declared examination schedules? If not, what measures have been taken to address the delay?**

- One of the major plus points under Autonomy is that the College always (last 7 years) adhered to examination schedules announced in the beginning of the year.
- Examination schedules are announced in the beginning of the year through College Handbook.
- End semester examination time-table is announced at least one month before the examination. Consultation process is followed to take the feedback from the stakeholders before announcing the examination schedules.

**2.5.6 What is the average time taken by the College for declaration of examination results? Indicate the mode / media adopted by the College for the publication of examination results e.g., website, SMS, email, etc.**

- It was always intended that the results are to be announced in the shortest possible time after the examinations.
- A closer observation of the information provided reveals that the results have been announced within 21 days after the examinations were completed.
- With the improvement in the system, it is now possible to declare the results within **15 days** from the completion of the examination.
- Results are published in the College website. Results have also been announced in some private websites.

- Examination results are also announced in the respective notice boards of the College.
- Highlights of the results are covered by the local media.

**Table - 25 : The facts about the examination schedule, central valuation, date of announcement of results and average performance from 2009 to 2014 (UG Courses).**

| Year | Sem ester | Exam dates | Central Valuation | Date of results | Overall Percentage | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | I | II | III | IV | V | VI |
| April/ May 2009 | II & IV | 20-04-09 to 08-05-09 | 04-05-09 to 19-05-09 | 10-06-09 | - | 79.77 | 83.65 | - | - | - |
| Oct./ Nov. 2009 | I, III & V | 12-10-09 to 31-10-09 | 02-11-09 to 20-11- 09 | 04-12-09 | 72.91 | - | 79.2 | - | 87.73 | - |
| April/ May 2010 | II, IV & VI | 05-04-10 to 24-04-10 | 22-04-10 to 12-05-11 | 24-05-10 | - | 76.34 | - | 84.32 | - | 90.12 |
| Oct./ Nov. 2010 | I, III & V | 11-10-10 to 29-10-10 | 28-10-10 to 17-11-10 | 21-12-10 | 77.75 | - | 83.41 | - | 86.84 | - |
| April/ May 2011 | II, IV & VI | 11-04-11 to 2-5-11 | 25-4-11 to 14-11-11 | 20-05-11 | - | 82.02 | - | 83.30 | - | 88.68 |
| Oct./ Nov. 2011 | I, III & V | 10-10-11 to 31-10-11 | 28-10-11 to 11-11-11 | 18-11-11 | 76.54 | - | 82.63 | - | 86.84 | - |

| Year | Semester | Exam dates | Central Valuation | Date of results | Overall Percentage | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | I | II | III | IV | V | VI |
| April/ May 2012 | II, IV & VI | 11-04-12 to 02-05-12 | 26-04-12 to 08-05-12 | 18-05-12 | --- | 78.24 | --- | 84.57 | --- | 92.08 |
| Oct./ Nov. 2012 | I, III & V | 08-10-12 to 31-10-12 | 29-10-12 to 7-11-12 | 03-12-12 | 77.37 | --- | 79.64 | --- | 91.11 | --- |
| April/ May 2013 | II, IV & VI | 02-04-13 to 20-4-13 | 15-04-13 to 26-04-13 | 15-05-13 | --- | 83.44 | --- | 84.09 | --- | 90.40 |
| Oct./ Nov. 2013 | I, III & V | 07-10-13 to 28-10-13 | 24-10-13 to 9-11-12 | 18-11-13 | 75.98 | --- | 80.43 | --- | 81.85 | --- |
| April/ May 2014 | II, IV & VI | 01-04-14 to 23-04-14 | 22-04-14 to 05-05-14 | 10.05.14 | --- | 76.68 | --- | 83.87 | --- | 91.41 |

**2.5.7 Does the college have an integrated examination platform for the following processes?**

**YES**

The College has a comprehensive examination process meticulously followed.

**Pre-examination processes:**

- The details are available in the examination manual.
- The College Handbook, regular announcements, notice board, College website and the software developed for the entire examination system takes care of the pre-examination process.
- The timeline and the job chart are followed with regard to examination time table, application forms, preparing the examination rolls, issuing of admission tickets, process of Board of appointment of examiners (BOAE), Board of Examinations (BOE) in finalizing the question papers, question paper printing, etc.
- Examination coordinators and examination squad are constituted at the beginning of the year.
- Answer book printing, stationery and other logistic support for the examination are done well in advance.
- An external Examination Observer is appointed.

**Examination Process:**

- Systems are in place for monitoring the examination process. The office of the Registrar (Evaluation) is responsible for this. An exclusive office with sufficient man power, materials and technology has been created.
- Examination Coordinators are in charge of material management and other logistics. Examination room management and invigilation are supervised by the coordinators.
- Examination squad closely monitors the examination irregularities if any.

**Post-examination process:**

- The office would be in charge of processing the answer books, managing attendance, preserving systematically the answer books, etc.
- Coordinators are appointed to manage central valuation system. Fixing of schedule, preparing the list of examiners and prescribing the procedure of evaluation are managed in coordination with the examination office.
- Simultaneous entries are made from the "A" form into the examination software as and when the valuation is over.
- Result sheets generated are verified by the tabulators specifically appointed for the purpose.
- Records are maintained systematically at every stage with the initials of responsible officers.
- Marks cards are generated with the preparation of result sheets.
- Students are provided the opportunity of applying for photocopy, re-totaling and revaluation. The information is brought to their notice.
- Efforts are made to announce the revaluation results within one

month from the last date prescribed for applying.

- Provisional marks cards, provisional pass certificates are issued immediately after the announcement of the results for those students who are in need of them.
- Marks cards are issued within a reasonable time. The marks register is submitted to the University for issuing provisional degree certificate within 10 days after the revaluation process is over.

**2.5.8 Has the College introduced any reforms in its Ph.D evaluation process?**

- Ph.D evaluation is regulated by the affiliating University.
- The College is only recognized as research center and so the college is not authorized to conduct the evaluation.

However the Research Centre of the College closely monitors the progress of the research students.

**2.5.9 What efforts are made by the College to streamline the operations at the Office of the Controller of Examinations? Mention any significant efforts which have improved process and functioning of the examination division/section?**

- A full-time Controller of Examinations (Registrar-Evaluation) with adequate staff has been appointed. The Registrar (Evaluation) is authorized to take all decisions with regard to examinations.
- The Registrar (Evaluation) is empowered to appoint necessary officers, examiners and also the administrative staff for effective conduct of the examinations.
- Being an independent office, the examination section has been provided with separate rooms for confidential work, office work, store and controller's room.
- The Examination office has been provided with all facilities including computers, printers, etc.
- Examination Software has been built-up by a private software company called M/S Gumbi Software Private Limited. The Company manages the system.
- Adequate financial budget allocation has been made to the examination office with better coordination between the Finance Officer and the examination office.
- Electronic gadgets/equipments/communicative facilities /OMR/ Scanner, etc. have been provided.

**2.5.10 What is the mechanism for redressal of grievances with reference to evaluation?**

- Adequate safeguard measures are taken to ensure that the evaluation is objective and systematic. Erratic valuation reported by the coordinators or Chief Examiners is attended to.
- Students are provided with the photocopy of the answer book on request.
- Counting errors if any will be rectified by the Registrar after verification.
- Students are also given the opportunity of revaluation. The

revaluation is done by an independent examiner.

- Students can reject the results of particular semester in order to improve their performance.
- There is double valuation in Postgraduate Courses.
- Students not satisfied by the valuation can challenge it.
- In such cases, the revaluation is done by the Board of Examination consisting of the Chairperson, an independent external examiner and an internal examiner who has not valued the paper.

## 2.6 Student Performance and Learning Outcomes

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

**YES**

- The **vision statement** of the College followed by the **mission statement** creates the awareness among the staff and the students in this regard. The vision statement is often spoken about in detail to both the staff and the students. Some occasions are:
  a. Staff Orientation programme
  b. Staff get-together on the re-opening day
  c. Foundation Day and Feast of St Ignatius of Loyola
  d. Departmental level evaluation meetings
  e. Staff Council meetings
  f. Student orientation programmes
  g. Retreat and Value education programmes
- While developing curriculum, each BOS has been instructed to come out with a preamble, objectives and the intended learning. In each chapter, the expected learning outcome is clearly stated. The intended learning outcome is printed in the syllabus book, the copy of which is available both for the students and the teachers.
- The objectives of each programme are stated through
  a. Orientation programmes
  b. Handbook
  c. Seminar-Workshops
  d. Evaluation meetings
  e. Feedback mechanism
  **f.** Teaching methodology

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

**Learning outcome is monitored through:**

a. Analysis of student performance in internal and end semester examinations.
b. Assessment system of CC and EC activities.
c. Employer Feedback at the time of placements/Industry feedback.
d. IQAC Cell feedback.
e. Student feedback.
f. Parent feedback.
g. BOS feedback.
h. Feedback from Academic Council and Governing Body.
i. Student entry into higher levels of learning.

j. Level of placements, industry feedback & Outstanding achievements in various fields of life with a stress on value-based living with a compassionate heart.
k. Interactive feedback from former students (Alumni/ae-SACAA)

**2.6.3 How does the institution collect and analyse data on student learning outcomes and use it for overcoming barriers of learning?**

The emphasis of the institution is learner-centered. The learning outcomes of the students are analysed on the basis of -

- Student performance in the end semester examination.
- Performance in the continuous evaluation system.
- Participation in the co-curricular and extra- curricular activities.
- Performance in the extension activities.
- Performance in campus placements.
- Feedback from the employers, parents and other stakeholders like examiners, co-partners, NGOs, etc.

The issues identified are discussed at different levels.

- Management level: in the Governing Body, Academic Council, Meeting of the Staff Council.
- Departmental Level: departmental meetings and evaluation meetings
- Evaluation by external agencies – External Audit.
- Student feedback in different phases.

The critical thinking at different levels help in identifying the areas for improvements, systems to be introduced and facilities to be offered. The process is continuous and there is considerable progress.

**2.6.4 Give Programme-wise details of the pass percentage and completion rate of students.**

**Table - 26: Pass percentage of UG Programmes**

| UG Programmes | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Class | April/May 2010 (2007 Batch) | | April/May 2011 (2008 Batch) | | April/May 2012 (2009 Batch) | | April/May 2013 (2010 Batch) | | April/May 2014 (2011 batch) | |
| | Pass (%) | First Class (%) | Pass (%) | First Class (%) | Pass (%) | First Class (%) | Pass (%) | First Class (%) | Pass (%) | First Class (%) |
| III BA | 97.2 | 85.98 | 90 | 66.67 | 93.1 | 70.68 | 92.52 | 66.35 | 92.31 | 58.65 |
| III BSW | 93.33 | 86.66 | 96.67 | 70 | 100 | 66.66 | 100 | 66.67 | 100 | 68.75 |
| III B.Sc | 84.71 | 77.25 | 75.51 | 68.8 | 92.13 | 85.18 | 83.87 | 72.58 | 90.11 | 80.76 |
| III BCA | 100 | 98.36 | 100 | 84.39 | 100 | 100 | 100 | 94.35 | 100 | 80.8 |
| III B.Com | 90.17 | 69.23 | 89.76 | 69.57 | 89.2 | 65.62 | 91.74 | 62.96 | 92.15 | 71.5 |
| III BBM | 89.51 | 54.54 | 85.32 | 45.41 | 91.07 | 55.35 | 86.43 | 34.84 | 90.87 | 41.34 |

**Table - 27: Pass percentage of PG Programmes**

| PG Programmes | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Class** | **April/May 2010 (2008 Batch)** | | **April/May 2011 (2009 Batch)** | | **April/May 2012 (2010 Batch)** | | **April/May 2013 (2011 Batch)** | | **April/May 2014 (2012 Batch)** | |
| | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** |
| **Science – IV Sem** | | | | | | | | | | |
| Software Technology | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 97.5 | 100 | 97.14 |
| Bioinformatics | 86.36 | 81.8 | 100 | 100 | 100 | 100 | 100 | 100 | -- | -- |
| Mathematics | -- | -- | -- | -- | 68.57 | 22.85 | 65.2 | 52.17 | 83.33 | 58.33 |
| Analytical Chemistry | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 96.15 | 100 | 96.55 |
| Bio Chemistry | 90.91 | 90.91 | 100 | 100 | 73.3 | 100 | 100 | 87.5 | 100 | 93.33 |
| Bio Technology | 100 | 95.45 | 100 | 96.15 | 100 | 95.65 | 100 | 100 | 100 | 96.66 |
| Holistic & Psycho logical counseling | -- | -- | 100 | 66.67 | 100 | 33.33 | -- | -- | -- | -- |
| Chemistry | -- | -- | -- | -- | -- | -- | -- | -- | 100 | 100 |
| Physics | -- | -- | -- | -- | -- | -- | -- | -- | 89.66 | 72.41 |
| **Humanities – IV Sem** | | | | | | | | | | |
| M.A. Applied Economics | 100 | 90 | 95.23 | 90.47 | 96.43 | 75 | 100 | 89.65 | 100 | 91.17 |
| M.A. English | 100 | 100 | 94.44 | 83.33 | 100 | 94.28 | 97.5 | 92.5 | 97.3 | 91.89 |
| MCMS | 100 | 100 | 100 | 72.72 | 90.91 | 72.72 | 93.3 | 80 | 100 | 90.9 |
| MSW | 98.25 | 98.25 | 98.24 | 91.22 | 96.36 | 90.9 | 100 | 96.49 | 100 | 96.36 |
| **Commerce and Management- IV Sem** | | | | | | | | | | |
| M. Com. Applied Finance and Accounting | 100 | 100 | 100 | 82.2 | 100 | 75.60 | 96.5 | 49.12 | 96.61 | 57.63 |
| MBA | 97.44 | 89.74 | 86.2 | 85.34 | 97.22 | 83.3 | 100 | 93.18 | 99.36 | 77.07 |
| **Computer Application – VI Sem** | | | | | | | | | | |
| | **April/May 2010 (2007 Batch)** | | **April/May 2011 (2008 Batch)** | | **April/May 2012 (2009 Batch)** | | **April/May 2013 (2010 Batch)** | | **April/May 2014 (2011 batch)** | |
| MCA | 100 | 100 | 96.2 | 93.67 | 100 | 100 | 97.1 | 97.1 | 100 | 98.30 |

Gradual increase in the pass percentage is seen from the first to the sixth semester in UG and from first to fourth semester in PG indicating the increase in learning potential of the students

***Any additional information regarding Teaching, Learning and Evaluation, which the institution would like to include***

The quality of teaching and learning has been enhanced through:

- Organising industrial tours.
- Providing opportunity to the students for Sample Collection/Data collection.
- Introducing Student Projects and internship in the industry.
- Offering experiential learning through Volunteering (Sahaaya project) for Undergraduates students and village exposure programmes for Postgraduate students.
- Providing Management/Commerce laboratories, incubation center.
- Introducing add-on programmes within the course structure.
- Introducing MAGIS programme.
- Certificate courses and Diploma Courses.
- Language Laboratory for improving language skills.
- Separate cell for skill development programmes.
- Making extra-curricular and Co-curricular activities an integral part of the degree programme.
- Providing value education and foundation Courses with an emphasis on character building.
- Industry – Academia interaction.

## CRITERION - III

# RESEARCH, CONSULTANCY AND EXTENSION

## CRITERION - III
## RESEARCH, CONSULTANCY AND EXTENSION

### 3.1 Promotion of Research

St Aloysius College has a research policy which aims at encouraging and sustaining research productivity among the students and staff by fostering and maintaining a strong research culture. Research has become a strong thrust area since the last NAAC reaccreditation. The College has well established laboratory of Applied Biology of international repute in the field of Tissue Culture.

**3.1.1 Does the College have a Research Committee to monitor and address the issues of research? If yes, what is its composition? Mention a few recommendations which have been implemented and their impact.**

**YES**

- The College has a Research Committee to facilitate and guide research.
- It comprises of Research Coordinators, Registrar, Coordinators of IQAC and NAAC, and the 16 approved research supervisors.

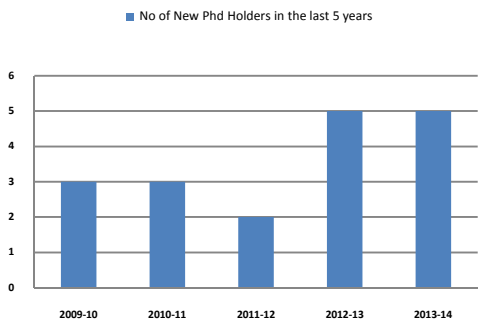
**Recommendations:**

- To promote research by encouraging the eligible staff to apply for guideship (Research supervisor) from various institutes and universities.
- To encourage and facilitate staff to acquire Ph.D
- To motivate the faculty to take up Minor/Major research projects.
- To motivate the staff to encourage students to take up research projects

**Implementation:**

- The Department of Biotechnology- A recognized Ph.D. Centre of Mangalore University which also conducts Course work. There are 15 students enrolled under this department as research scholars. Three of the faculty members are recognized as research guides in this department.
- "St Aloysius Advanced Research Centre" affiliated to Tumkur University has 7 departments having 11 guides. There are 54 research scholars under these guides.
- Three of our staff members are guiding the research scholars for their M.Phil and Ph.D under Gandhigram University, Dindigul and Hindi Prachar Sabha, Chennai. One of our History staff is guiding two students for their Ph.D under Kannada University, Hampi.
- Twenty of our staff members, completed their Ph. Ds in the past five years.
- Five of our staff members have enrolled for their Ph.D. studies under FIP and 58 on part time basis.
- One Hundred & Fifteen minor research projects have been received and are being carried out by the staff members in the last 5 years.
- Eleven Major projects are either completed or in progress in the last 5 years.

**Impact:**




- Research is one of the main areas of focus and is an important activity of the College. Quality of teaching and learning is enhanced with the increase in the number of persons getting enrolled for Ph.D., and acquiring Ph.D.
- Based on one's research experience, the syllabus has been regularly revised. Research component is included in both UG and PG studies, Hands on experience has been emphasized through new practicals and projects.
- Expertise is available in the subject of one's research field.

### 3.1.2 What is the policy of the College to promote research culture in the College?

St Aloysius College research policy aims at encouraging and sustaining research productivity among the faculty and the students by:

- Fostering and maintaining a research-oriented culture.
- Frequent communication through regular meetings and human resource development in terms of on-campus and off-campus faculty recharge and training programmes.
- Recruiting faculty with NET/K-SET/Ph.D qualification.
- Encouraging the staff to do research by availing research grants from various funding agencies.
- Providing infrastructure in the form of library, e-library, journal section, research labs, state-of-the art equipment, internet- Wi-Fi, access to online journals, databases and advanced softwares as research services and facilities in different disciplines for the staff to conduct research.
- Providing seed money/advance money for the staff researchers who do not have a project to initiate research.
- Encouraging collaboration with and access or invitation to research professionals in other institutions by means of MoUs.
- Academia and industry interactions are encouraged.
- College promotes the publication of in-house journals.
- Instituting Cash awards for excellent research publications.
- Constituting a Research Committee which initiates and monitors research and looks into ethical considerations.
- Organizing research methodology workshops in house/for outsiders.
- Organizing Ph.D Course work in the institution.

### 3.1.3 List details of prioritised research areas and the areas of expertise available with the College.

**Table – 28: Areas of Expertise in Research**

| Prioritized Research Area | Areas of Expertise available. |
|---|---|
| Life/Chemical Sciences | • Plant Tissue culture.<br>• Fern biodiversity studies, Molecular taxonomy.<br>• Cellular & Molecular studies on Metabolic Disorders.<br>• Radiation induced in in vitro mutagenesis.<br>• Activity mapping in the brain in response to negative and positive stimulation: A study at the behavioural, neural and cognitive levels.<br>• Neurobiology: Brain anatomy, neurochemistry and behaviour in a murine model of adolescent depression.<br>• Behavioural and neural correlates of social preferences in birds.<br>• Aerobiology.<br>• Vermitechnology.<br>• Water analysis in the context of industrial pollution.<br>• Chemical and Microbiological characteristics of ground water of Mangalore City.<br>• Heterocyclic Chemistry.<br>• Polymer Chemistry.<br>• Crystal growth and characterization.<br>• Nanochemistry.<br>• Corrosion studies.<br>• Algal Biotechnology for the production of Biofuels. |
| Commerce and Management studies | • Human Resource Management and Development.<br>• Organizational behavior.<br>• Organizational change and development.<br>• Marketing Management.<br>• Financial Management. |
| Humanities | • Local History related to Christianity.<br>• Coastal Karnataka - religion and culture.<br>• Health Economics.<br>• Indian writing in English and Criticism<br>• Diaspora studies |

### 3.1.4 What are the proactive mechanisms adopted by the College to facilitate smooth implementation of research schemes/projects?

**Advancing funds for sanctioned projects**: Laboratory of Applied Biology has helped both the student and the staff researchers by providing the advance money to carry out projects.

**Providing seed money**: The College provides seed money for staff

members. (₹ 25,000/- each for Science faculty members and for others ₹ 15,000/- for each).

Four of the staff members have been provided with the independent laboratory facilities.

**Autonomy to the Principal Investigator/Coordinator for utilizing overhead charges:**

The Principal Investigator is given complete autonomy in utilizing the entire amount sanctioned to him/her as per the guidelines of the project. The College auditor has briefed all the Principal investigators and the coordinators in effectively utilizing the sanctioned amount.

**Timely release of grants, timely auditing, submission of utilization certificate to the funding authorities:**

- Finance Department assists in timely auditing and submission of utilization certificate to the funding agencies with the help of the College auditors.
- The College allows and encourages its faculty members to involve in research activity to use the infrastructure such as laboratory, library, equipments, electricity, water, animal house facility etc.
- Effort is made to get extramural research funding, through guidance to write minor and major research projects. The Research Committee has guided the staff to write projects and write report after auditing the accounts.
- The teachers are motivated to apply for UGC/DST/DBT/BRNS etc., sponsored major and minor research projects, conduct conferences, seminars, workshops at state, national and the international level. The College also encourages the faculty members to attend the same for which the College provides one way TA and registration as admissible.
- The college has set up an Instrumentation Facility in the departments of Biotechnology, Chemistry and Physics with the assistance of DST-FIST grant, UGC-CPE grant, BTFS grant from the Karnataka Government, BRNS, and other allied grants from various funding agencies at a cost of ₹ 2,48,34,740, where research equipments are installed.
- The Management supports the teachers to pursue research activities. They are granted leave for the Course work so as to complete their required course work of the Ph.D. One year of paid leave is granted to complete the Ph.D. writing work for the deserving candidates.
- A dedicated research block is under construction.

### 3.1.5 How is interdisciplinary research promoted?

* **Between/among different departments of the College**

- Laboratory of Applied biology encourages faculty members from varied backgrounds viz., Zoology, Botany, Biotechnology, Biochemistry and Microbiology to carry out projects in the Laboratory of Applied Biology.

- There are seven minor research projects carried out across faculties, Biochemistry and Chemistry, Biotechnology and Chemistry, Zoology and Biochemistry, Biotechnology and Computer Sciences, Biotechnology and Microbiology, Biochemistry and Microbiology, Commerce and Economics.

* **Collaboration with national/international institutes / industries.**

- Research collaborations with Royal Institute of Technology, Sweden and Max Planck Institute, Germany have been established.
- MoU with Manipal University, North Dakota University, Loyola University, USA, State University New York, Le Moyne College, New York, Tompkins Cortland College, New York, Yenopoya University, V-4 Media Channel etc.,
- Collaboration with institutes of repute like BARC Mumbai, IISC Bangalore, CFTRI Mysore, NITK, etc.
- There is collaboration at local level with Food industries such as Cashew Industry, Milk industry, Bread industry, Chocolate industry etc for mutual growth and benefits.
- Collaborative BRNS sponsored project with CARRT, Mangalore University.
- Collaborative research with Fisheries College and Botany Department of our College.

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

The College invites researchers of repute to visit the campus and interact with the teachers and the students. They are invited to give keynote address/guest lectures during conferences; workshops etc. Some of the eminent researchers visited the College in the last five years (2009-14).

**Table – 29: Researchers of eminence visited the campus**

| Researchers of eminence | Topic of interaction |
|---|---|
| Prof Balaram, IISc Director | Chemistry of Life |
| Prof Basu, Director, Bhabha Atomic Research Centre, Mumbai | Conscientization of Nuclear Energy |
| Prof Muniyappa: IISc. Bangalore | The Changing Portrait Of DNA Structure |
| Dr H. Prathap Kumar Shetty Pondicherry University | Pre biotics and Probiotics and their significance in Food Industry |
| Dr Renu Agrawal, CFTRI | 'Role of Probiotics in Human health' |
| Dr Anu Appiaiah, CFTRI | 'Yeast as Probiotics' |
| Dr Bhaskar, CFTRI | 'Applications of Biotechnology for Utilizing (about) Fish Processing Wastes-the Curious case of lab with Probiotic Potential' |
| Prof. D.S. Broca, XLRI , Jamshedpur | 'Production, Operations and Decision Science' |
| Dr Nanda Kumar, Dean, Goa University | Market Segmentation in Cluster Analysis |
| Dr Shafik Dharamsi, Faculty Fellow in Residence, Liu Institute for Global Issues, British Columbia, Canada | Ethics in Management Education |
| Major General (Retired) Ian Cardozo, AVSM, SM. | Fortitude and Management |
| Dr Mohsin Ahmed, IIT Mumbai | Selection of Research Problems in Computer Science and Information Technology |
| Dr G. Padmanaban (Former director of IISc Bangalore) | Scope and prospects of Biotechnology |
| Dr K.V. Rao, Faculty, dept of Material Sciences, Royal institute of Technology, Stockholm, Sweden. | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Prof Dr Juan Munoz, Autonomous University of Barcelona, Spain | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Dr Lyubov Belova, KTH Royal Institute of Technology, Stockholm, Sweden | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Prof Dr Lars Berglund, KTH Royal Institute of Technology, Stockholm Sweden | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Padmabhushan Dr Kale BARC | Positive Effects of Nuclear Energy |

| | |
|---|---|
| Prof Dr Kannan Krishnan, University of Washington, Seattle, USA | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Dr M Krishna Kumar, Institute of Materials Research and Engineering (IMRE), Singapore | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Prof Dr Joseph Delhalle, University of Namur, Belgium | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Prof Dr Zineb Mekhalif, University of Namur, Belgium | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Dr Jose Gonzalo, Institute of Optics, CSIC, Madrid, Spain. | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Prof. Maresi Nerad, University of Washington, Seattle USA | Applications of Nanotechnology to Energy, Environment and Biotechnology |
| Prof Agraval Anu MIT USA | History of Technology, Photonics |
| Prof Chandrashekaran, IISc Bangalore | Synthetic Organic Chemistry |
| Prof Yathindra Das | IBAB, Bangalore |
| Prof Valerian Rodrigues | Centre for Political Studies, School of Social Sciences, JNU, New Delhi |
| Dr K.V. Peter, World Noni Research Centre | Importance of Noni in Medicine |
| Dr Shankuntala Katre, Bangalore University | Biological Sciences |
| Prof William D'Silva, Retd Prof. Goa University | Sociological Sciences |

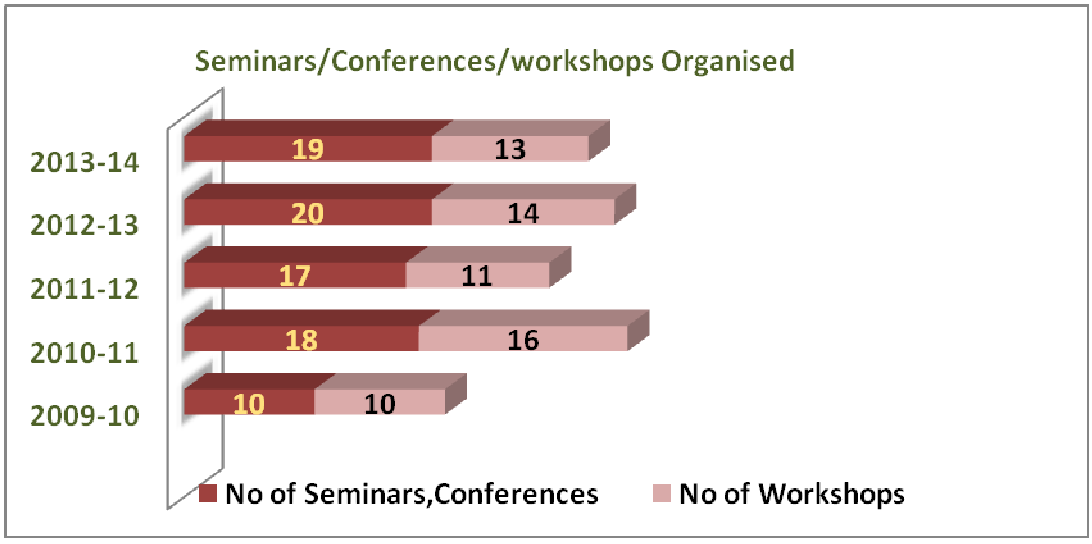
**3.1.7 What percentage of faculty has utilized sabbatical leave for research activities? How has the provision contributed to the research quality and culture of the College?**

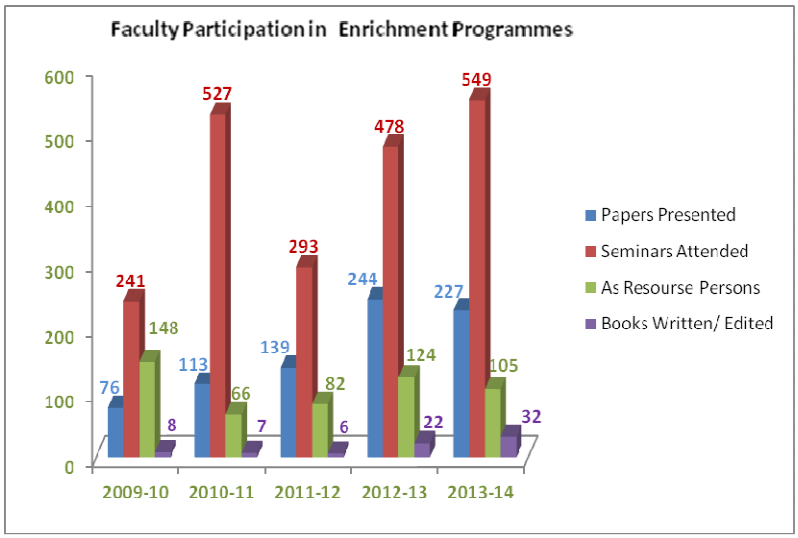
- Dr Richard Rego completed his M.A., Film & Television Studies (with research), University of Warwick, UK, during his sabbatical leave. His expertise has been utilized by the Department of Mass Communication and Media Studies to enhance their knowledge through special lectures.
- Ms. Avila availed Quality Improvement Programme (QIP) with a paid leave of one year for research.
- Six of the staff members availed leave to complete the Course work of the Ph.D.
- Five staff members have availed UGC Faculty Improvement Programme.

**3.1.8 Provide details of national and international conferences organized by the College highlighting the names of eminent scientists/scholars who participated in these events.**

**Table – 30: Number of Seminars/Conferences in the last 5 years**

| Year | No of Seminars, Conferences | No of Workshops |
|---|---|---|
| 2009-10 | 10 | 10 |
| 2010-11 | 18 | 16 |
| 2011-12 | 17 | 11 |
| 2012-13 | 20 | 14 |
| 2013-14 | 19 | 13 |
| **Total** | **84** | **64** |






Some of the Major Seminars/Workshops and Conferences conducted by the College in the last 5 years are given below.

**Table – 31: National/International Seminars/Workshops conducted by the College in the last 5 years.**

| Year | Date | Sl. No | Title of the Conference /Seminar/Workshop | National/ International |
|---|---|---|---|---|
| 2009- 10 | 29 & 30 Aug 2009 | 1 | A two day workshop on Samananthar Shabdh | National |
| | 24 & 25 Sept 2009 | 2 | Samprthi- Todays Life Style a Challenge for Well Being | National |
| | 12 Oct 2009 | 3 | Simiotics, Structuralism and Research Methods | National |
| | 23 oct 2009 | 4 | National level paper presentation Manasamanthana | National |
| | 14 Nov 2009 | 5 | Workshop on Tools and Software's | National |
| | 8 & 9 Jan 2010 | 6 | Nationality, Language and Culture | National |
| | 13 Feb 2010 | 7 | Number Theory | National |
| | 19 & 20 March 2010 | 8 | Financial Reporting Standards and Tax Reforms | National |
| 2010-11 | 14 & 15 Oct 2010 | 9 | Samprathi – A National level seminar India Today (Challenges for the Future) | National |
| | 16 & 17 Oct 2010 | 10 | Semiotics Structuralism and Research Methods | National |
| | 23 & 24 Oct 2010 | 11 | Autonomy, Concepts Issues and Challenges | National |
| | 26 Oct 2010 | 12 | Manasamanthana - A National level paper presentation on Redesigning the Management Education | National |

| | | | | |
|---|---|---|---|---|
| | 14 to 16 Dec 2010 | 13 | Application on Nano Technology to Energy Environment and Biotechnology | International |
| | 8 & 9 Jan 2011 | 14 | Contemporary Indian Drama | National |
| | 21 & 22 Jan 2011 | 15 | Media Manthan | National |
| | 28 & 29 Jan 2011 | 16 | Genes, Genomics and Proteomics | National |
| | 15 Feb 2011 | 17 | Cryptography | National |
| | 24 to 26 Feb 2011 | 18 | Mangalore Yesterday, Today and Tomorrow | National |
| | 4 & 5 April 2011 | 19 | Research in Commerce and Management | National |
| 2011-12 | 20 Oct 2011 | 20 | Manasamanthana, Paper presentation Conference | National |
| | 5 Jan 2012 | 21 | Graph Theory | National |
| | 23 & 24Jan 2012 | 22 | Recent Advances in Chemical Sciences | National |
| | 17 Feb 2012 | 23 | "Probiotics and Food Biochemistry" | National |
| | 17 Feb 2012 | 24 | Biogenesis - "Probiotics and Food Biochemistry- Significance and Relevance" | National |
| | 18 Feb 2012 | 25 | Indian Women Writers in English | National |
| | 21 & 22 Feb 2012 | 26 | Microbial Diversity and their Implications | National |
| | 28 & 29 Feb 2012 | 27 | 'Recent Advances in Biological Sciences' | National |
| | 8 & 9 March 2012 | 28 | Biomolecus and Biocatalysts in Bio processes | National |
| | 27 March 2012 | 29 | Inclusive growth Concept and Reality | National |
| | 3 April 2012 | 30 | Investing in Challenging Times | National |
| | 8 & 9 April 2012 | 31 | LAMP Technology | National |
| | 9 May 2012 | 32 | Data Science and Big Data Analytics" | National |
| 2012-13 | 6 & 7 Sept 2012 | 33 | Advance IT, Engineering and Management | National |
| | 25 & 26 Sept 2012 | 34 | ' Human Rights Advocacy: An Avenue for Social Change' | National |
| | 10 & 11 Dec 2012 | 35 | Waste Management and Alternative Energy Sources | National |
| | 12 Dec 2012 | 36 | Science & Spirituality | National |
| | 3 to 5 Jan 2013 | 37 | Graph Theory and its Application | National |

| | | | | |
|---|---|---|---|---|
| | 23 Jan 2013 | 38 | Contemporary 'Feminisms' in India | National |
| | 7 & 8 Feb 2013 | 39 | Organizational Leadership and Change Management | National |
| | 8 & 9 Feb 2013 | 40 | Pteridophyta- An Intriguing Flora - Environmental and Ethno Botanical Significance | National |
| | 14 to 16 Feb 2013 | 41 | 'Emerging Trends in Chemical Sciences' | National |
| 2013-14 | 17 & 18 Sept 2013 | 42 | Samprathi - "Mitigating the Menace of Crime for a Just and Humane Society" | National |
| | 24 Sept 2013 | 43 | Workshop on changing contours of Indian economy | National |
| | 1 Oct 2013 | 44 | Human Resource as a Strategic Business Partner | National |
| | 11 & 12 Dec 2013 | 45 | "Trends in Environmental Biotechnology and its Applications" | National |
| | 12 & 13 Dec 2013 | 46 | Nuclear Energy for a Better Society (with BARC) | National |
| | 16 & 17 Jan 2014 | 47 | Modern Methods in Chemistry | National |
| | 17, 18 Jan 2014 | 48 | Graph Theory and its Applications | National |
| | 18 & 19 Jan 2014 | 49 | Application on Shaastric Knowledge in Modern Science | National |
| | 14 & 15 Feb 2014 | 50 | 'Dakshina Kannada After 1947' | National |
| | 30 Jan. 2014 | 51 | Workshop on Italian Cuisine | International |
| | 19 February 2014 | 52 | Workshop on German cuisine | International |
| | 7 & 8 Feb 2014 | 53 | Effective Leadership – Organizational Change Management | National |
| | 17 Feb 2014 | 54 | Translation & Transcreation | National |

**Table – 32: Names of prominent scientist/scholars visited the College as Resource Persons**

| | |
|---|---|
| 1 | Dr Cletus D' Souza, Mysore University. |
| 2 | Dr Renu Agrawal, CFTRI. |
| 3 | Dr. T V Ramachandra, IISc. Bangalore. |
| 4 | Dr. V. Siva Subramanian, Chennai. |
| 5 | Justice Dr Jawad Rahim Judge, Karnataka High Court. |
| 6 | Professor Girish M Wagh, principal, RL Law College Belgaum. |
| 7 | Prof K S Bhagavan, Maysore University. |
| 8 | Prof. Jancy James, Hon'ble Vice Chancellor, Central University of Kerala, Kasargod. |
| 9 | Prof. Jancy James, Hon'ble Vice Chancellor, Central University of Kerala, Kasargod. |
| 10 | Dr SF D' Souza, Ex AD, BMG BARC |
| 11 | Dr Sharad Kale, Head, TT & CD |
| 12 | Dr H. Prathap Kumar Shetty Pondicherry University. |
| 13 | Dr Bhaskar, CFTRI. |
| 14 | Prof. D.S. Broca, XLRI, Jamshedpur. |
| 15 | Dr Nanda Kumar, Dean, Goa University. |
| 16 | Dr Shafik Dharamsi, Faculty Fellow in Residence, Liu Institute for Global Issues, British Columbia, Canada. |
| 17 | Dr Mohsin Ahmed, IIT Mumbai. |
| 18 | Dr G. Padmanaban Ex-Director IISc Bangalore. |
| 19 | Dr K.V. Rao, Faculty, RIT, Stockholm, Sweden. |
| 20 | Prof Dr Kannan Krishnan, University of Washington, Seattle, USA. |
| 21 | Dr Jose Gonzalo, Institute of Optics, CSIC, Spain. |
| 22 | Prof Chandrashekaran, IISc Bangalore. |
| 23 | Prof Yathindra Das, IBAB, Bangalore. |
| 24 | Prof Valerian Rodrigues, JNU, New Delhi. |
| 25 | Dr Shankuntala Katre, Bangalore University. |
| 26 | Prof William D'Silva, Retd Prof. Goa University. |
| 27 | Herr and Fran Johannes & Anneliese Klinkhammer Mechrrrich-Vussem, Germany |
| 28 | Signor &Signorina Alberto Pessani & Silvana Rizzi, Milan Italy |

**Table – 33: Some of the Management Development Programmes Conducted by the College**

| Sl No. | Type of Programme | Title of the programme | Date of the programme |
|---|---|---|---|
| 1 | Skill Building | Research Methods for Social Sciences | 9 – 11 August 2010 |
| 2 | Skill Building | Research Methods for Business Management and Social Sciences | 11-17 Jul 2011 |
| 3 | Management Development programme | Financial Modeling Using Spreadsheets | 23,24 Sept 2011 |
| 4 | Management Development programme | Pharma Retail Management | 23 Sept 2012 |
| 5 | Management Development programme | Commodity Trading | 27,28 June 2012 |
| 6 | Innovation Development programme | Visual Merchandising and Innovating New Products | 18 July 2013 |
| 7 | Creativity and Innovation Development-II Programme | Visual Merchandising and New Product Development | 8 August 2013 |
| 8 | Skill building | Research Methodology- A skill Building Approach | 29, 30,31 August 2013 |
| 9 | Interstate Student Exchange programme | One week workshop for Graduate students of JAIPUR students Rajasthan | 8 Feb 2014 to 15 Feb 2014 |
| 10 | Research Methodology and Personality Development programme | One day workshop conducted at M/s A.J Institute of Hospital Management | 21 Feb 2014 |

### 3.1.9 Details on the College initiative in transferring/advocating the relative findings of research of the College and elsewhere to the students and the community (lab to land).

- Micropropagation techniques for the propagation of commercially important crop plants, ornamental and medicinal plants. *Coscinium fenestratum* has been transferred to the forest through the College of Forestry, Coorg, Soans Farm, Moodabidri, Dakshina Kannada, Pilikula Nisargadhama , Mangalore.
- Creation of novel varieties of *Zinnia* by irradiation technique and planting them at Nehru Nagar.
- Vermitechnology: Vermibins constructed at the college are distributed to the NGOs to help in waste management.
- The Staff member brought out field guide for identification of ferns of Kudremukh National park.
- Creation of Website of Fern Biodiversity: 'rondano.diversity.com'.
- Radio *Sarang* involved in creating awareness programme in the field of 'Women health and Nutrition' a project funded by DST.
- 'Campus Eye' is a weekly V-4 Channel TV show which telecasts all the research programmes conducted in the College to the public at large.
- The College Publishes 4 Research Journals which give opportunity to both the staff and the students to publish their research work.
- The theses of research scholars of the College are made available in the College library.
- The College initiated in conducting an awareness programme on Nuclear Energy in collaboration with BARC A team of scientist from BARC visited the College and organized awareness programme for the general public.
- Tissue cultured plant avenue is created in the College Campus.

### 3.1.10 Give details on the faculty actively involved in research (Guiding student research, leading research projects, engaged in individual or collaborative research activity etc.)

Every faculty from PG Department guides student projects at Masters Level. UG Life Sciences, BCA, BBM, B.Com. and Chemistry departments also conduct student projects. One Hundred and Fifteen of our staff members are involved in doing minor research projects, while five of them are doing major research projects. These minor/major research projects are leading our research scholars and faculty to acquire higher qualification in the form of getting a Ph.D.
Three students of the PG department of Chemistry have received VGST fellowship of ₹ 30000 each, for conducting minor research Projects. One student from PG Department of Biochemistry has received VGST fellowship of ₹ 30000.

**Table – 34: Faculty Guiding students for Research**

| Department | Research Guide | No of Students At present | Completed/ Submitted |
|---|---|---|---|
| Biotechnology | Dr Smitha Hegde | 4 | 2 (As Co Guide) |
| | Dr Asha Abraham | 6 | -- |
| | Dr Monika Sadananda | 5 | -- |
| Bio Science | Dr Nagalakshamma | 3 | -- |
| Chemistry | Dr Richrad Gonsalves | 3 | -- |
| | Dr Ronald Nazareth | 2 | -- |
| Economics | Dr Norbert Lobo | 4 | -- |
| English | Dr Lourdusamy | 6 | -- |
| Hindi | Dr Mukund Prabhu | 1 | 4 |
| History | Dr Denis Fernandes | -- | 2 |
| Kannada | Dr Saraswathi | 7 | -- |
| | Dr Vishwanatha Badikana | 7 | -- |
| | Dr Mahalinga Bhat | 7 | -- |
| Management | Dr Babu Thomas | 6 | -- |
| Commerce | Dr Suresh Poojary | 8 | 1 |

## 3.2 Resource Mobilization for Research

### 3.2.1 What Percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization for last four years.

A total of 4% of the total budget has been earmarked for research budget during the report period.

**Table – 35: Earmarked budget for research**

| Particulars | | Conferences | Equipment for research | Books and Journals | AMC and Repairs | Chemicals and glassware | Percentage of total budget (%) |
|---|---|---|---|---|---|---|---|
| 2009-10 | Budget | 7,50,000 | 25,00,000 | 2,50,000 | 11,00,000 | 7,00,000 | |
| | Spent | 7,34,550 | 25,38,004 | 2,17,927 | 11,52,365 | 6,71,854 | 5.26 |
| 2010-11 | Budget | 10,00,000 | 35,00,000 | 2,50,000 | 14,00,000 | 6,00,000 | |
| | Spent | 9,84,336 | 36,39,313 | 2,61,927 | 13,36,370 | 4,03,385 | 3.51 |
| 2011-12 | Budget | 10,00,000 | 50,00,000 | 3,00,000 | 10,00,000 | 15,00,000 | |
| | Spent | 9,45,414 | 50,02,459 | 2,74,562 | 7,47,713 | 19,40,303 | 4.71 |
| 2012-13 | Budget | 10,00,000 | 25,00,000 | 3,00,000 | 7,00,000 | 40,00,000 | |
| | Spent | 8,74,399 | 23,96,505 | 3,07,241 | 6,25,240 | 43,18,104 | 3.22 |
| 2013-14 | Budget | 10,00,000 | 30,00,000 | 3,50,000 | 8,00,000 | 45,00,000 | |
| | Spent | 8,98,030 | 28,76,274 | 3,11,482 | 7,84,912 | 46,24,208 | 3.44 |

### 3.2.2 What are the financial provisions made in the College budget for supporting student research projects?

Necessary financial support is provided by the Lab of Applied Biology to the research projects undertaken by UG and PG students in the same lab.

- The Laboratory of Applied Biology takes student research fellows for a year
- The Best Student Research project proposal from each PG faculty is given financial support from the Management.
- Some of the PG departments dedicate 5% of the fee amount for the research projects. The amount is utilized for consumables and chemicals for carrying out research projects.
- The students are encouraged to exhibit their research findings in local, national and international conferences, by financially supporting their registration and poster printing charges.
- The Laboratories provide chemicals, glassware and equipments for conducting student research projects in the College.

### 3.2.3 Is there a provision in the institution to provide seed money to faculty for research? If so, what percentage of the faculty has received seed money in the last four years?

The Faculty undertaking research projects are given seed money by the Management on request.

- The Management encourages faculty to avail UGC and other funding for research projects.
- 100% sponsorship for publication of the research findings by the faculty members and students in the 4 in- house research journals.
- The staff members who have registered for their PhD under Tumkur and Mangalore University Research Centers are given a freeship of ₹ 10,000 on an annual basis. Six percent of our staff doing research are supported with seed money.

### 3.2.4 Are there any special efforts made by the College to encourage faculty to file for patents? If so, provide details of patents filed and enumerate the sanctioned patents.

- The College has applied for a vermibin patent IP office, Chennai (Application number: 761/CHE/2009). Prof Hareesh Joshy (Former HOD of Zoology) with the guidance of Dr Leo D' Souza have contacted the agency Krishna and Saurastri Associates, No. 17, Sheshadri Road, Bangalore- 560 009 for the patent application process. Patent examination is pending.

Dr S.N. Raghavendra has patented 2 of his research works

1. Wet Processing of Coconut- A Process for Preparation of Virgin Coconut Oil

Indian Patent #443/DEL/2009

2. A Process for the Production of Coconut Beverage
   Indian Patent #283/DEL/2009

- The College conducted a one day seminar on Intellectual Property Rights on 13 August 2014 by Dr Aravind Vishwanathan, managing partner Xellect IP solutions Bangalore explaining the importance of patents and the procedure for applying the same.

### 3.2.5 Provide the following details of ongoing research projects:

**Table – 36: Ongoing research projects**

| Particulars | Year wise | Number | Name of the project | Name of the funding agency/ Industry | Total grant received |
|---|---|---|---|---|---|
| A. College Funded | | | | | |
| Major Projects | 2009-10 | 1 | | MJES, Mangalore | 2,00,000 |
| Minor Projects | 2009-10 | 2 | | MJES, Mangalore | 2,00,000 |
| B. Other agencies - national and international (specify) UGC/BRNS/DST/DBT etc. | | | | | |
| Minor projects | 2009-10 | 2 | | UGC | 1,90,000 |
| | 2010-11 | 14 | | UGC | 15,40,000 |
| | 2011-12 | 38 | | UGC | 49,83,000 |
| | 2012-13 | 12 | | UGC | 12,30,000 |
| | 2013-14 | 47 | | UGC | 56,99,300 |
| Major projects | 2009-10 | 1 | | DST | 38,76,000 |
| | 2010-11 | 2 | | UGC, BRNS | 35,13,000 |
| | 2011-12 | 5 | | UGC, BRNS, DBT, DST | 93,57,300 |
| | 2012-13 | 1 | | BRNS | 23,82,000 |
| | 2013-14 | 1 | | BRNS | 13,96,000 |

### 3.2.6 How many departments of the College have been recognized for their research activities by national / international agencies (UGC-SAP, CAS, DST-FIST; DBT, ICSSR, ICHR, ICPR, etc.) and what is the quantum of assistance received? Mention any two significant outcomes or breakthrough due to such recognition.

**DST-FIST:** The College received a grant of ₹ 45,50,000 towards improvement of infrastructure and purchase of equipment.

**Outcome:** The PG department of Chemistry established a central Instrumentation room. It is recognised as Centre for Research by Tumkur University.

**BTFS:** The PG department of Biotechnology received a grant of ₹ 1 Crore towards providing advanced training in Biotechnology.

**Outcome:** The department now offers two advanced PG Diploma Courses in Biotechnology:

- Advanced Diploma in Fermentation and Bioprocessing
- Advanced Diploma in Plant Tissue Culture and Micropropagation

**STAR College Scheme:** The College received a grant of ₹ 55,00,000 towards innovation and development of 5 Science Departments. A part of the money is spent in procuring equipments. The scheme has been extended for next two years.

**Outcome**: The five Science Departments procured scientific instruments and initiated new practicals in the curriculum.

**ICHR** sanctioned ₹ 1,00,000 in the year 2014 to the History Department to conduct a National Level Conference 'Dakshina Kannada, After1947'

DBT ₹ 13,00,000 to the Laboratory of Applied Biology . 900 Propagules of a red listed plant *Coscinium fenestratum* have been transferred to the forest and are growing well.

BRNS ₹ 22,00,000 to the Laboratory of Applied Biology in 2011. Novel varieties of Zinnia have been established through radiation

**Outcome:** With the financial support from ICHR the History Department successfully conducted a National conference and brought out a publication of the articles presented in the conference.

The Food Science Department of our College has received an assistance of

₹ 75,00,000/- from Karnataka Government.

### 3.2.7 List the details of completed research projects undertaken by the College faculty in the last four years and mention the details of grants received for such projects (funded by Industry/National/International agencies).

**Table – 37: Major Research projects Completed in the Last 5 years**

| Sl No | Name of Researcher | Title of the Project | Sanctioning agency | Amount (in ₹) | Duration |
|---|---|---|---|---|---|
| 1 | Dr Hareesh Joshy | Biodiversity of Local Anurans | MJES | 2,00,000 | 2007-2010 |
| 2 | Dr Monika Sadananda | Activity Mapping in the Brain in Response to Negative and Positive Stimulation: A Study at the Behavioural, Neural and Cognitive Levels. | DST | 38,76,000 | 2010 -2013 |
| 3 | Dr Asha Abraham | Elucidation of the Role of Leptin in the Regulation of the Hypothalamus-Pituitary- Adrenal Axis in Metabolic | UGC | 10,96,500 | 2011- 2014 |

| | | | | | |
|---|---|---|---|---|---|
| | | Syndrome | | | |
| 4 | Dr Shashi Kiran Nivas | "Radiation Induced in *in vitro* Mutagenesis in two Important Ornamental Plants: Celosia and Zinnia species" | DAE-BRNS | 22,15,412 | 2011-2014 |

**Table – 38: Minor Research projects Completed in the Last 5 years**

| Sl No | Year | No of Projects Completed | Sanctioning Agency | Total Amount |
|---|---|---|---|---|
| 1 | 2010 | 4 | UGC, MJES | 2,87,000 |
| 2 | 2012 | 2 | UGC | 1,90,000 |
| 3 | 2013 | 12 | UGC | 16,30,000 |

## 3.3 Research Facilities

### 3.3.1 What efforts are made by the College to keep pace with the infrastructure requirements to facilitate Research? How and what strategies are evolved to meet the needs of researchers?

There is an increase in the number of researchers in the recent years. To meet the demands of space and related needs by various departments both UG as well as PG, the College has evolved certain strategies:-

- To keep phase with the growing demand, additional infrastructure is created by constructing a separate research block. It has also provided research laboratories to the recognized research guides in the new building.
- The College has introduced a scheme under which Seed money is given to researchers (as a start up amount) to initiate and help to start work in their respective areas of research. The College encourages and supports staff to write projects to different funding agencies to sustain and further their research interests.
- High end equipments are provided for research in Science. Basic computer facilities are provided to researchers in Humanities, Commerce, Management and Science.
- Necessary major laboratory equipments in the Food Processing Technology/analysis are procured. The College has establish a Pilot Plant for the processing of fruit and vegetables so that new product development in this sector could be initiated.
- The College has an established CPCSEA approved Animal House. There is a lab scale incinerator for bio-medical waste disposal. Bird cages/mazes have been established for animal behavioural experiments.

- Research laboratory for Commerce and Management is also established by the College.
- The MBA and MCA Departments has taken efforts to facilitate research activities through the development of infrastructure such as separate reading space and well established library with Wi- Fi facilities.
- The Grants from CPE, STAR College Scheme, DST-FIST, BTFS have been utilized to improve the infrastructural requirements of different departments.
- Four Independent Laboratories are provided to the researchers of Science faculty.
- Exclusive departmental cubicles have been provided with ICT facility for Arts faculty.

### 3.3.2 Does the College have an Information Resource Centre to cater to the needs of researchers? If yes, provide details on the facility.

**YES**

- There is a Research Dean and Research Coordinators in the College.
- The libraries and Journal section of the College is used as the information resource centers. Timely information is given to the researchers regarding various major and minor research projects through IQAC by the research cell.
- J-gate, N-list, DELNET, Proquest, World eBook library, Capitaline Neo, EBSCO are subscribed to facilitate Literature Survey.
- Training programmes are conducted on SPSS for research scholars, usage of high end instruments and Digital Library. All laboratories have access to internet connectivity and the researchers are trained to use online resources
- The College regularly conducts seminars/workshops to encourage the research scholars to exchange ideas at National and International levels. Research students are also sent out for paper presentations both at national and international seminars/workshops.
- The College subscribes to important International and National research journals.
- In-house libraries are used by most of the Departments.
- Research methodology seminars are conducted in the College.
- Librarian gives in-house training for research scholars and faculty on usage of online e-sources.

### 3.3.3 Does the College provide residential facilities (with computer and internet facilities) for research scholars and faculty?

**YES**

- Hostel facilities for research scholars and residential facility for

faculty are available.

- Computer facility with Wi-Fi is available in the hostels of main campus.
- The Staff is provided residential facility and a new building is coming up which could meet the increase in number of hostel accommodation to the eligible research scholars.
- In the second campus (AIMIT) the researchers are provided with hostel (Men & Women) and Guest house facilities. The entire Campus is connected with Wi-Fi.

**3.3.4 Does the College have a specialized research centre/ workstation to address challenges of research programmes? If yes, give details.**

**YES**

- There is a Research Dean and Research Coordinators in the college. 8 Departments are recognized as research centers under two Universities. 'St Aloysius Advanced Research Centre' is affiliated to Tumkur University. 7 departments are recognized under this Centre. The Department of Bio technology is the recognized research centre affiliated to Mangalore University.
- Work stations are provided with Online Data Base.
- The College Libraries provide access to research journals.
- The College provides 24 hours internet facilities to the researchers.
- Science research laboratories provide space and instrumentation facilities round the clock to help researchers pursue their studies. The Laboratory of Applied Biology provides space and instruments for researchers of Biological Sciences.
- For Humanities and Languages, the libraries and Konkani Institute provide different resources on local culture and practices.
- Commerce Lab with 27 computers and internet facility is available for Commerce and Management research scholars.

**3.3.5 Does the College have research facilities (centre, etc.) of regional, national and international recognition/repute? Give a brief description of how these facilities are made use of by researchers from other laboratories.**

**YES**

- The College has a well established Laboratory of Applied Biology, which has international reputation in Plant Tissue Culture. Rev Dr Leo D'Souza, the Director of this Laboratory is an internationally known Researcher. Both the staff and the students of Biological Sciences use the facilities of high end instruments available in this laboratory.
- Rev Dr Leo D' Souza is the member of Plant Tissue Culture Association, India (PTCA) and the annual meetings of PTCA held in the College.

- The researchers from other institutions visit our Applied Biology Laboratory for expertise in the field and use of high end instruments.
- Department of Biotechnology is a recognized research center under Mangalore University. Three research guides are recognized in the Centre.
- Seven departments (English, Bioscience, Commerce, Management, Kannada, Economics, and Chemistry) have been included under Tumkur University Research Centre.
- Our Research Facility (Pilot Plant/ Laboratory) for Food Science and Technology is under construction which is first in this region.
- Researchers from Mangalore University and other Universities in this region come to seek help and guidance with respect to their work and also make use of the facilities like instruments and library facilities for their work. Subject expertise as well as facilities available in the department of Chemistry, Konkani Institute, Library and Archives have been utilized by research scholars and people interested in their field of interest.

**Table – 39: Major instruments available in the College**

| MAJOR INSTRUMENTS AVAILABLE IN THE COLLEGE FOR RESEARCH |
|---|
| Microscopes :<br>Olympus Bx-41TF with camera, Olympus CX-21FST, Olympus SZ-STB2, Olympus CHS, Carl Zeiss, |
| HPLC- Waters |
| UV Visible Spectrophotometer s -Bio Mate, Shimatzu, Systronics, Agilent, Spectro Quant, Analytical |
| Real time Polymerase Chain Reaction (RTPCR) – Applied Biosystems |
| Lyophiliser - Operon |
| Gel Documentation System – Alpha Digidoc |
| Scanning Electron Microscope(SEM)- Hitachi |
| Atomic Absorption Spectrometer – Perkin Elmer |
| Fermentor – Scigenics |
| Gill AC Corrosion Analyser – ACM Instruments |
| FTIR Spectrophotometer – Thermo Fischer |
| Spectrofluorimeter – Agilent Technologies |
| UV Cabinet- Roteck |
| Direct Heat 130 LTC Incubator |
| Microtome sector Rotary –Unilab, Radical |
| Cooling Centrifuge |
| Incubators – Roteck, Pathak Electrical Works |

| |
|---|
| Flash Rotary Evaporator |
| Hot air oven – Maitri Pondicheri |
| Distillation unit –Bhami electrical works |
| Thermocycler - MWG biotech |
| Electronic Balance |
| Autoclaves –Goley Hebbar Surgicals |
| Double Distillation Unit |
| Centrifuge –Remy, Plasto Crafts |
| Incubation Shaker |
| Millipore Water Purification |
| Deep freezer -40-Labline , 80 Labline |
| Spin Coater - Spektron Instruments |
| Microplate Reader - Thermo Fischer |
| Vacuum Oven –Kamal Jeeth Lab |
| Laminar air flow Units –Klenzaids , Roteck |
| Rotary Shaker –Emenvy rotar shaker , Spinix |
| Vertical shaker |
| Ion Exchange –Indion Ion Exchange |
| Water bath with shaker |
| Ultra Sonicator-PCI, Q Sonica |
| Electrophoresis –Amersham Bioscience |
| Electrophoresis |
| Water analyzer- Systronics |
| Forbes water Purifier –Forbes |
| Flame Photometer -Systronics |
| Flash Evaporator –Superfit |
| BOD Incubator –Indian Equipment Supplies |
| BOD Incubator with Humidity controller jubilee medical Engineering Works |
| Baby fermentor –Muraphe Scientific company |
| Thermometer –Lynx |
| Digital ph meter –Cyber Scan |
| pH meter - Digisum |
| Micro Pipette –Transferpette |
| Micro Oven –FBI |
| Hygrometer –lawrence and Mayo |
| Seed Germinator |
| Sputter Coater-SPI Supplies |
| Abbe Refractometer – Optiregion |
| Ultrasonic Bath – National Analytical Instrument |
| Zeeman Effect Apparatus – Optiregion |
| Constant Deviation Spectrometer - Optiregion |

## 3.4 Research Publications and Awards

### 3.4.1 Highlight the major research achievements of the College through the following:

**Table – 40: Research publications of the faculty in the last 5 years.**

| Research Publications in Journals :Faculty of Science | | | | | | |
|---|---|---|---|---|---|---|
| **Year** | **2009-2010** | **2010-2011** | **2011-2012** | **2012-2013** | **2013-2014** | **Total** |
| International | 03 | 09 | 19 | 50 | 28 | **109** |
| National | 12 | 06 | 09 | 25 | 08 | **60** |
| **Research Publications in Journals :Faculty of Commerce and management** | | | | | | |
| International | 1 | -- | -- | -- | 02 | **03** |
| National | 3 | 10 | 26 | 22 | 25 | **86** |
| **Research Publications in Journals :Faculty of Languages and Humanity** | | | | | | |
| International | 1 | -- | 1 | 17 | 13 | **32** |
| National | 2 | 5 | 9 | 43 | 61 | **120** |

**Table – 41: Number of Research papers presented in Regional / National / International seminars /workshops**

| **Year** | **2009-2010** | **2010-2011** | **2011-2012** | **2012-2013** | **2013-2014** |
|---|---|---|---|---|---|
| Papers Presented | 54 | 83 | 75 | 87 | 90 |
| | | | | | **Total No: 389** |

* **Faculty serving on the Editorial Boards of National and International Journals**

Dr Smitha Hegde, Dept of M.Sc Biotechnology

- Editorial Committee member of International Journal of Health and Rehabilitation Sciences (IJHRS) ISSN:2278-9014(Print) ISSN: 2278-9030 (Online)

Rev Dr Leo D'Souza – Director of Laboratory of Applied Biology

- Editorial Board Member of Plant Cell Biotechnology and Molecular Biology, An International Journal on Biotechnological Research. ISSN: 0972-2025

Dr Asha Abraham, Dept of M.Sc Biotechnology

Reviewed a research paper for

- World Journal of Biology and Biological Sciences http://www.wsrjournals.org/journal/wjbbs
- Journal of Medicinal Plants Research www.academicjournals.org/jmpr
- Indian Journal of Biochemistry and Biophysics (IJBB) http://niscair.res.in/

Dr Smitha Hegde , Department of M.Sc Biotechnology is the Reviewer for the articles on tissue culture in the Journal of Indian Fern Society

* **Faculty members on the organization committees of international conferences, recognized by reputed organizations / societies.**
The College organized International Conference on "Applications of Nanotechnology to Energy, Environment and Biotechnology" on 14, 15 & 16 December 2010.

**3.4.2 Does the College publish research journal(s)? If yes, indicate the composition of the Editorial Board, publication policies and whether it is listed in international database?**

**YES**

**Explorations** – A multi disciplinary Refereed Research Journal is renamed as Al-Shodhana with ISSN No. 2320-6292

**Table – 42: Research journals of the College**

| Name of the journal | Editorial Board | Publication policies | ISBN/ ISSN No |
|---|---|---|---|
| Al-Shodhana, A multidisciplinary Refereed Research Journal | Dr Norbert Lobo - *Editor in Chief*<br>Dr A Lourdsamy<br>Dr Denis Fernandes<br>Dr Melwyn D' Cunha<br>Dr Narayana Moolya<br>Dr Ronald Nazereth<br>Dr Smitha Hegde<br>Dr Sylvia Rego<br>Dr Suresh Poojary | Bi Annual | ISSN:2320-6292 |
| | **External Members**<br>1. Dr Aloysius Sequeira , Prof of Humanities, NITK<br>2. Dr G. V. Joshi, Prof in Economics, K.S Hegde Institute of Management, Nitte<br>3. Dr Rajshekar- Dept. of Commerce, Mysore University<br>4. Dr Shridhar K.R.- Dept of Bio Sciences, Mangalore University<br>5. Dr Parineetha, Dept of English, Mangalore University<br>6. Dr Jayasheela, Dept of Economics, Tumkur University<br>*About 30% of the papers published are from other institutions | | |
| Deeksha, Bi annual journal of PG Dept of Social Work | Mr Roshan Monteiro- *Editor in Chief*<br>Dr Loveena Lobo<br>Ms Shwetha Rasquinha<br>Mr Gerald D'Silva<br>Ms Vidya Vinutha D'Souza<br>Mr Lohith Shetty | Bi Annual | ISSN:2250-3919 |

| | | | |
|---|---|---|---|
| | **External Members**<br>Dr Laveena Noronha, Director of Ave Maria Palliative Care Centre, Mangalore<br>Dr Leena Ashok, Professor at Manipal University<br>Dr Ashok D'Souza , Assoc. Prof., Belgaum University<br>Ms Olinda Pereira, Ex Principal, Roshni Nilaya About 30% of the papers published are from other institutions | | |
| AIMIT Working Paper Series (IJMR) | Dr Babu Thomas- *Editor in Chief*<br>Ms Rajani Suresh<br>Mr Venkatesh Amin<br>Dr Beena Dias | Annual | ISSN: 2229-5496 |
| Amar Konkani | Mr Edwin J F D'Souza- *Editor in Chief*<br>Gopal Gowda | Bi Annual | -- |

### 3.4.3 Give details of publications by the faculty:

**Table – 43: Publications**

| Particulars | In The last 5 years (2009 to 2014) |
|---|---|
| No of Papers Published | 410 |
| Monographs | 6 |
| Chapters in Books | 17 |
| Books Edited/Authored | 23 |
| Books with ISBN | 23 |
| No listed in International Database | 145 |
| Citation Index (Range) | 0-443 |
| SNIP (Range) | 0-1.825 |
| SJR (Range) | 0-1.222 |
| Impact Factor (Range) | 0-4.72 |
| h-Index (Range) | 0-9 |

** Data from Google Scholar*

**3.4.4 Indicate the average number of successful M.Phil and Ph.D scholars guided per faculty.**

**Guided for Ph.D: 5 Staff members have guided 18 Students**

1. Dr Mukund Prabhu: Dept of Hindi- 4 Students have completed their Ph.D under Hindi Prachar Sabha.
2. Dr Suresh Poojary: Dept of Commerce-1 student has submitted his thesis to Dravidian University, Kuppam, Andhra Pradesh.
3. Dr Smitha Hegde: Dept of Biotechnology (As co guide and Additional Guide)- 2 students are awarded Ph D from NITK Surathkal.
4. Dr Denis Fernandes: Two students have submitted their Ph.D. theses to Kannada University, Hampi.
5. Dr Leo D'Souza: Laboratory of Applied Biology – 9 students are awarded Ph.D from Mangalore University.

1. **Guided for M.Phil: 4 Staff members have guided 12 Students** Dr Mukund Prabhu – 2 Students have completed under Dakshina Bharath Hindi Prachar Sabha, Chennai and SV University, Thirupathi.
2. Dr Denis Fernandes - 3 Students have completed M.Phil under Hampi University, Karnataka.
3. Dr Lourdusamy - 5 Students have completed under Gandhigram University, Tamilnadu.
4. Dr Sudhakar Rao - 2 students have completed under Annamalai University.

**3.4.5 What is the stated policy of the College to check malpractices and misconduct in research?**

Plagiarism detection Software is used at AIMIT. The College Research Committee along with Editorial Board members of Research Journals monitors plagiarism and misconduct in research.

**3.4.6 Does the College promote interdisciplinary research? If yes, how many inter departmental / inter disciplinary research projects have been undertaken and mention the number of departments involved in such an Endeavour.**

**YES**

Research collaborations among the staff are found in the College.7 minor research projects conducted are inter disciplinary in nature: Biochemistry and Chemistry, Biotechnology and Chemistry, Zoology and Biochemistry, Biotechnology and Computer Sciences, Biotechnology and Microbiology, Biochemistry and Microbiology, Commerce and Economics.

**3.4.7 Mention the research awards instituted by the College.**

Faculty wise research awards are given in the form of Best paper Presented and Published in every academic year in the College annual celebration of achievements 'Sambhrama'.

### 3.4.8 Provide details of Research awards received by the faculty and recognition received by the faculty from reputed professional bodies and agencies

1. Rev Dr Melwyn D' Cunha SJ- Dept of Bio Chemistry: Honorary Fellow of Fern Society of India.
2. Mr Ravindraswamy, Dr Asha Abraham, Dr Denis Fernandes, Ms Coral Barboza and Ms Maria Rodrigues were awarded Best Paper Published Award by St Aloysius College on 30-3-2014 during ' Sambhrama'.

**Table – 44: Award/Recognition received by the faculty from reputed professional bodies and agencies.**

| Sl No | Name of the Faculty | Department | Award/Recognition | Level | Year |
|---|---|---|---|---|---|
| 1 | Dr Hareesh Joshy | Zoology | Eminent Scientist for the Year | National | 2009 |
| 2 | Shreelalitha Suvarna | PG Biotech | Best Poster Presentation | National | 2011 |
| 3 | Dr Norbert Lobo | Economics | Best paper award | National | 2011 |
| 4 | Dr P.P. Sajimon | Economics | 2 Best Paper Awards | International | 2011 |
| 5 | Avila D'Silva | PG Biochemistry | 2 Best Poster Awards | National | 2012 |
| 6 | Dr Hemachandra | Zoology | Best Oral Paper Presentation | National | 2011 |
| 7 | Juby Thomas | MCMS | Best Paper Presented | National | 2012, 2013 |
| 8 | Dr Asha Abraham | M.Sc Biotechnology | Best Paper Presented | National | 2013 |
| 9 | Ravi Kudtarkar | MBA | Best Paper Award | International | 2013 |
| 10 | Hemalatha N | MCA | Best Paper Award | National | 2013 |
| 11 | Rowena Wright | MBA | 2 Best Paper Awards | International | 2013 |
| 12 | Ms Florine Soans | Commerce | Best Paper Award | National | 2013 |
| 13 | Dr Smitha Hegde | PG Biotech | Vice President of Indian Fern Society, ExC Member of British Scholars Association, India | National | 2013-2014 |
| 14 | Mr Joel Cornelio | PG Chemistry | Best Paper Award | National | 2014 |
| 15 | Edwin J.F. D'Souza | Konkani | Best Book Award | National, Sahithya Academy, New Delhi | 2014 |

**3.4.9 State the incentives given to faculty for receiving state, national and international recognitions for research contributions.**

- Researchers are recognized in the "Sambrama" programme. Best papers are awarded with cash prizes.
- The Staff members who have received recognition / awards at National and International level are felicitated on the College day.
- The College recognizes the faculty members who have successfully completed their Ph. D. and M.Phil on the College day. These staff members are given increment in their salary on completion of their Degree.

## 3.5 Consultancy

**3.5.1 What is the stated policy of the College for structured consultancy? List a few important services undertaken by the college.**

The College has a structured consultancy cell working under a Consultancy Director. The stated policies of the consultancy cell are as follows;

- Consultants provide consultancy services in their specialised areas of knowledge and expertise.
- Consultation must be through the College, College infrastructure may be utilized.
- Consultant is answerable to the concerned Dean of the faculty.
- Consultancy fee is prescribed by the consultancy cell and is divided between the consultant and the College as per the guidelines specified from time to time.

**Important consultancy services undertaken by the College are as follows;**

- Physico-chemical and microbial examination of water.
- Solid waste management: Vermi Compost.
- Communication and Skill Development.
- Hands on training/workshop in Biotechnologies.
- Counselling skill for teachers.
- Counselling.
- Personality Development.
- Tax Consultancy.
- Plant Biotechnology.
- Research Methodology.
- Corporate Training.
- Soil quality testing

**3.5.2 Does the College have College-industry cell? If yes, what is its scope and range of activities?**

**YES**

The College has College-Industry cell.

Objectives of the cell:

- To develop and nurture industry-institution interaction by sharing expertise in the specific areas of industry through guest lectures.
- To provide hands on experience for our faculty and students by exposing them to industry environment by conducting tours and field visits.
- To sign a Memoranda of Understanding (MoU) between industries and the institution to facilitate interaction between the available human resource.
- To undertake suitable minor/major projects of academic interest by our faculty and our students according to the requirements.
- To enhance the placement opportunities.
- To update the curriculum according to the needs of the industry.
- To participate in the socio-economic commitments of the industry through their Corporate Social Responsibility (CSR) programmes.

### 3.5.3 What is the mode of publicizing the expertise of the College for consultancy services? Mention the departments from whom consultancy was sought.

The Publicity of the consultancy services, expertise and infrastructural facilities being offered are done through the College website, notice board of the college and through personal publicity, College Prospectus and other print media. The departments which are involved in the consultancy services are **Biotechnology, Zoology, Social work, English, Management and Computer applications and Laboratory of Applied Biology.**

### 3.5.4 How does the College encourage the faculty to utilize the expertise for consultancy services?

The College encourages the faculty for consultations through flexible class time table for attending consultancy and through sharing the consultation fee charges. Each consultant is allotted two consultancy hours every week according to his/her convenience. The fee received is shared in the ratio of 60:40 for Social Science, Commerce faculty between the consultant and the College. In case of Science Faculty where laboratory equipment is required the fee received is shared in the ratio 50:40:10 between Consultant, College and the non teaching /support staff.

### 3.5.5 List the broad areas of consultancy services provided by the College and the revenue generated during the last four years.

Microbial examination of drinking water, Vermi Compost, Soft Skill Development, Hands on training/workshop in Biotechnologies, Parenting Style, Counselling skill for teachers, Counselling,

Personality Development, Tax Consultancy, Plant Biotechnology, Research Methodology, Corporate Training, Video Production.

Many of our staff members are resource persons in fields like counselling, career guidance, personality development, Communication, Tax consultancy and corporate training.

**Table – 45: Staff as Resource Persons**

| Year | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|---|---|---|---|---|---|
| As Resource Persons | 148 | 66 | 82 | 124 | 105 |

The revenue generated during the last five years in consultancy is as follows

- Dept of MBA – ₹ 2,90,450 by conducting MDP Programmes.
- Dept of Biotechnology – ₹ 77,000 by conducting hands on training programme.
- Dept of MCMS – ₹ 3,60,000 by developing Documentaries and short Films. 11,000/-
- Department of Zoology – ₹ 1,28,000 by selling vermibins.
- The following amounts were received as consultancy by the laboratory in Applied Biology the last 5 years
  a) From Psynergy – ₹ 6 lakhs, for providing expertise in the field.
  b) Training courses in Plant Tissue Culture and Molecular Biology – **₹ 1,20,000.**
  c) Providing Project work for external colleges - **₹ 40,000.**
  d) Conducted training programme on Micro- Algal Culturing, monitoring and strain selection for students from **BHAMI Research Labs** – **₹ 10,000**

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

### 3.6.1 How does the College sensitize the faculty and students on Institutional Social Responsibilities? List the social outreach programmes which have created an impact in students' campus experience.

The outreach programmes are organized by the institution in which both the faculty and the students participate. There is a structured functioning of NSS, NCC, Rowers and Rangers.

- Centre for Social Concern, Pathway Cell, Sahodaya, AICUF, Al - Care organize number of programs like Malaria Awareness, HIV-AIDS Awareness, Hygiene Awareness, Medical and Blood Donation Camps, Environment related issues.
- Community Radio *Sarang* 107.8 FM broadcasts various programmes like Arogya Sparsh. Phone-in Live Programme on Legal Aid, Health issues, regularly in 4 Languages (Kannada, Konkani, Tulu, English).
- The UG students have "Sahaaya" programme in the two years to get involved in social work with different NGOs.

- The College Students Council every year organizes Blood Donation Camps, in association with NSS. AIMIT Campus PG Departments organize Sanjeevini- a Blood Donation Camp.
- All the PG departments have Rural Exposure Programme in the First year. Various Departments and Associations visit Old Age Homes, Tribal Camps, Orphanages, Aloysian Boys Home, St Josephs' Old Age Home and remote villages of the District.
- Aloysian Boys Home
- Centre for Social Concern has adopted 8 villages in the District.
- Briefings on special occasions such as World Literacy Day, World AIDS Day, Women's Day etc. Awareness and motivation is also created through programmes such as Poster Presentation, Collage, Essay Writing etc.

**Social outreach programmes imparting students campus experience:**

Green Campaign, Plastic Free Campus initiative was taken by all the associations.

**M.S.W Department** organized talks on First Information Report and Basic Aspects of Crime, Right to Information, Solid Waste Management and Night Shelters. They also organized visits to Urban Poverty Alleviation Programmes, visit to the Mangalore Night Shelter of Mangalore city, Vamanjoor Dumping Yard, Beggars Rehabilitation Centre to expose the students to such unique fields and life of the people.

**Radio Sarang** airs programs on Health issues in association with Sparsha Clinic, Mangalore.

**AICUF and NSS** Organize a week long camp every year in the rural villages.

**Human Rights Cell** organized exposure visit to St Antony Ashram, Prashanth Nivas and Ave Maria. Seminars and Awareness Programmes on Corruption, Human Rights, and Disabled Day were conducted.

**Vermitechnology Unit** provides vermibins and distributes among the general public.

**B.S.W Department** organized talks on Mosquito caused diseases, plastic free society, Vermicompost session for the members of Kasaba Bengre Community, Effects of Beedi Rolling on Health for Kannagudde Community, Government schemes and facilities for community members of Moodushedde. Blood Group Testing Camp for Kasaba Bengre Primary School, Medical Camp for Mulihitilu village were also organized.

### 3.6.2 How does the College promote College neighbourhood network and student engagement contributing to holistic development of students and sustained community development?

- The College promotes College neighbourhood network through

organizing various awareness programmes to alter school children, Anganwadis, Panchayaths and General public. The College organizes programmes like Health and Nutrition, Hygiene, Environmental Protection, Civic Responsibilities and Human Rights which contribute to the holistic development of the students and give training to the community for its development.

- Departments such as BSW, MSW, MBA etc. collaborate with the NGOs and help in development of the community.
- The Department of Zoology organizes Vermicompost training to the rural people which enables them to handle solid waste management.
- Rural exposure and Sahaaya programme give an exposure to the social realities and promote commitment of staff and students towards social development.
- Through Centre for Social Concern a number of activities are conducted in the 8 adopted villages, which aim at improving the living conditions of the poor and the under privileged.

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

- In PG Departments the First year students have village exposure programme and at the UG level there is volunteering programme "Sahaaya".
- At the UG level there is a EC/CC Programme where every student should be a member of one association out of 54 associations. Many of these associations organize extension activities.
- **NSS:** The College has three NSS units with 300 Volunteers. Many Personality Development and Leadership Training programmes are organized by NSS to its members. Every year NSS volunteers organize Blood Donation Camps, Awareness Camps and Talks. NSS also conducts a six day annual camp which gives the students an exposure on rural and community life.
- **NCC**: The College has three wings of NCC (Army, Air and Navy) and Rowers and Rangers. The training programmes ensure the development of the overall personality of the Cadets. To motivate students to dedicate themselves towards the service of the nation, participation in the NCC has contributed in propagating National Unity and Integrity amongst youth. The College Campus is used for conducting the NCC 'A', 'B' & 'C' Certificate exams of these regions for the benefit of other colleges.
- The College has taken both NCC and NSS as EC Associations and the students are given credits for participating in the activities of these associations. The Students are sent to participate in state and national level camps, including RD Camps.

### 3.6.4 Give details on social surveys, research or extension work (if any) undertaken by the College to ensure social justice and empower the under-privileged and most vulnerable sections of society.

- **The Aloysian Boys Home** is a rehabilitation centre at Someshwar, Kotekar near Mangalore, started by St Aloysius College, in 1981 as a part of its centenary project. The Aloysian Boys Home caters to the needs of the delinquents and the destitutes. The Children are housed in 10 cottages each having around 9 to 12 children. Each Cottage is under the care of a house mother.
- **Pathways cell** is a unit in the College jointly sponsored by the "Centre for the Study of Culture and Society, Bangalore" and Ford Foundation the project aims to undertake a series of campus initiatives related to questions of social justice and diversity to achieve enhanced student awareness and changes in the institutional culture resulting in increased sensitivity.

  The following are major programmes organized by the Pathway Cell.

  i. A collage competition on social justice and environment protection was held on 6 July 2011.
  ii. A seminar for Student Council of the College was conducted on 27 July 2011 on the theme leadership through Social Justice.
  iii. A three day workshop on social awareness, project preparation, research and presentation was held on 9-11 Aug 2012.
  iv. In the three years (2011-14) three batches of 20 students each were selected and trained in social awareness.
  v. Organized "Sangathya" an intercollegiate fest in the College which is mainly designed for the underprivileged government and rural colleges.

- **Centre for Social Concern**: Major activities of the centre are:
  i. Providing books to the schools in the adopted villages.
  ii. Organizing programmes to bring out the students' talents and enhance their interest in studies.
  iii. Organising medical and nutrition camps in the adopted villages.
  iv. Distribution of gifts collected from students on festival occasions to the BPL families.
  v. Awareness talks on Diarrhea, Leprosy, Malaria, Alcoholism, AIDS, Breast feeding etc.
- Al-Care, AICUF, Sahodaya Women's Forum, NSS Associations have organized various programmes to ensure social justice to most vulnerable sections of the society. World Disability Day has been observed by AICUF along with Sahodaya on 2 December every year.
- The Departments of M.S.W., B.S.W. also organized many programmes through their field work. M.S.W. Department organized a special lecture for students of CD specialization and NGO representatives of Mangalore, on Urban Poverty Alleviation Programmes and Scientific

Solid Waste Management.

- Human Rights Cell conducted a survey on Political and Social Awareness in the year 2010-11.
- Radio Sarang, the community radio of the College airs programs on social awareness, health and hygiene.
- Microbiology department has conducted water examination on request and Blood Group Test in the Government School, Bengre with the medical assistance of doctors during the year 2012-13.
- Sahodaya in the year 2011-12 organized a training programme on the various sighted guide techniques at the Mobility Centre, Attavar in order to train students to affectively accompany visually impaired persons and also organized a training programme on "How to Interact with the Specially Abled Persons"
- AICUF organized "Makkala Mela" to help the poor children of the schools of adopted villages of the College for three consecutive years.

**3.6.5 Give details of awards / recognition received by the College for extension activities / community development work.**

- In the year 2011-12, Radio Sarang won the National level Second Best Program Award for promoting local culture.
- In the year 2013-2014 Radio Sarang won the National Level Third Best Program Award for promoting local culture.
- NSS Unit has won the State Award for the Best Unit in 2012-13. Mr Ravindraswamy the programme officer of NSS unit won the Best Officer Award in the same year.

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

The community service has been integrated into the curriculum as an extended opportunity to help, serve, reflect and learn. The Students experience holistic education in the campus. The students and the staff are provided various platforms by the College which inculcate values such as respect for fellow human beings, caring and sharing, civic responsibilities, communal harmony, sensitivity towards the needs of the children, elderly and underprivileged and awareness towards environmental issues.

**Academic learning experiences**

Field Visits, Community Based Learning, Study of Society, Survey regarding the condition of people in the villages help the college students in their academic learning

**Values and Skills Inculcated**

Dignity of labor, simple living, contribution to the national and community development service, caring and sharing, inclusiveness and

cooperation.

Skills such as leadership, team building, soft skills, creativity, inter personal relationships, time management and multi tasking

Students of the college are engaged in activities such as:

- Green, Clean, Plastic free campus and Beach cleaning.
- Distributing gifts, food grains and other items to the poor and needy people collected during the festive occasions.
- Fund collection for the major medical requirements.
- Visiting the villages, slums, Anganwadis to create awareness, to organize value-based programmes.
- Rural exposure programme for the PG students and Sahaaya programme for the UG students has sensitized students of the College towards socially marginalized sections of the society.
- The Sahodaya unit of the College provides scribes to visually impaired students.
- The Campus Ministry organizes every year a three day prayer sessions and Personality Development and Social Awareness Programme.

### 3.6.7 How does the College ensure the involvement of the community in its outreach activities and contribute to the community development? Detail the initiatives of the College which have encouraged community participation in its activities?

- The Institution is supported by various NGOs and governmental organizations in its outreach activities. In its 134 year long history, the College has earned the reputation for its extension activities.
- Exhibition-cum-sale of craft, household goods, stitched cloths of the SHGs.
- Organizing various programmes in collaboration with Panchayaths, Anaganwadi, Self-Help groups and NGOs.
- NSS and AICUF organize cultural programmes by involving local communities.
- In all our extension programmes the participation of local community is an integral part.
- The Centre for social Concern initiates and implements its programmes by selecting community leaders.
- Centre for Social Concern has chosen eight communities to render service. Meetings are arranged in all these communities with the local leaders, Corporators and Officials.
- Radio Sarang, the community radio has joined hands with the local Konkani, Tulu and Beary Communities. Local Corporators are invited to the studio for live chats with common people and to explain the different schemes planned for the people.
- The students of M.C.M.S. Department were involved in conducting

the Central Government sponsored "Baseline Survey and Capacity Building", a weeklong training programme for women to produce radio programmes.

**3.6.8 Does the College have a mechanism to track the students involvement in various social movements/activities which promote citizenship roles?**

**YES**

- The Presidents of the Associations keep all the records of the social activities. The Students are awarded credits for their participation and these credits are entered on the mark sheet.
- The staff members accompany the students during their rural exposure camps and Sahaaya programme.
- In the year 2009-10, the Students Council along with all other associations organized Go Green, Go Clean, Plastic Free Campus Campaign.
- Human Rights Cell organizes Human Rights Day every year. Other Associations like AICUF, NSS and Sahodaya join hands in this programme. PUCL and Right to Information Act was discussed.
- The Debating society conducted competitions on 'Do you Think Women are Still the Weaker Section of the Society? and "Am I Proud to be an Indian?"
- The Women's Forum organized Awareness Campaign on "Guwahati Molestation" and "Post Card Campaign" against "Home Stay Attack" and organized talk on Moral Policing in Mangalore. They also organized walk for women empowerment and walk for Justice.

**3.6.9 Give details on the constructive relationship (if any) with institutions in the nearby locality in working on various outreach and extension activities.**

- Departments like MSW, BSW etc., as well as service oriented associations have constructive relationships with nearby institutions, like Panchayaths, Schools and other NGOs.
- Centre for Social Concern has collaboration with Canara Organization for Development and Peace (CODP).
- MCA Department and M.Sc Software Technology of AIMIT have Collaboration with National Council for Rural Institute (NCRI), Ministry of HRD, Government of India.
- A MoU is signed by Dr Smitha Hegde with Karnataka Forest Department to conduct a study and collection of Ferns of the Kudremukh National Park.

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

- In the year 2011-12, Radio Sarang 107.8FM won the National level Second Best Program Award for promoting local culture.
- In the year 2013-2014 Radio Sarang won the National Level Third Best Program Award for promoting local culture.
- NSS Unit has won the State Award for the Best Unit and activity in the year 2012-13. Mr Ravindraswamy the programme officer of NSS unit won the Best Officer Award in the same year.
- Dr Vishwanath Badikana-Assit.Prof, Department of Kannada was awarded Gourav Puraskara Cash Prize ₹ 5000/- with a Medal by Karnataka Arebhasha Samskrithi and Sahitya Academy in 2013.
- Amritha, a student of IV Semester won 'Yaariguntu Yaarigilla' Zee T.V. Kannada Programme contest with a cash prize of 3 lakh.
- A new species of frog was discovered and named after St Aloysius College and "*Euphlyctis aloysii"*.
- Dr Leo D'Souza - Talent Milad Award 2012

## 3.7 Collaboration

**3.7.1 How has the College's collaboration with other agencies impacted the visibility, identity and diversity of activities on the campus? To what extent has the College benefitted academically and financially because of collaborations?**

The College has collaborated with various local/national and international academic related institutes, funding agencies etc., so as to improve the visibility, identity and diversity of activities on the campus.

**Table – 46: Details of Collaborations**

| Under Graduate Departments | | | | | |
|---|---|---|---|---|---|
| **Sl No** | **Department** | **Agencies/ associations** | **Programme** | **Year** | **Beneficiaries** |
| 1 | Kannada | Chutuk Sahitya Parishad | Kavi Namana-V KR Gokak, Kadengodlu Shankar Bhat- talk by Vivek Rai | 2012 | Students of Mangalore University limits |
| | | Nadabhinandan Samithi | intercollegiate cultural competition | 2011 | -- do-- |
| | | Journey Theatre Ninasam (T P Ashok) | Workshop, Kavya Katha ranga | 2011 | -- do -- |
| 2 | Hindi | Corporation Bank, Canara Bank | Prerana – Hindi Fest | 2012, 13,14 | Students |

| | | | | | |
|---|---|---|---|---|---|
| | | MRPL | Debate | 2013-14 | Students- from 25 colleges |
| | | Vijaya Bank | Symposium, workshop | 2011 &12 | 120 Students of our College |
| 3 | English | Textbooks Publication | Cambridge University Press | Every Year | Students of the College |
| 4 | Journalism | News Karnataka website | Pre-Election Survey | 2010 | Students |
| | | TV 9 | Special Audience- Lok Sabha Election | | Public and students |
| | | Pathways | Documnetary- 'Alegalu' | | Students |
| 5 | History | Karnataka Sahitya Academy | Guest lecture | 2010 | Public and students |
| | | Indian Council of Historical Research | National level conference | 2014 | Students, lecturers and researcher and public |
| 6 | Economics | AMUCT | National Workshop | 2013 | Students, Lecturers , Researcher and public |
| | Economics | AIFUCTO, NUEPA | National Conference on Changing paradigms in Higher education -12$^{th}$ five year plan initiatives | 2013 | Teachers from All over India |
| 7 | Pol. science | Catholic Association of S K | Book release of Allen Nazareth | 2010 | Invitees |
| | | Viswas Trust | Programme for the aged | 2012 | 50 senior citizens +25 Students |
| | | American Consulate | Experience America- quiz, essays elocution interschool competitions | 2012 | 30-40 Students |
| | | BARC | Awareness regarding Nuclear energy- | 2013 | 1000 students- primary, high school, college |
| | | Arivu- NGO | Secularism and Multiculturalism- Poems, educative programmes | 2013 | Students |
| | | CASK | Protest March- Delhi Gang Rape | 2013 | 90-100 students |
| | | Issues and concerns magazine | Talk+ intercollegiate competitions | 2013 | 30 delegates+ students |
| 8 | Chemistry | Chemistry | Modern Methods in | 2014 | PUC teachers |

| | | | | | |
|---|---|---|---|---|---|
| | | Teachers Association of MU | Chemistry seminar | | and students |
| 9 | Bio-technology | Pilikula Regional Science Research Centre | National Seminar | 2012 | 80 students, Public |
| | | IT, BT & S&T, government of Karnataka | Millennium Biotech ( BIOSPARK)- Catch them Young | 2013 | 150 college students |
| 10 | Electronics | Aplab | Current Trends in Electronics-Regional level workshop | 2011 | Students and staff |
| | | Varun Kumar agency | Certificate Course in Robotics | 2013, 2014 | Students |
| 11 | BBM | Trisha Classes | MAT/CAT classes. | Every Year | Students including other colleges |
| | | Kanara Chamber of Commerce and Industry | National Level Seminar | 2013-2014 | 250 students benefitted |
| 12 | Library | Book exhibition | Intact, Banglaore , Southern Book sellers, Info Book distributors , Cambridge University Press | Every year | Students and Staff |
| | | Dakshsina Kannada and Kodagu Library assn. | Ranganathan day | 2011 | Students and staff |
| | | Centre for Local History and Research | Book exhibition | 2010 | students |
| 13 | Pathways cell, Library | Centre for Study of Culture and Society, Centre for Internet and Society and Ford Foundation | Training, Blog, Social Media, Photography, Videography, Documentary making (two documentaries made) | 2010, 11,12 | 75 students |
| | | | Programmes on Human Rights, Women Studies, Research Methodology | | Coordinators trained |
| 14 | Women's Forum Association | Women Development Corporation, Karnataka | National level seminar-on women issues-Women SHG's exhibition | 2012 | Large number of students and women |

| | | | | | |
|---|---|---|---|---|---|
| 15 | Konkani | Konkani Prachar Sanchalan | Konkani Manyat Dees | 2013 | Students of St Aloysius College |
| | | Viswa Konkani Kendr | Janapadotsav | 2012 | --do-- |
| | | Sahitya Academy | Variety Programme | 2013 | --do-- |
| | | Konkani Kendr, Mapusa, Goa | Kavya Vachan, story | Every year | |
| **Post-Graduate Departments** | | | | | |
| 1 | MCMS | V4 news Channel (MoU) | Campus news | Every week | Students, Departme nt and Public |
| | | DC (SVEEP),Radio sarang+ Jilla Panchayat | Systematic voters education and electronic participation | 2014 | Public |
| | | District Prisons, Light a Life Foundation, Bangalore | Super Souls programme | 2014 | Prison inmates and students |
| | | Keonics (Mandamus) + cyber cafes, students, Radio | Awareness regarding Cyber threats, Security | Every week | Students and public |
| | | Global TV+ Credit Information Bureau India Ltd (CIBIL) | Talk by Mr Ananthakrishna – Chairman of Karnataka Bank | 2013 | Students |
| | | Fox Traveler | Reality Show | 2013 | 4 students |
| 2 | MSW | MRPL, MCC, KIOCL, PADI, Viswas Trust, District Consumer Forum Citizens for Mangalore Development, KMC, Wenlock, FMCI, KS Hegde, AJ Shetty, Manaswini | Malaria eradication, Rozgar, Street Play | Every Year | Public students, staff |
| | | KROSS, Bangalore, Disaster | Sustainable Development | Every Year | Students |

| | | | | | |
|---|---|---|---|---|---|
| | | Management Authority | | | |
| | | LINK-D addiction | Anger Management+ Personality Management | 2013-2014 | Inmates of LINK, Students |
| | | Spandana Trust | Women empowerment+ Malaria awareness | Every Year | SHGs and its members+ Students |
| 3 | M. Com | Small Industries Association Chartered Accountants | National level workshop-Research in Commerce and Management- Issues and Challenges | 2011 | Staff including outside + PG students |
| 4 | Analytical Chemistry | Apotex Pharma, Chem India Biocon, Syngene, CIPLA, STRIDES ARCo lab, Anthem Bio-science, BASF, MRPL,MCF,SEQUENT | 45 days Project+ Seminar workshops | Every year | Students and Staff |
| 5 | Bio- Chemistry | Yenepoya University (MOU) | Staff and student exchange- Research collaboration and ideas exchange | 2013 | Students and Staff |
| 6 | Physics | BARC | Nuclear Physics-awareness | 2013-2014 | Students, staff, Public |
| | | Public | Al-Solarium | Every Year | Public |
| 7 | MCA, M.Sc (St), M.Sc BioInformatics | Infosys, EMC$^2$ Global, IBM, Microsoft, | Industry Academia Interaction | Every Year | Students |
| | | NASSCOM, IIT Delhi, NAL | National Level Examinations & Research | Every Year | Students |
| | | Sai Lab, Microgenesis, AMD India, BTSNET | Training and R&D | Every Year | Students |
| 8 | M.Sc, Food Science and Technology | CFTRI,CPCRI, KMF, Fisheries College | Project Work | Every Year | Students |

| | |
|---|---|
| | These linkages provide general exposure to the students and the staff. The public too benefit from them.<br>Such association with outside agencies also helped curriculum development by sharing new ideas and interaction beyond class hours. |

| | |
|---|---|
| | The Students benefited in their studies due to the variety of activities. This is an attempt in training the students in the College. These linkages promoted curriculum development, faculty exchange, development and research. |
| **3.7.2** | **Mention specific examples of, how these linkages promote** |
| | * **Curriculum development**: M.Sc Chemistry, M.Sc Biochemistry, M.Sc Biotechnology, MBA, MCA, M.Sc (ST), M.Sc Food Science and Technology are some of the departments in which collaborative agencies provide opportunity for project work. In every Board of Studies there is an industry representative so as to improve the curriculum as per the need of the industries.<br>* **Internship On-the-job training** : B.Com, BSW, BCA, MSW field work, M Com, Food Science and Technology, Biotechnology, BTFS are few departments in which collaborations with various agencies has enhanced the industrial exposure to our students as well as to link the academic studies with that of industry. Some of them find placements in the place of their internships.<br>* **Faculty exchange and development**: In M Sc Bio-chemistry, faculty and student exchange programme benefits both students and the faculty. They have an MoU with Yenepoya University, Mangalore. In M.Sc Chemistry an MoU is signed with Jain University which facilitates both staff and the student exchange programmes. PG Department of English and Research has signed an MoU with St Josheph's College (Autonomous) Trichy on faculty and student exchange along with curriculum development.<br>* **Research and Publication**: English Department publishes its specialized text books through Cambridge Universtiy Press (CUP). The department of Biotechnology is a recognized Research Centre of Mangalore university for Biotechnology, Research scholars from NITK too avail both our staff expertise and equipment facility for their research. MBA and MCA too have their research partners.<br>* **Consultancy, Extension**: Every collaboration where public is benefited is an extension work of the College. The Laboratory of Applied Biology handed over two sets of seedlings of the endangered plant '*Coscinium fenestratum'* developed in the lab to the Dept of forestry in the year 2009-10.<br>* **Student placement**: In PG Departments collaborative agencies help in employing the students.<br>* **Any other, please specify**: This large number of agencies which tie-up with the various departments of the College utilize the College premises for campus recruitment which benefits the participants. It also makes the student training programme in the College vibrant. The Students and the general public are biggest beneficiaries of these programmes which have multiple objectives. |

| | |
|---|---|
| **3.7.3** | **Does the Department have MoUs nationally / internationally and with institutions of national importance/other universities/ industries/corporate houses etc.? If yes, explain how the MoUs have contributed in enhancing the quality and output of teaching-learning, research and development activities of the Department?** |
| | **YES**<br>The College has MoUs with local NGOs for the field works in MSW and BSW. National Research institutes like IISC, BARC, CFTRI, NIO, DFRL, TIFR have been collaborating with us in student projects, staff projects, organization of seminar and workshops. We have linkages with Yenepoya University- Mangalore, Manipal University and four Foreign Universities / Colleges.<br>In addition we have MoUs with industries such as Infosys, $EMC^2$ Global, IBM, Microsoft etc regarding industry – academia interactions and training.<br>An MoU is signed by Dr Smitha Hegde, with Karnataka Forest Department to conduct study and collection of Ferns of the Kudremukh National Park |
| **3.7.4** | **Have the Department-industry interactions resulted in the establishment / creation of highly specialized laboratories / facilities?** |
| | **YES**<br>Interactions with institutes' CFTRI, Fisheries College helped us start a M.Sc Degree Course in Food Science and Technology in the year 2013. It has also helped to establish a Fruit and Vegetable related Pilot Plant with their inputs and financial support from the National Mission for Food Processing under MHRD.<br>The College has started an Incubation Centre to promote entrepreneurship with the help of Manipal University.<br>***Any additional information regarding Research, Consultancy and Extension, which the institution would like to include.***<br>The College has a state of the art laboratory of international repute which is recognized for the pioneering Tissue Culture work. The laboratory of Applied Biology has received grants from various funding agencies such as DST, ICAR, DAE, UGC, CSIR, Kuppers Laboratory, DBT, BRNS etc. Nine research students have completed their PhD in this laboratory under the guidance of Rev Dr Leo D'Souza S.J. Some of them are well placed in the International Laboratories.<br>The Language Lab offers extension service in communicative skill development programmes to the public. |

## CRITERION - IV

# INFRASTRUCTURE AND LEARNING RESOURCES

## CRITERION – IV
## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 PHYSICAL FACILITIES

St Aloysius College is endowed with excellent physical infrastructural facilities, which includes adequate classrooms, Laboratories, halls, auditoriums, libraries, staff rooms, playgrounds Cafeteria, Parking space and hostel buildings to support academic activity in the campus. The College has made systematic efforts in upgrading it's infrastructure facilities to keep pace with the rapid growth in the number of Courses and number of students studying in the College. The College has received large funds from various governmental agencies, which has enabled the College Management to give excellent infrastructural facilities.

The College has two Campuses –the Main Campus with an area of 37 acres and the AIMIT Campus with 16.7 acres.

- The main campus has 4 separate blocks and an auditorium with a total built up area of 2,80,786.96 sq.ft excluding hostel and staff residential facilities for catering 6 UG programmes, 14 PG programmes, 1 Advanced Research Centre and Applied Biology Research Lab.

  The four blocks present in the campus are:

**Table – 47: Infrastructure of the Main Campus**

| Name of the Block | Size (Sq. ft) | Important Departments/Offices |
|---|---|---|
| Administrative Block | 55292 | Principal Office, Administrative Office, Registrar's office, Audio Visual Room, Conference Room, Language Lab, UG Library, Classrooms for Humanities, Languages and BCA |
| Xavier Block | 79172 | Physical and Biological Science Departments, 17 laboratories including Applied Biology Lab and Research Labs, Auditorium, NSS/NCC offices, Observatory, Classrooms for all the Science Departments |
| PG Block | 53640 | Eric Mathias Hall with seating capacity of 275, PG Library, PG Office, Conference Room, IGNOU Centre, Computer Labs, SACAA Office, Sports Department, Canteen, Classrooms for PG departments |
| Arrupe Block | 120081 | Three Halls of seating capacity of 450,400,350 Office, IQAC and NAAC Office, Commerce Lab, Audio Visual Room, Indoor Sports Facility, Doctor's room, Classrooms for UG &PG Commerce ,UG Management, BSW and PG Departments of Physics, Food Science and Technology |

**In total the main campus consists of:**

- 113 class rooms of varying sizes and 57 of them have roof mounted LCD's and 4 spare LCD's.
- 34 staff rooms and one common staff room. Every department has its own staff Room.
- 21 Regular Laboratories, 4 Research Labs, I language Lab, I Commerce Lab, I Psychologycal Lab, 1 Animation Lab and I BSW Culinary Lab.
- 2 spacious Libraries -1 for UG Courses and 1 for PG Courses and one separate reading room.
- 4 Ladies rooms and 4 Gents wash rooms.
- 5 Office rooms, 1 Principal's Chamber, 1 separate Registrar's Office, 4 Vice Principal's Office Rooms, 3 Deans' Rooms, 1 IQAC Room, 1 SACAA (former students) Room, 1 IGNOU Office Room, 4 NCC and NSS Rooms.
- 6 Academic Halls with varying sizes of seating capacities of 150, 250, 300, 350, 400 and 450 and 1 examination Hall. The College utilizes the services of the Loyola Auditorium present in the campus which has a seating capacity of 1500.
- 1 AC Conference Room, 2 AV Rooms, 1 TV Studio, 1 Radio Studio, 1 Observatory.
- Green house, animal house, terrace garden
- Sports Department, Gym and indoor games hall.
- A Canteen of 3500 sq.ft. with spacious dining halls.
- 23 staff toilets.
- 3 Counselling Rooms, 4 Store Rooms, 1 Fern House, 1 Animal House and Electrical Maintenance Room.
- A spacious four wheelers Parking Ground for staff and 2 wheelers for students, 1 separate two wheeler parking ground for staff.
- 2 play grounds with facilities for sports and games.
- A world renowned Chapel known for its paintings.
- An open stage ALTORIUM in front of the Administrative Block.
- Automatic Generators with a total capacity of 289KV to supply energy to all the blocks.
- Central Bank of India Brach with ATM and Locker facility.
- Separate Boys and Girls Hostel of total capacity 940, quarters for teaching having 12 flats and non teaching staff having 12 flats.

**The AIMIT Campus** with a total built of area of 2,53,061 sq.ft has more than adequate and required physical facilities to MBA, MCA and M.Sc and PG Diploma in IT related areas. The campus has 6 blocks:

**Table – 48: Infrastructure of the AIMIT Campus**

| | | | |
|---|---|---|---|
| Administrative Block | 47060 sq.ft | Academic Block | 128050 sq.ft. |
| Staff Residence Block | 6488 sq.ft. | Hostel Block | 51512 sq.ft |
| Cafeteria & Gym | 13159 sq.ft | Jesuit Residence | 6792 sq.ft |

In total there are:

- 16 Class Rooms, 6 Gallery Class rooms –all with mounted LCD's and acoustic facility.
- 6 Computer Laboratories.
- 3 Deans Rooms, 43 Staff Rooms.
- 1 AC Hall of 5990 sq.ft , 1 MDP Hall (AC), 1 Non-AC Hall of 4305 sq.ft, 1 Auditorium of 3950 sq.ft, 1 Green Room.
- 1 Library of 30884 sq. ft. with all facilities.
- 1 Administrative wing with Director's Room, Board Room, Exam Centre, Store Room, Record Room, Office, Pantry, Reception, Atrium, Health Care.
- 2 Gymnasium, 1 Recreation Room.
- 6 Staff Residential Flats, Gents Hostel, Ladies Hostel, Canteen, TV Rooms.
- Spacious Parking Area.
- 1 Basket Ball Court, 1 Badminton Court, 1Volly Ball Court, 1 Foot Ball Court.

### 4.1.1 How does the College plan and ensure adequate availability of physical infrastructure and ensure its optimal utilization?

The College has a well-defined policy of augmenting infrastructural facilities as a catalyst for ensuring academic excellence. The Policy is chalked out by the Management and the Governing Council of the College by taking feedback from the staff and the students. In this regard:

- All the staff members are asked to give in writing the requirements for their respective departments and for themselves at the end of each academic year.
- At the annual review meetings held at the faculty level, the staff put forward the needs of the respective departments.
- Feedback is obtained from the outgoing students every year regarding the short comings and the strengths of their departments.
- These matters are also reviewed in Staff Council meetings, Vice-Principals and Dean's meetings and in IQAC Meetings.
- Accordingly the College prepares a perspective plan.
- Whenever a new programme is to be introduced, the College plans in advance the availability of physical infrastructure in terms of class rooms, lab equipments, books, journals and other amenities including staff. These facilities are inspected by the external committee

appointed by the College and also by the inspection / affiliation Commission of Mangalore University.

**For the optimal utilization of the Physical facilities**

- The Academic schedule is drawn at the beginning of the academic year itself in such a way that the available facilities are utilized to the maximum extent by all the Departments.
- Maintenance department keeps day log books for booking the common facilities.
- Separate Coordinators to plan and execute seminars/ workshops/ inter / intra festivals/ competitions.
- The College is also a Centre for conducting CA examinations, IGNOU examinations, JEE examination, and several government competitive examinations are conducted by KPSC, SSC, Banking Boards, Police Department, etc.
- The Play grounds are daily used by the students for practice and playing under the monitoring of Sports Department. On holidays and Sundays many local institutions and organizations use College play grounds to conduct their sports activities.
- The College Auditorium and Halls, the open stage ALTORIUM are also used by outsiders on holidays, weekends and evenings to organize academic and cultural programmes.
- Science laboratories are open beyond the College hours for research activities.
- Same infrastructure is utilized for the Evening College.

**4.1.2 Does the College have a policy for creation and enhancement of infrastructure in order to promote a good teaching-learning environment? If yes, mention a few recent initiatives.**

The Management in consultation with all the stake holders decided to enhance and upgrade the infrastructural facilities to meet the needs of the College in the teaching learning process. The policy also directs to monitor the maximum utilization of resources to deliver better value for the money.

The College constantly and continuously augments the infrastructure facilities to keep pace with the academic developments and requirements.

Recently created / under construction facilities during the past 5 years are

i. A separate Building for Science Research with a built up area of 59302.75 sq ft is under construction. It has provision for:
13 Class rooms, 10 Laboratories, 5 Research laboratories, 4 Instrumentation rooms, 6 Store rooms, 1 Animal Preparatory room, 1 Dark room, 1 Radio Active room, 3 Staff rooms, 5 Reading / Library rooms, 1 Research Coordinators room.

ii. Air Conditioned Conference room to hold meetings .

iii. Separate Periodical Section with an exclusive reading room.

iv. A permanent stage in the open ground to facilitate and conduct programmes in the open ground.
v. Wi-Fi facility has been installed in both the Campuses.
vi. Public Announcement System with regular morning prayer, College Anthem and National Anthem has been introduced in Administrative and Arrupe Block.
vii. Most of the class rooms of Commerce and Management in the Arrupe block have been provided with LCD and Acoustic facility.
viii. Twenty Eight ceiling mounted LCDs have been installed to facilitate the use of multimedia (ICT) in teaching.
ix. Three new hall are constructed in the Arrupe Block
x. Incubation Centre and Management Development Programme at AIMIT campus are initiated. New Computer Monitors have been installed in all departments.
xi. Solar Grid of 25 KW capacity is installed.
xii. The networking and computerization are strengthened.
xiii. Expansion and modernization of the Library in terms of space, books and operative tools.
xiv. Construction/ expansion of new block for men's hostel, new PG ladies hostel, Staff Quarters for non-teaching staff.
xv. Renovation/expansion of many Science laboratories with new instruments.
xvi. Renovation of Language Lab with 41 computers and Clarity English Software.
xvii. Establishment of Commerce Lab with 27 computers.
xviii. Restructuring of Office and Staff Rooms.
xix. Regular paintings of the Buildings, thereby making them look new and appealing.
xx. Construction of new entrance gate.
xxi. Regular beautification of the campus by planting trees, developing gardens, installing inter locks to the commonly used pathways.
xxii. Renovation of infrastructure of 7 Science departments under BSR scheme at the cost of ₹ 35 Lakhs
xxiii. Establishment of 2 Laboratories each for M.Sc Bio chemistry and M.Sc Food Science and Technology.
xxiv. A swimming pool of an international standard is being built in the campus at the expense of ₹ 3 Crores.
xxv. Indoor game facility is created for games such as Table Tennis and Shuttle Badminton
xxvi. 12 Laptops are purchased and distributed to highly rated departments of the College and important offices.
xxvii. In some Post Graduate Departments each staff member is provide with Personal Computer.

**4.1.3 Does the College provide all departments with facilities like office room, common room, and separate rest rooms for women students and staff?**

**YES**

- All the Departments have separate Departmental Staff rooms with intercom, internet and Desktops/ Laptops.
- One common Staff Room for Men and Women in the each of the Campuses. There are separate rest rooms for the ladies.
- Four Ladies Room for students in the main campus. In the AIMIT campus there are 2 rest rooms for women students.

**4.1.4 How does the College ensure that the infrastructure facilities meet the requirements of students/staff with disabilities?**

- Elevator facility is provided in all the buildings except the old Administrative Block which is a heritage Building.
- Ramp facility is provided in most of the blocks
- Separate examination room is provided for writing examination in the ground floor for the students with disability.
- Rest room with western closet is available in the ground floor.

**4.1.5 How does the College cater to the residential requirements of the students? Mention**

* **Capacity of the hostels and occupancy**
* Main Campus :
  - Boys Hostel: 62171 sq. ft 329 rooms for 658 students. In the last 5 years an extension for 210 students is built at a cost of ₹ 5.35 crores
  - Ladies Hostel: 58725 sq. ft with 154 rooms which accommodates 282 students. In the last 5 years ladies hostel extension for 122 students is built at the cost of ₹ 2.46 crores
* AIMIT Campus :
  - Boys Hostel: 22380 sq. ft with 50 rooms: 171 capacity
  - Ladies Hostel: 29132 sq. ft with 50 rooms: 130 capacity
  - Dormitory: 30 capacity
* Boys and Girls hostels in both the campuses have recreational facilities like TV rooms, Indoor Games Facilities, Basketball and Shuttle Badminton Courts. In the AIMIT campus 2 separate Gym's are available for both men and women. Prayer halls are available for meditation. First aid facility is made available in all the hostels.
* Broadband connectivity is given to all the hostellers. Telephone lines are made available at specified places in the hostels.

**4.1.6 How does the College cope with the health related support services for its students, faculty and non-teaching staff on the campus and beyond?**

**Students**

- The College has arranged medical facility in association with KMC,

Hospital Mangalore. The medical team from KMC visits the main campus twice a week on Monday and Wednesday between 2p.m to 5 p.m. Batch wise students are sent for the regular health check up. In the AIMIT campus the same facility is made available in collaboration with KSHEMA, Deralakatte.

- First Aid kits are kept in Vice-Principals chamber in all the Blocks, Maintenance Office and few Science laboratories.

**Teaching and Non Teaching Staff**

- SAC Cooperative Credit Society (SACTCC) has created health check-up reimbursement facilities for its members and their spouses. The Special Recurring Deposit (SRD) scheme started for this purpose has created 83 lakhs as the health fund through which financial support is given to the SRD holders. For medical bill reimbursement of it's members financial support is given.
- The Management (MJES) has a separate medical fund for its employees.
- Management paid staff particularly non-teaching staff have ESI membership.
- In addition, the Students and the staff are supported financially by raising funds in the College when amount is required to pay the large medical bills. Blood donation camps are organized thrice every year and when students require blood for themselves and their family, blood is made available by the blood banks. Provision is made for purified drinking water supply.

### 4.1.7 What special facilities are made available on the campus to promote interest in sports and cultural events?

**Sports Activities:**

- The sports department has Two Physical Directors. Special coaches are appointed for training the students in specified events.
- The main campus has 2 Gyms and the AIMIT campus also has 2 Gyms
- Centenary Ground of the College has a 360 metres track for athletic events. One more ground is available for field events. There are 7 Separate cricket coaching pitches, 4 Basket Ball Courts, 4 volley ball courts, 3 Indoor Badminton Courts and 2 Table Tennis Courts. Swimming pool of International standard is under construction in the main campus.
- The UG students have Sports and Games Association in which around 300 students register themselves every year. The sports department conducts Inter departmental games competition in many of the events for both men and women. It conducts an intercollegiate sports fest 'Aloysiad', and Annual Sports Day. Student teams are sent to other colleges to participate in the events conducted by them.

**Cultural Activities**

- The College has 3 Amphitheatres and 8 Halls which are used for major cultural events of the College. Every hall has a roof mounted/ movable LCD Projection facility, Sound facility. Most of the halls have Green rooms.
- The College conducts intra faculty cultural fest 'Utsav', 'Sangam' and

'lakshya' for UG and PG students. The College organizes 7 different inter collegiate fests Art-Beat, ACME, Imprints, Spinout, Epitome, Insignia, Asthithva.

- Sarang 107.8 FM – The Community Radio of the College gives a 16 hour broadcast every day, in which our students can participate. The College has a TV Studio, which helps the students to prepare documentaries on various cultural events.
- 'Aloyseum' the College Museum has unique collections representing the local heritage.
- Degree Day, PG Day, Musical Evening, College Annual Day, etc are the annual events to promote cultural activities.
- The Students are permitted to take part in various inter collegiate sports and cultural activities organized by other institutions.
- National festivals like Independence Day, Onam, Deepavali, Christmas, Eid, Republic Day etc are celebrated in the traditional way to preserve the cultural values and heritage of our nation.
- The College has musical instruments like Guitar Sets, Keyboard and Sophisticated Drum Set, which are available for the students.

## 4.2 Library as a Learning Resource

The College has 4 separate well furnished libraries – 1 UG library, 1 PG Library, I library at AIMIT Campus and 1 Konkani Language library, in the Konkani Institute. Many Departments have their own departmental libraries. A separate reading cum- reference hall for newspapers, journals and magazines is available in the main campus.

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

- All the libraries have separate Library Committees.
- The Library Committee consists of the Principal as Chairperson, respective Liberian as the Convener, Vice-Principals, Deans, Heads of the Departments, Faculty members and the students representatives.
- The Committee formulates developmental plans and recommends facilities for implementation.
- It gives guidelines for the procurement of various books, journals, newspapers, magazines and required logistics.
- It ensures optimal use of library facility by the staff and the students.
- Librarian conducted training for staff and research students for the usage of e-library.

**Some of the recommendations implemented in the recent years are:**

i. The syllabi of all the Courses and semester wise question papers – both internal and end semester examination are made available in the respective libraries.
ii. Library functioning is automated with barcoding and catalogue search facilities.
iii. Timings of the PG library is extended for better utilization of the library.

iv. Separate reading room is created for newspapers, journals and magazines.
v. The area of the Library has been extended for book stacking purpose.
vi. Library takes efforts in organizing book fairs, book exhibitions regularly.
vii. Prompt remedial actions are taken towards the grievances expressed by the student and staff.
viii. Introduction of a swiping system to ensure compulsory attendance and encourage the usage of library resources.
ix. Installation of the photocopying facility in all the libraries.
x. Display of new book arrivals, career related articles.
xi. Online access is given for both the staff and students to the library journals
xii. In the AIMIT campus every student has to put in 30 Library hours in a semester.

### 4.2.2 Provide details of the following

**Table – 49: Library timings and facilities**

| | | Main Campus | | | AIMIT Campus |
|---|---|---|---|---|---|
| | | UG Library | PG Library | Konkani Library | PG Library |
| Size(sq mts) | | 1208 | 590 | 139 | 2869 |
| Seating Capacity | | 200 | 90 | 15 | 120 |
| Working Hours | Working Days | 8.30 a.m - 5.30 p.m. | 8.30 a.m- 8.00 p.m. | 9.00 a.m - 4.30 p.m | 8.00 a.m - 11.00 p.m. |
| | Holidays | -- | -- | -- | 9.00 a.m- 1.00 p.m. & 5.00 p.m. – 10.00 p.m. |
| | Vacation | 8.30 a.m - 5.30 p.m. | 8.30 a.m- 5.00p.m. | 9.00 a.m - 4.30 p.m | 8.00 a.m - 8.00p.m. |
| Stack Section | | ✓ | ✓ | ✓ | ✓ |
| Reference Section | | ✓ | ✓ | ✓ | ✓ |
| IT Zone | | ✓ | ✓ | x | ✓ |
| Open Book Access | | x | ✓ | ✓ | ✓ |
| Individual reading Carrels | | ✓ | ✓ | ✓ | ✓ |
| Multimedia section | | ✓ | ✓ | x | ✓ |
| Librarian Cabin | | ✓ | ✓ | x | ✓ |

- Total area of the library (in Sq. Mts.): 51,712 sq ft (4806 sq. mts).

Total seating capacity : 425

Access to the premises through prominent display of clearly laid out floor plan; adequate signage; fire alarm; access to differently abled users and mode of access to collection

- The campus map highlighting Library locations is located at every entry point in the campus. Also in the ground floor of the Administrative Block a display board is present. Sign boards are

placed at strategic locations of the campus, to guide any person to the library. The notice boards present in the library area, highlight the rules and regulations, various facilities, different reading and borrowing options to the staff and the students.

- The Library Assistants readily help the disabled, if any, in obtaining any document / material for reference.
- Fire extinguishers are fixed inside the library at UG, PG and AIMIT Library.

### 4.2.3 Give details on the library holdings

a) Print (Books, back volumes and thesis):

- **UG Library:** 82369 books
- **PG Library:** 17000 books
- **AMIT Library:** 23,284 books and 1616 Thesis / Project Reports
- **Konkani Library:** 9000 Books
- **Departmental Libraries:** 10129 Books

b) Non Print (Microfiche, AV)

- **UG Library:** CD's 346
- **PG Library:** CD's 200
- **AMIT Library:** CD=1446 and DVD=66

  Total: CD's = 1992 and DVD's = 66

c) Electronic (e-books, e-Journals):

- **UG & PG Library:** 90000 e-books available through n-list , 21000 e-journals available through j-gate and n-list and 30,00,000 eBooks, edocuments and eJournals through World eBook Library.
- **AMIT Library:** Databases – 3688 Full Text Journals

  Type of Databases : IEEE , PROQUEST (ABI/INFORM Global) , J-Gate , Capitaline Neo (Company Database 25,000 listed companies) , CRISIL, the Industry Research Database

d) Special collection (eg. Text book, Reference books, standards, patents):

- **AIMIT Library :** 3,491Text Books /Case Studies
- **Konkani Library**: 9000 books on Konkani literature
- **UG Library**: UGC Lending Library has 5000 books, George Fernandes Library has 4200 books

### 4.2.4 Tools does the library deploy to provide access to the collection

**OPAC:**

User-friendly Search Tool OPAC - highly descriptive with keywords, author name, title, subject, and publisher etc., to describe each item in the Library Collection is available in UG, PG and AIMIT Libraries.

**Electronic Resource Management Package for e-Journals**

UG and PG Library: J-Gate, N-list, DELNET and ProQuest

AIMIT Library: PROQUEST (ABI /INFORM GLOBAL), J-Gate, IEEE

**Library Website:**

UG and PG Library- http://library.staloysius.edu.in

AIMIT Library - http://libsoft/epac/home.aspx (Wi-Fi enabled- Inside the Campus Only)

**In-house/remote access to e-publications:**

In the UG and PG Library of the main Campus the staff and the PG students are given N-List and J-Gate user name and passwords. and weblinks to Proquest and World eBook Library. In the AIMIT Library link to search catalogue of books and journals is given in the library weblink

### 4.2.5 To what extent is the ICT deployed in the library?

**Library automation**

UG and PG Library:

Using Easylib Library Automation Software, library is fully automated. Barcoded system is used in issuing and returning of the books. OPAC+EPAC catalogue search is available.

DELNET link to library resources to access e-journals and digital books.

Digital library wing for internet browsing.

AIMIT Library:

Using Easylib Library Automation Software, library is fully automated. Barcode system is used in issuing and returning of the books. OPAC+EPAC catalogue search is available.

Digital library wing for internet browsing.

Online Book Search & Reservation - Online access of Databases & e-journals

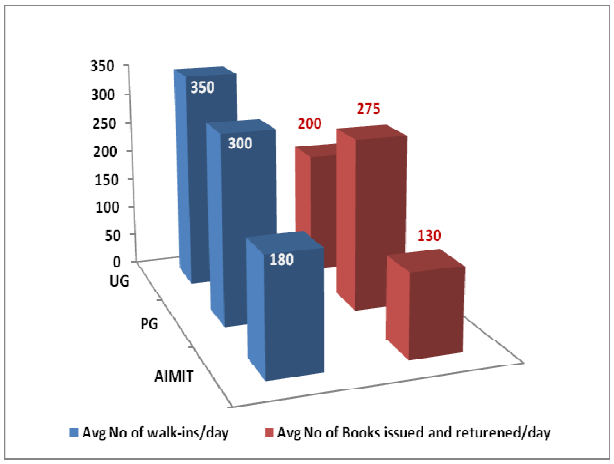
New Arrivals list is available in the library weblink.

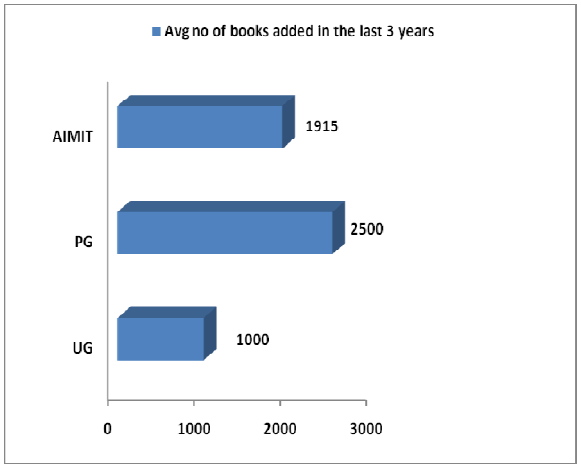
Projects/CD/DVD list is available online.

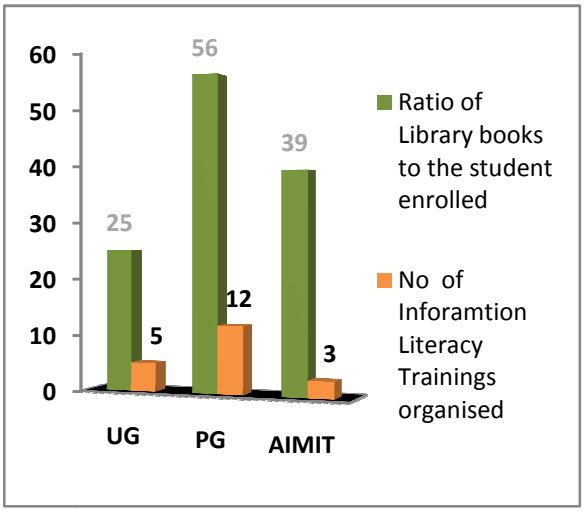
**Table – 50: Details of Computers, Internet, e-resources**

| | UG Library | PG Library | AIMIT Library |
|---|---|---|---|
| Total No. of Computers for Public access | 10 | 10 | 30 |
| Total number of printers for public access | 2 | 1 | 2 |
| Internet Bandwidth speed | 2Mbps | 2 Mbps | 20 Mbps |
| Institutional Repository | Yes | | Yes |
| Content Management system for e-learning | Journal titles are indexed Multiple search options available | Journal titles are indexed Multiple search options available | Journal titles are indexed Multiple search options available |
| Participation in Resource sharing networks / consortia (like Inflibnet) | N-list DELNET | N-list DELNET | N-list DELNET |

### 4.2.6 Details with regard to usage of Library




The College was one among the Top 10 colleges of the country in availing e-resources through N-LIST in the months of June – July 2014.

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

**Manuscripts:**

In the Konkani Library and in the UG library of the main campus manuscripts are available on 'Kristha Purana'.

**Reference**

Ready reference service is offered to the students and the staff for the retrieval of information, articles and books. Long range reference is offered to the research scholars by providing information and articles for research. Online reference service is provided through e-mail in the main campus and intra mail in the AIMIT campus.

**Reprographic Services**

Photo copying services are provided in each of the libraries. Printing services are provided through the printer present in the Digital Library section.

**ILL (Inter Library Loan Service)**

PG students can avail books from UG library. UG staff can borrow books

from the PG library. Journals are shared by both the PG and the UG Libraries. Inter Library facilities are also provided through DELNET.

**Information Deployment and Notification**

All the libraries exhibit the New Arrivals in the Cupboards placed at the entrance of the library. Information on Library is given in the handbook, notice boards and through public address system. Online access of books and journals is made available to the students and the staff through intranet services.

**OPAC/Internet Access/Downloads/Printouts** – are available in all the libraries.

**Reading list/ Bibliography compilation & In-house/remote access to e-resources** are available in the 3 libraries of the College.

**User Orientation** - In the beginning of the year orientation on library usage and the facilities available is given by the Chief Librarian to all the freshers.

**Assistance in searching Databases & INFLIBNET/IUC facilities** N-List is in place in the libraries.

### 4.2.7 Provide details on the annual library budget and the amount spent for purchasing new books and journals.

Budget and Expenses for Purchase of new books

**Table – 51: Budget and Expenses of Libraries**

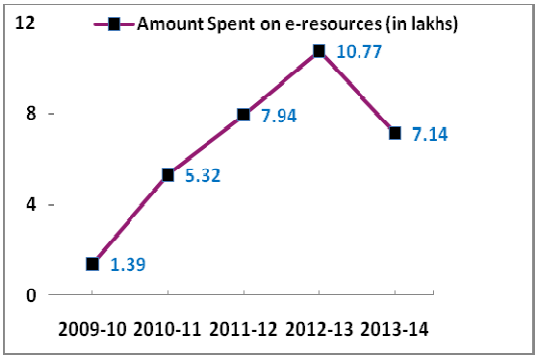
| Year | UG Library | | PG Library | | AIMIT Library | |
|---|---|---|---|---|---|---|
| | Budget (in Lakhs) | Expenditure (in Lakhs) | Budget (in Lakhs) | Expenditure (in Lakhs) | Budget (in Lakhs) | Expenditure (in Lakhs) |
| 2009-2010 | 4.00 | 2.74 | 12.00 | 12.44 | 8.00 | 7.71 |
| 2010-2011 | 4.10 | 4.32 | 11.00 | 11.56 | 7.00 | 6.68 |
| 2011-2012 | 4.34 | 5.77 | 9.00 | 9.30 | 7.00 | 4.98 |
| 2012-2013 | 5.43 | 3.85 | 10.00 | 10.49 | 7.00 | 6.04 |
| 2013-2014 | 5.78 | 5.10 | 14.00 | 14.79 | 7.00 | 5.07 |

**Table – 52: Budget and Expenses for purchase of Journals & Magazines**

| Year | UG Library | | PG Library | | AIMIT Library | |
|---|---|---|---|---|---|---|
| | Budget (in Lakhs) | Expenditure (in Lakhs) | Budget (in Lakhs) | Expenditure (in Lakhs) | Budget (in Lakhs) | Expenditure (in Lakhs) |
| 2009-2010 | 0.9 | 0.91 | 0.8 | 0.8 | 1.0 | 1.0 |
| 2010-2011 | 1.00 | 1.48 | 0.9 | 0.9 | 1.0 | 1.0 |
| 2011-2012 | 1.00 | 1.28 | 1.0 | 1.0 | 2.00 | 1.95 |
| 2012-2013 | 1.00 | 1.25 | 1.1 | 1.1 | 3.00 | 2.93 |
| 2013-2014 | 1.00 | 1.79 | 1.2 | 1.25 | 3.5 | 3.37 |

**Year wise amount spent on e-resources**

2009-2010 – ₹ 1,39,000
2010-2011 – ₹ 5,32,000
2011-2012 – ₹ 7,94,000
2012-2013 – ₹ 10,77,000
2013-2014 – ₹ 7,14,000




### 4.2.8 Does the library get the feedback from its users? If yes, how is it analyzed and used for improving the library services.

**YES**

The feedback is taken from the students and the staff. It is analysed by the IQAC and at the faculty review meetings. The constructive suggestions are implemented.

### 4.2.9 List the infrastructural development of the library over the last four years.

1. Easylib library software is installed for the library automation.
2. Barcoding system is introduced for issue and return of books.
3. Photocopying facility is installed.
4. Computers are upgraded in the digital library.
5. Separate Periodical Section is developed for journals and magazines.
6. Close Circuit TV is installed in the PG Libraries.
7. Online reservation of books, online digital library access, online database access is provided in AIMIT Library.
8. Cupboards, Almeirah's and required furniture is provided in all the libraries.
9. Old computers are replaced with new computers and all the computers monitors are changed to TFTs. One Printer each is added to both UG and PG Library of the main campus

### 4.2.10 Did the library organize workshop/s for students, teachers, non-teaching staff of the College to facilitate better Library usage?

Orientation programme is conducted every year at the beginning of the academic year for the fresher's at both PG and UG level. Research students and teachers are given a training session by the Librarian on the effective usage of e-resources. PG Students, Staff members and Researchers are given the Username and the Password of the different databases for access of research papers.

## 4.3 IT Infrastructure

### 4.3.1 Does the College have a comprehensive IT policy addressing standards on IT Service Management, Information Security, Network Security, Risk Management and Software Asset Management?

- The Policy of the College is to provide IT services to all the students and the staff to meet their academic requirements. Broad-band, Wi-Fi facility have been extended to all the blocks. For UG Courses at the faculty level and for PG Courses at the Department level computers with internet facility have been installed exclusively for students.
- Four System Administrators appointed by the College undertake maintenance, up gradation and service of computer systems, printers, scanners and wired and wireless computer network. They also take the back up of important data of the College and its staff and students. The antivirus software is renewed every year on expiry.
- The server machines are upgraded and serviced, for better performance and flexibility.
- The laboratories and the offices have UPS systems for uninterrupted power supply. The systems in the departments and other places are provided with individual short duration UPS systems.
- The common spare parts/ accessories required like RAM, CMOS Battery, Mouse, CPU and SMPS fans are procured and kept in stock for ready replacement.

### 4.3.2 Give details of the College's computing facilities (hardware and software).

- **Number of systems with configuration**

  Main Campus: 455 computers, 2 IBM Servers and 2 Server machines for LINUX and Oracle, Gumbi software is used for Office Administration.

  AIMIT Campus: 320 Intel computers, and 5 MAC PC's. 40 Intel computers are having i3 Processor and the rest are having Pentium4, Core 2 duo processors. All have 4 GB RAM and average processor speed of 1GHz.

  The campus has 6 server machines - DELL Power Edge 2900 (2 No), DELL power Edge R710, Intel Xeon Server, Sun Micro System (2No)

  Total Number of computers in the College: 775

- **Computer-student ratio : 1:6**

- **Dedicated computing facility:**

  1. The Language Laboratory has 41 computers with Clarity English Software dedicated for Communicative English classes.
  2. The Commerce Lab has 27 computers dedicated for Commerce students for their project work.
  3. The Electronics and PG Physics departments have independent computer sections in their laboratories.
  4. All the UG and PG libraries have Digital Wing for Internet access.
  5. For the staff of the College, attendance is recorded using Bio

Metric System.

6. Attendance, Student profile and the result of the students are recorded in independent machines using Gumbi Software developed for the purpose.
7. The working of advance research equipments such as SEM, FTIR, UV Visible Spectrophotometer, Fluorescent Spectrophotometer, Gill AC Corrosion Analyzer, AAS etc is assisted through computers and printers.

- **LAN facility:** In both the Campuses, Computer systems in the office and Computer Labs are networked using Ethernet LAN.

- **Wi-Fi Facility** – The Aloysius Campus is a Wi-Fi Campus. Any person owning a Laptop, Smart phone or Wireless Hardware in the campus can access web over the Internet, for resource sharing. The interested person will meet the system administrator for acquiring the rights. In the AIMIT campus students can reserve library books, from any part of the campus through the Intranet.

  The Optical link Wi-Fi facility with a maximum speed of 5 Mbps is available in the Arrupe and PG blocks of the main campus. The administrative block Internet speed is 2 Mbps and that of Xavier Block is 3Mbps. In addition there are separate lines for office (1 Mbps), Biotech Lab(1Mbps), Library(2Mbps), Radio Sarang (2Mbps), Registrar office (1Mbps), Alumni/ae Office(1Mbps) and Finance Office (1Mbps). In AIMIT Campus 20Mbps Internet facility is available with 20 wireless access points. The staff members enter the attendance of their classes through internet.

- **Propriety software / Open source softwares:**

  Original softwares are procured: In Computer Animation Department Software packages from Adobe Inc having license for 50 users and Corel Draw from Corel Corporation having license for 10 users are procured.

  Software from Gumbi Software Company is procured for Attendance, Examinations and online document verification. SPSS Software is procured for the Commerce Laboratory.

  Final Cut Pro and Sound Track Pro –academic license. Propriety software in Laboratories: Windows XP Professional(academic license), Microsoft Office 2007(academic License), Windows Vista Basic (academic license), Windows 2008 Enterprise Server, Microsoft SQL Server 2008, Visual Studio Web 2008 (server), Oracle 10G(server),Red Hat Linux Enterprise(server), Microsoft ISA Server 2008, IBM Rational software Architect

  Open source software: 5 Net Beans – Eclipse- Java – Raptor – Weka – TC

  In the College libraries we have Easy Lib Software, SPSS18, CMI Prowess, and License for J-Gate EBSCO Online Database, IEEE, Proquest, N-List

- **Number of nodes/ computers with internet facility : 250**
- **Any other**

The College updates its 2 websites regularly. Parents and the Students can download application forms, see attendance, results and faculty profiles, register for alumni/ae association, and see events and notices through the College sites.

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

- Whenever academic programmes are initiated / revised involving IT requirements, the IT infrastructure would also be correspondingly upgraded to meet the requirements and strengthen the programme.
- The computers of the College are upgraded regularly to meet the present day standards. In the entire campus CRT Monitors are replaced by TFT Monitors.
- The Teaching and Non teaching Staff are trained to handle minor problems related to both software and hardware.
- Printers, both Dot Matrix and Inkjet were replaced by Laser printers, to increase both the quality and speed.
- To ensure uninterrupted power supply the main campus is provided with 289 KVA power supply Genset. AIMIT campus has 625KVA Genset to supply power to the entire campus. In addition there is 80KVA UPS backup in the campus.
- Optic Fiber Cables are laid to a length of 1200 meters for fast internet access in both the campuses.
- Solar energy of 25 kW is being utilized for the computer labs and class rooms in the PG Block of the main campus, as an alternate source of energy.
- Class rooms have been upgraded with ICT enabled facilities.
- Interactive Smart Boards and Video Conferencing facility is being installed.
- Audio and Video studio IT equipment is upgraded regularly.
- The entire campus of the College is Wi-Fi enabled for better and faster internet connectivity.

**4.3.4 Give details on access to online teaching and learning resources and other knowledge, and information provided to the staff and students for quality teaching, learning and research.**

- Seminar halls, class rooms and Departments are equipped with LCD and Desktop /Laptop facilities which have connectivity with Wi-Fi in the campus.
- Internet facility including Wi-Fi for all the staff and the students.
- All the Libraries have Digital Wing, to access online content.
- The libraries have also subscribed J-Gate, N-List, Proquest, EBSCO etc databases through which research scholars and the staff have access for research publications.

**4.3.5 Give details on the ICT enabled classrooms/learning spaces available within the College and how they are utilized for enhancing the quality of teaching and learning.**

- Language lab with 41 computers and a full time faculty facilitates the staff to teach English and develop communicative skills of the students.
- Commerce Lab with 27 computers and internet connectivity.
- There are 79 ICT enabled class rooms for effective teaching and learning process.
- The halls and seminar rooms are ICT enabled.
- Students at the PG and research level have to present their seminars only through Power Point Presentations.
- Steps are taken to introduce Interactive Smart Boards and Video Conferencing Unit to facilitate better learning through interaction.

**4.3.6 How are the faculty facilitated to prepare computer aided teaching-learning materials? What are the facilities available in the College or affiliating University for such initiatives?**

- The College assists the faculty in all the departments by providing -
- Internet facility, CD/ DVD writer, Desktop Computer, Laptop, Scanner and Laser Printer, Classrooms with LCD projector and computer.
- Faculty and Research Scholars are allowed to work in the computer.
- All the faculty members are encouraged to utilize the computers available in the Library.
- Faculty are also encouraged to use LCD as a teaching aid to enhance quality in teaching by preparing Power Points.
- Newly recruited Staff members and students are trained to use Microsoft office effectively.

**4.3.7 How are the computers and their accessories maintained? (AMC, etc.):**

- The College has its own Computer Maintenance system with the help of 5 System Administrators.
- A Maintenance Register is maintained wherein the working condition of the computers and the accessories could be easily traced.
- In addition to the above, AMC is also available for selective systems.
- The computers in the College are regularly maintained by Emdees Computers.
- LCD Facility is maintained by Sri Bharathi System.
- The common spare parts/ accessories required like RAM, CMOS Battery, Mouse, CPU and SMPS fans are procured and kept in stock for ready replacement.
- Separate Hardware and Software Maintenance rooms are available in both the campuses, for repair and service of the computers.

**4.3.8 Does the College avail of the National Knowledge Network connectivity directly or through the affiliating University? If so, what are the services availed of?**

Information and Library Network Centre (INFLIBNET), Gandhi Nagar is the member connected under National Knowledge Network. The College

Libraries make use of it's programme, National Library and Information Services Infrastructure for scholarly content (N-LIST), to access e-resources under the UGC-INFONET Digital library consortium. N-List has 6000+ e-journals and 97000+ e-books.

**4.3.9 Provide details on the provision made in the annual budget for update, deployment and maintenance of the computers in the College?**

In the main campus, the amount spent for purchase, update and maintenance of computers

| | Main Campus | AIMIT Campus |
|---|---|---|
| 2012-2013 | ₹ 14,78,720 | ₹ 9,78,767 |
| 2013-2014 | ₹ 16,29,479 | ₹ 1,72,544 |

## 4.4 Maintenance of Campus Facilities

**4.4.1 Does the College have an Estate Office / designated officer for overseeing maintenance of buildings, class-rooms and laboratories? If yes, mention a few campus specific initiatives undertaken to improve the physical ambience.**

**YES**

- The College has 2 full time Maintenance Officers, one for the main campus and the other for the AIMIT campus.
- The Maintenance Department has support staff including Gardener, Electrician, Plumber, Driver, Security Staff and Service Staff.

**Campus Initiatives to improve the physical ambience**

- Gardening and Lawn area in front of the campus.
- Planting of saplings and trees.
- To ensure plastic free campus jute bags were sold under the leadership of AICUF association.
- Colour coded Dust Bins placed at strategic locations, ensures clean campus.
- Waste management units - Vermi Bins.
- Rain water harvesting is initiated in most of the buildings
- Vitrified flooring in Arrupe Block and Science Departments.
- Painting of seating areas built around the trees in the campus.
- Installation of water purifiers/ coolers wherever necessary.
- Renovation of the Conference Hall with Air Condition.
- Regular maintenance like painting of buildings, old cupboards, tables, repairs of benches and desks.
- Perfecting roofing and plumbing work.
- Laying of interlocking tiles in the pathways.
- Renovation of Administrative Office and Principal's Chamber.

**4.4.2 Does the College appoint staff for maintenance and repair? If not, how are the infrastructure facilities, services and equipment maintained? Give details.**

**YES**

- Two Maintenance Officers take care of the civil works. The Maintenance Department has 15 staff members, while AIMIT campus

Maintenance Department has 13 staff members.

- A qualified electrician to maintain all electrical related works in the College campus, Class Rooms and Labs.
- A plumber to lay and maintain all pipeline connections.
- A carpenter for upkeep of furniture including repair work.
- A gardener and service staff to upkeep the campus neat and tidy.
- Computer Hardware maintenance staff to repair, maintain and service computers.
- Training for support and technical staff – Instrumentation Maintenance Training.
- Security staff round the clock to take care of the infrastructure in the campus.
- Close Circuit Cameras are installed at the entrance of each block and in the vehicle parking area gives additional support in terms of security.
- Garbage is lifted by outsourcing.
- Maintenance of lifts and Reprography machines is outsource.

**4.4.3** ***Any additional information regarding Infrastructure and Learning Resources, which the institution would like to include.***

1. **Museum:**
   St Aloysius College has a unique museum in a total floor area of 4337 sq ft. It has items such as first car in Mangalore, first generator of the city and traditional items of local culture. Students from different schools and colleges visit the museum. The museum was renovated in the year 2011-12 by the financial aid received from UGC. A visitor book is kept in the Museum.
2. **Archives:**
   The College has separate archive section which has different books written and published by the staff of the College, thesis and dessertations of PhD and M.Phil Degrees, College Calendars and Magazines, Student publications of the College and the newsletters. Old books and some manuscripts are available in the archives.
3. **Al-Solarium:**
   The observatory built on the top of the Xavier Block is used for sky watching through 8 inch reflecting type telescope. Staff, students and the general public visit the observatory for seeing the planets and stars. The link created in the social network, gives information about the different special celestial phenomenon. Visitors book is kept as a record.
4. **Chapel:**
   The Chapel of the College is a tourist place in Mangalore, which is known for it's unique paintings and frescos by Italian Brother Moscheni. Whenever a cruise lands in Mangalore port, visitors from other countries make a visit to the chapel. The Chapel has a guide who explains the details on the paintings. The comments of the visitors are recorded in the visitor's diary.
5. **Incubation Centre:**
   To promote entrepreneurship, an Incubation Centre is started in the AIMIT campus in collaboration with Manipal University. Three budding entrepreneurs are given 3 AC rooms for developing business

products.

6. **Laboratory of Applied Biology:**
   Started in the year 1976, the lab is recognized as the first Research Centre of the College. It has advanced research instruments which are procured through DST, ICAR, DOE, UGC, CSIR, DBT and BRNS. It has a first ever cashew tree and medicinal plants developed by tissue culture. It gives regular training on plant tissue culture to the students and the staff of various colleges and women entrepreneurs. There are 873 books and 33 research Journals annually subscribed for the research activity
7. **Transport facility:**
   The College main campus has a bus to meet the transport requirements of both the staff and the students. Associations like NSS, AICUF, Sahodaya use the services of the bus to reach their work places. There are 2 buses to provide transport facility for the staff and students of AIMIT campus.

# CRITERION - V

# STUDENT SUPPORT AND PROGRESSION

## CRITERION - V
## STUDENT SUPPORT AND PROGRESSION

### 5.1 Student Mentoring and Support

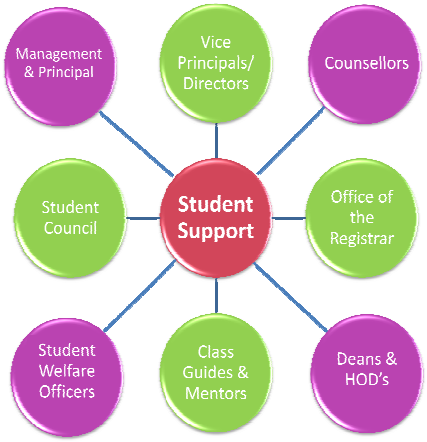
The College has evolved a mechanism of mentoring as an important component of student support system. The holistic development of the individual is the prime priority of our institution.

### 5.1.1 Does the College have an independent system for student support and mentoring? If yes, what are its structural and functional characteristics?

**YES**

**Structural Characteristics**

- Each block of the College has a Vice Principal / Director. The College has 2 Directors and 4 Vice Principals.
- The College has a Office of the Registrar.
- Every faculty is headed by a Dean – There are 10 Deans.
- Every Department is headed by HODs.
- There are Student Welfare officers for every faculty of the College.
- Each class of the College has a Class Guide.
- Total numbers of Class Guides during the year 2013-2014 for UG Programmes are 68 and for PG programmes are 30.
- The students of UG classes are assigned a Mentor from the teaching staff, in the ratio 15:1
- The College has a Mentor for foreign and non Karnataka students.
- The elected student representatives of each class along with student Secretaries of different associations form the Students Council. About 130 students form the Student Council. Elections are held for the office bearers of the council in the beginning of the new academic year.




- The Canteen Committee has student and staff representatives.
- The Lady students of the College have separate Grievance Cell, CASH and Women's Cell.
- The College has a full time counsellor and a group of staff members for counselling services to the students and parents.

- The College has a banking facility on the campus, Student Co Operative Store, ATM Facility, Photocopy, Wi-Fi Facility, 4 Multi Gyms, Gents and Ladies Hostels, College Bus Facility.

**Functional Characteristics**

- Students of the College approach the Mentors or Class Guides for support and mentoring.
- The Class Guides/Mentors through the Head or the Dean of the faculty approach the Student Welfare Officers or the Vice Principal and discuss the student matters, twice in a month.
- The Students Council meets regularly in the academic year and discuss various student issues, plan and execute programme and makes suggestions. Leadership training is arranged for the members of the Students Council.
- The College has 54 Associations through which student formation activities are conducted.
- The students from the economically weaker section are provided mid-day meals.

No of students given midday meals for the last Five years, along with the amount spent by the College is shown below:

**Table – 53: Number of beneficiaries and amount spent towards midday meal scheme**

| Sl No | Year | No of beneficiaries | Amount Given by the Management (In ₹) |
|---|---|---|---|
| 1 | 2009-2010 | 325 | 3,27,773 |
| 2 | 2010-2011 | 330 | 3,52,952 |
| 3 | 2011-2012 | 325 | 4,99,539 |
| 4 | 2012-2013 | 338 | 5,59,435 |
| 5 | 2013-2014 | 340 | 4,93,949 |

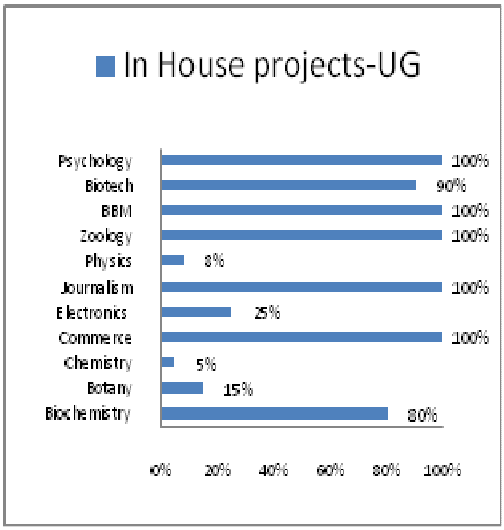
- In the matters connected with examination, students can approach the Registrar.
- Through Canteen Committee meetings the quality of food served in the canteen is monitored.
- The College helps the students to get bus pass, railway concessions, bank loans for education, Voter ID card, Aadar Card and apply for scholarships.
- Every block has a first aid facility available with the Vice Principal and medical inspection is arranged with the help of the staff from KMC, Mangalore and KSHEMA, Deralakatte at the main campus and AIMIT campus respectively.
- The Students are encouraged to organize various academic and cultural programmes through the different fests conducted by the faculties.
- The Students are also encouraged to participate in different intercollegiate fests organized by other colleges.
- The Lady students of the College are given orientation programme, awareness on social, health issues every year, by the Women's Cell. The

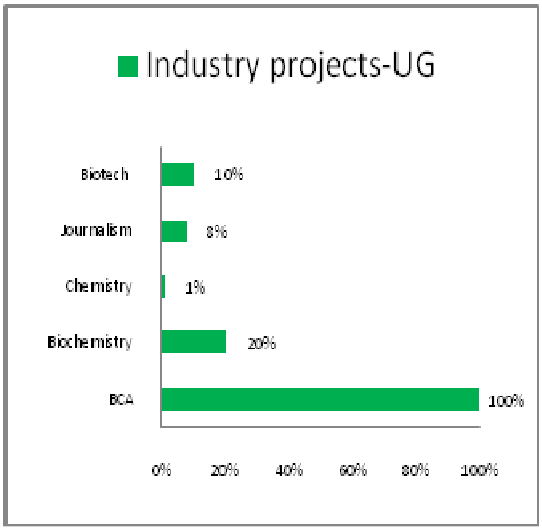
Women's Grievance Cell makes suggestions from time to time on women empowerment.

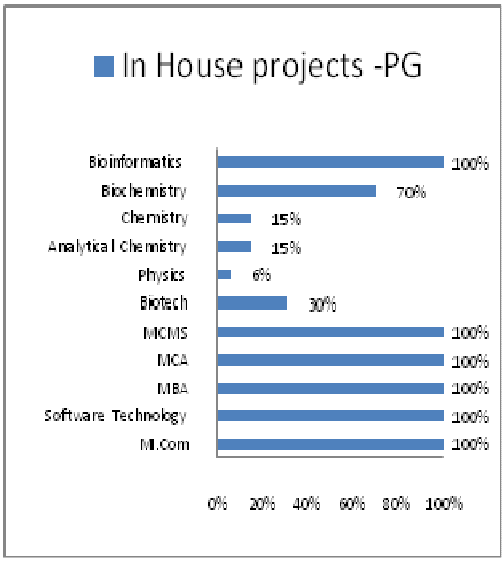
- Needy students from each class are sent for personal counselling to a counsellor.
- The Cell constituted for foreign and non Karnataka students come together and exchange cultural, religious, academic and other related issues.
- The College also conducts classes in Communicative English to improve the Linguistic skills of the students through the Language Lab and Gavel Club.
- The principal is accessible to the students for any grievances.

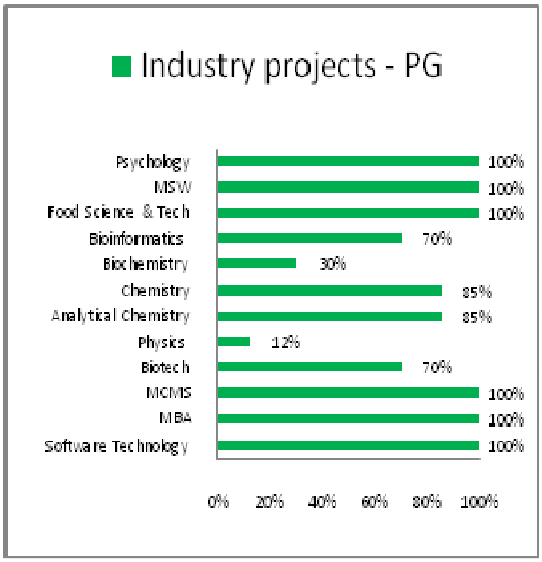
### 5.1.2 What provisions exist for academic mentoring apart from class room work?

- To expose the students to the developments in industries and research, industrial visits / tours are organized for the students of final year UG and PG programmes.
- Students of UG and PG are given project works under the guidance of the staff, which will be carried out either in – house or industries and institutions.



- The Students are motivated to participate in academic seminars, conferences and workshops and present papers. In the AIMIT campus, a two day national level paper presentation 'Anveeksha', SACAIM, Manasamanthana, MBA are organized every year. In the main Campus different departments organize National Seminars in which sessions are reserved for paper presentations by the students of the College.
- There are 19 co curricular associations for UG programmes and 17 for PG programmes. There are 18 extracurricular associations.
- In order to improve the results of the departments and to support the academically weaker students remedial classes are organized at the departmental levels.
- For the weaker students to cope up with the syllabus Bridge Courses in English, Mathematics, Accountancy and Computers are organized.
- Interested students of UG and PG are given CPT (CA)/Civil Services/NET/SLET/KSET coaching in the College.
- Twenty hours of soft skill training is given to all the final year UG and PG students during the fourth/ sixth semester.
- UG and PG students take up summer internships in Prestigious institutions using VGST, IAS Scholarships. All PG Commerce students compulsorily undertake internships in industries / corporate houses as a part of curriculum.
- The Students of UG and PG departments publish Journals and Newsletters.
- The Students of MCA, M.Sc. (ST) and M.Sc. Bioinformatics are given soft skill training programme with the help of Infosys and IBM.
- MBA students are given Business consultancy programme in the fourth semester.
- MDP Programmes (Management Development Programmes) are conducted regularly.
- All the PG students are made to attend rural exposure programme in places like Mundgod, Anekal, Hangal, Raichur.
- Regular Parent-Teacher-Student (PTS) meetings are organized and the academic progress is informed to the parents after every internal and end semester examination.
- 'Student Faculty System' is evolved in the PG Mathematics, PG Analytical Chemistry and PG Chemistry departments. The selected students take classes for the Undergraduate students.

**5.1.3 Does the College provide personal enhancement and development schemes for students? If yes, describe techniques employed e.g., career counselling, soft skill development, etc.**

**YES**

- The College conducts soft skill training to the students of final year UG and final PG students, by the trained staff.
- The 3 placement officers of the College guide the students in campus

recruitment process. Career Guidance and Placement Cell offers training programmes in employability skills.

- Leadership programme is held for all the students for two consecutive days in the beginning of every academic year.
- MCA and M.Sc. Software Technology departments have developed Campus Connect soft skill programmes in collaboration with Infosys and IBM.
- MBA department offers skill development through their Management Development (MDP) Programs.
- PG departments have designed their Courses with project work for developing higher order skills such as analytical and experimental skills.
- 'IL & FS' in collaboration with National Skill Development Council (NSDC) has organized a three month placement linked soft skill training program for 79 UG students in the academic year 2013-2014.
- In the year 2014-2015, 100 students are trained in computer education for three months with a stipend of ₹ 500 given from the Directorate of Minority Development Cell, Government of Karnataka.
- There is an incubation centre at AIMIT Campus. MoU is signed with MIT, Manipal to promote entrepreneurship among students .
- The students of UG have to put in 10 hours in every semester in the SAHAAYA programme, with the aim "Build up Social Responsibility in the students" which helps in moulding the character of the students and orient them towards nation building.
- MA English students conduct basic English Communication Skill classes to the high school students.
- The students show leadership in organizing different fests, seminars and workshops in the College.
- The Students of UG Biotech, BSW and MSW conduct awareness programmes for the high school students.
- A separate reading room facility is provided in both PG and UG library.
- Street theater training programme is conducted for MSW and BSW students every year.

**5.1.4 Does the College publish its updated Prospectus and Handbook annually? If yes, what are the activities / information included / provided to students through these documents? Is there a provision for online access?**

**YES**

- The College Prospectus and Handbook (Calendar) is published annually. Separate Prospectus and Handbooks are prepared for both UG and PG programmes.
- The Prospectus contains history, campus culture, campus facilities, general rules and regulations, available courses and eligibility criteria, admission guidelines, fee structure, application and bio data forms.

- Handbook contains vision, mission statements, rules and regulations, academic planner, scholarships, details of student support systems and faculty, record of absence etc.
- The College Prospectus is made available online in the college web sites
  www.staloysius.edu.in
  www.staloysius.ac.in

**5.1.5 Specify the type and number of scholarships /freeships given to students (UG/ PG/ M.Phil/ Ph.D./ Diploma/ others in tabular form) by the College Management during the last four years. Indicate whether the financial aid was available on time.**

The following are the Endowed/ Special Scholarships of the College which are instituted by the donors and retired staff members in the last 5 years:

1. Sulthan Chand by Sulthan Chand Trust (Usha Agarwal)
2. Steve Loyd Tauro by Mrs. Veronica Tauro
3. Benjamen D'Souza by Rejina DSouza
4. Rolphie Mascarenhas by Rolphie Mascarenhas
5. Fr.L.F. Rasquinha by Dr. Gorge Joseph
6. V.Sandya Hebbar by Prof. V.R. Hebbar
7. Sheldon Jackson Pinto by Wilfred & Juliet Pinto
8. Allan Memorial By Allan Memorial
9. A.K. Sevak by Dr. A Bhagwan Das
10. Dayanand Kamath by Smt Shanthi Kamath
11. Prof. M.D. Joseph & Monthi Martis Malaikkal by Christina Alpat
12. Mr. N. Shripathi (Metal Chem) by Ronald J. Martis
13. Sidney pinto by Sidney Pinto
14. Gown Memorial by Mr M.P Jayaram
15. V.A.E. Alumni by UAE Alumni Association
16. Alexander Picardo by Dr Anitha Picardo
17. Milibetu Airadevi by M.V. Shetty
18. Antony Sequeira by Mr. Valerian
19. Bhanuprakash E.S Memorial Award Scholarship
20. K Krishnamoorthy Scholarship
21. Mr. Pandurang Pai Memorial Scholarship by Mr. S.A.Pinto.
22. Mrs. Dominica Martis Memorial scholarship by Winston and Joyce Sequeira.
23. Patrao Trust, USA Scholarship
24. Marcel & Monthi Martis Memorial Scholarship by Mr. Ronald J Martis.

In addition there are 56 endowment scholarships, 20 special scholarships which were instituted in the earlier years.

Tuition fees, Lab fees etc of the meritorious students of the PG section is reimbursed from the Management endowed scholarships.

The students are given a chance to pay the fees in installments, in addition to giving freeships.

**Main Campus**

**Table – 54: Details of Fee Concessions & Scholarships**

| Sl No | Year | Total No of UG and PG students | Amount spent by the college management | |
|---|---|---|---|---|
| | | | Fee Concession (in ₹) | Scholarships (in ₹) |
| 1 | 2009-2010 | 160 | 5,43,500 | 6,70,875 |
| 2 | 2010-2011 | 162 | 6,27,700 | 6,93,930 |
| 3 | 2011-2012 | 168 | 5,49,300 | 7,96,404 |
| 4 | 2012-2013 | 170 | 5,59,435 | 7,18,052 |
| 5 | 2013-2014 | 183 | 6,11,181 | 7,88,900 |
| **Total** | | **628** | **28,91,116** | **36,68,161** |

**AIMIT Campus**

**Table – 55: Details of Fee Concessions & Scholarships**

| Sl.No | Year | Total No. of Students | Amount spent by the college management | |
|---|---|---|---|---|
| | | | Scholarship (in ₹) | Fee Concession (in ₹) |
| 1 | 2009-10 | 19 | 55,000 | 2,15,000 |
| 2 | 2010-11 | 48 | 1,28,000 | 6,60,000 |
| 3 | 2011-12 | 51 | 1,40,000 | 6,05,000 |
| 4 | 2012-13 | 108 | 6,91,000 | 8,27,000 |
| 5 | 2013-14 | 106 | 10,00,000 | 6,72,000 |
| **Total** | | **332** | **20,14,000** | **29,79,000** |

### 5.1.6 What percentages of students receive financial assistance from State Government, Central Government and other national agencies? (e.g., Kishore Vaigyanik Protsahan Yojana (KVPY), SN Bose Fellow, etc.)

**Table – 56: Number of beneficiaries and amount received as financial assistance**

| Sl No | Year | Total No of UG and PG beneficiaries | Amount recieved (In ₹) | Percentage (%) |
|---|---|---|---|---|
| 1 | 2009-2010 | 778 | 19,13,453 | 18.93 |
| 2 | 2010-2011 | 766 | 15,47,602 | 17.82 |
| 3 | 2011-2012 | 1274 | 16,65,232 | 28.67 |
| 4 | 2012-2013 | 1011 | 21,39,911 | 21.64 |
| 5 | 2013-2014 | 1050 | 23,15,114 | 22.14 |

- Research students are given financial assistance from the UGC – CPE funds.
- In the last three years 2010-2013, students are given financial assistance from CPE funds sanctioned by the UGC, for participating in village exposure programmes, cultural, curricular and co curricular activities.
- Grant received from the UGC under the scheme "Colleges with Relatively Higher Proportion of SC/ST and Minorities" for giving stipend to the students in the XI plan ₹6, 00,000
- The Students of the College also apply on their own for many scholarships and get direct financial assistance

### 5.1.7 Does the College have an International Student Cell to cater to the needs of foreign students? If so, what measures have been taken to attract foreign students?

**YES**

- The College has a cell for foreign and non Karnataka students under the guidance of a staff. The cell organizes orientation programmes, cultural festival for the students. Students are given opportunity to showcase the cultural, religious and other special practices of their country in various occasions like Annual College Day, Hostel Days, and Festivals etc.
- Alumni/ae of our College residing/ working overseas promote the College.
- Additional English and French are offered as second language, specially to Overseas students.
- Through the College websites foreign students can apply to the various Courses online.
- The College participates in the twinning programmes of the following universities and Colleges
  a) North Dakota University, USA
  b) State University of New York (SUNY)
  c) Le Moyne College, New York
  d) Tompkins Cortland College, New York

### 5.1.8 What types of support services are available for

* **Overseas students**
  A separate Mentor and Counselor is allotted for mentoring and counseling, of the foreign students. A Separate cell called Foreign Students Cell regularly meets and looks into the requirements and the activities. Hostel facility is provided for both boys and girls in both the campuses. Reservation in admission is made for NRI students.
* **Physically challenged / differently abled students**
  - Physically challenged students are given separate place to write examinations. They are given more time duration depending upon the level of disability. Physically challenged students have a provision for scribes during their examination.
  - Elevator facility is available in every block except the Administrative Block of the main campus, to move from one floor

to another. Ramp facility is also established in all the Blocks except administrative and PG blocks.

- The College has a Centre for Social Concern, Alcare and Sahodaya, associations meant for reaching out to the physically challenged and differently abled.
- There is a special rest room for the physically challenged students.
- The College makes special efforts to enable physically challenged students to secure government freeships.

* **SC/ST, OBC and economically weaker sections –**
Economically weaker SC/ST and OBC students are given an awareness about freeships/Scholarships. The Equal Opportunity Centre is established in 2014 which aims at uplifting the marginalized through higher education. Economically weaker students receive midday meal from the College. Equal Opportunity Centre (EOC) organizes orientation/leadership programmes for the students.
* **Students to participate in various competitions/conferences in India and abroad**
  - Travel expenses and Registration expenses are borne by the college.
  - Student Council forms a student team to represent the College in cultural activities.
  - The individual department forms a student team to represent the College in academic activities and sports activities.
* **Health centre, health insurance etc. –**
  - The Main campus has medical facility in collaboration with Kasturba Medical College (KMC), Mangalore. A team of doctors is made available and the students are sent for check up and medical counseling.
  - AIMIT Campus has medical facility in collaboration with KSHEMA - K. S. Hegde Medical Academy.
  - First Aid facility is available in every block, in the Vice Principal's chamber.
  - The inmates of the hostels of AIMIT campus are given medical card of ₹ 500 to avail medical benefits from KSHEMA.
* **Skill development (spoken English, computer literacy, etc.,)**
  - The identified students among the new entrants, from each class, are compulsorily made to attend the Communication Classes in the College Digital Language Laboratory. The Language Lab has full time trainer and is equipped with 41 computers and Clarity English Software.
  - The Commerce and Management students are trained in Computer lab on Microsoft Office and Tally.
  - Evening short term courses are made available by the Computer Department for all the students.
  - In MBA Faculty, SPSS software training is given for 4 hours in a week.
  - IL & FS in collaboration with NSDC has organized a three month placement linked soft skill training program for 79 UG students in the academic year 2013-2014.
  - In the year 2014-2015, 100 students are trained in computer

education for three months with a stipend of ₹ 500 given from the Directorate of Minority Development Cell, Government of Karnataka.

- Gavel Club in the AIMIT campus in collaboration with International Toast Masters organizes spoken English classes.

* **Performance enhancement for slow learners / students who are at risk of failure and dropouts**
  - Remedial classes are held outside the class hours by identifying weaker students in each paper. They are given additional coaching, assignments and tests.
  - The probable dropouts and slow learners are given counseling services in the College by the trained counselors.
  - The College conducts Parent -Teacher-student (PTS) meetings after the Internal examinations.
  - The Vice Principals call the parents of academically weaker students and do the follow up.
  - The Head of the Department monitors the remedial classes taken by the colleagues of the department. Provision is made for the remuneration from the UGC Merged Scheme.
* **Exposure of the students to other institutions of higher learning/ corporate /business houses, etc.**
  - The Students are sent for project works to institutions and industries. The students are also sent to other institutions to take part in curricular and extracurricular activities.
  - Eminent scientists, teachers, executives of various National and International bodies are invited to the College to interact with our staff and students, through conferences, seminars, workshops and training programmes.
  - Summer internships are organized in collaboration with corporate houses.
  - Educational tours are organized by some UG and most of the PG departments which give exposure to in our Students to the institutions of higher learning.
* **Publication of student magazines**
  - The College Publishes Annual Magazine, which contains the selected articles from students in Kannada, English, Hindi, Malayalam, Tulu, Konkani, French and Sanskrit language.

**Table – 57: Newsletter/Magazines of our College**

| Sl No | Department/Association | Newsletter/Magazine |
|---|---|---|
| 1 | MCMS | Tvesha (monthly) |
| 2 | M.Com | Anveksha |
| 3 | MBA | Creo |
| 4 | MBA | 4P'sx7C's |
| 5 | MBA | Finlet |
| 6 | MBA | Syntality |
| 7 | MCA | Magis |
| 8 | MCA(E-letter) | It Talk |

| | | |
|---|---|---|
| 9 | Biotech | Biobugle |
| 10 | MCA | News For You |
| 11 | Journalism | Ripples ( Biannual) |
| 12 | Journalism | Dhwani ( Biannual) |
| 13 | Hindi | Prerana |
| 14 | Commerce Association | Ascent Acme |
| 15 | Psychology | Psyche |
| 16 | Communicative English | Comdrays |
| 17 | Konkani | Parzal |
| 18 | Konkani | Manthana |
| 19 | Arts Faculty | Artery |
| 20 | Commerce Faculty | Lattitude |
| 21 | Science Faculty | Cross Section |
| 22 | BBM | Pulse |

**5.1.9 Does the College provide guidance / coaching classes for Civil Services, Defense Services, NET/SLET and any other competitive examinations? If yes, what is the outcome?**

**YES**

The PG department of Chemistry and Biotechnology organizes NET/SLET coaching in their respective subjects. Around 15 students enroll to this programme annually, in each of these departments.

**Table – 58: Number of Students clearing NET/CSIR, SLET/KSET, GATE and other examinations**

| Examination | PG Chemistry | PG Biotech | PG Biochemistry | MSW | M.Com | PG English | Maths |
|---|---|---|---|---|---|---|---|
| NET/CSIR | 5 | 3 | 1 | 3 | 6 | 2 | 2 |
| SLET/KSET | 2 | 1 | -- | -- | 3 | -- | - |
| GATE | 2 | 10 | 1 | -- | -- | -- | - |
| OTHERS (IISc, DBT) | -- | 12 | -- | -- | -- | -- | - |

**Table – 59: Enrollment of Students in IAS & CAT/MAT Course**

| Sl No | Year | Students Enrolled | |
|---|---|---|---|
| | | IAS Course | CAT/MAT Course |
| 1 | 2010-2011 | 87 | - |
| 2 | 2011-2012 | 41 | - |
| 3 | 2013-2014 | 161 | 18 |
| 4 | 2014-2015 | 78 | 30 |

The College regularly conducts CPT coaching classes .Our College is a Centre for CA exams organized by CA Institute annually, for the last 15 years

Students enrolled for CPT Coaching:

**Table – 60: Number of students enrolled and appeared for CPT examination**

| Year | Students Enrolled appeared for exams |
|---|---|
| 2009-2010 | 21 |
| 2010-2011 | 24 |
| 2011-2012 | 28 |
| 2012-2013 | 20 |
| 2013-2014 | 23 |

### 5.1.10 Mention the policies of the College for enhancing student participation in sports and extracurricular activities through strategies such as:

* Additional academic support, flexibility in examinations
  - The Students representing the College in sports at the time of internal examinations are given re-examinations.
  - The classes in different faculties close at the same time in the evening, which enables the sports men and women to practice as a team.
  - The Students who participate in sports are given due attendance and special classes are taken.
  - The College conducts inter faculty competitions 'Utsav' for UG, 'Sangam' and 'lakshya' for PG to find out the talents of the students who are good at extracurricular activities.
  - Extracurricular associations of the College conduct different competitions for the students.
  - The winners of various cultural/sports events are recognized at the College day celebration.
* Special dietary requirements, sports uniform and materials.
  - Students representing the College in sports are given uniform.
  - Refreshments are given to the students during practice sessions and during the matches.
  - Travel and Food expenses are paid to the teams when they represent the College in intercollegiate events.
  - Sports materials are upgraded from time to time as per the requirements.
  - Special Coaches are employed for certain games.
  - For Cultural activities travel and registration expenses are paid by the College.

* **Any other**
  - The College holds annual sports meet and 'Utkarsha'for all the UG and PG students.
  - The College conducts Intra-Mural games in Cricket, Basketball, Throw ball, Hockey, Football, Volleyball, Chess, Table Tennis, Kabaddi and Handball.
  - Physical Education Department of our College organizes University level events.
  - The College organizes inter collegiate sports meet 'Aloysiad' in basketball, football and volleyball events.
  - The Students Council organizes President Cup Cricket Tournament. BBM and B.Com students organize Dean's Cup Cricket Tournaments.

**5.1.11 Does the College have an institutionalized mechanism for placement of its students? What services are provided to help students identify job opportunities, prepare themselves for interview, and develop entrepreneurship skills?**

**YES**

- The College has placement cells and three full time placement officers in both the campuses of the College.
- They act as laisons between the departments and agencies during placement activities.
- The final year students are given soft skill training with a special reference to facing job interviews by professional trainers.
- The PG departments prepare the student brochure for placements, during the academic year.
- The Students organize and take part in various events, in the College and enhance their leadership and entrepreneurship qualities.
- There is an incubation centre at AIMIT Campus. An MoU is signed with MIT, Manipal for entrepreneurship.
- The College provides facility to organize job fares.
- Information about the job requirements are displayed to the students.

**5.1.12 Give the number of students selected during campus interviews by different employers (list the employers and the number of companies who visited the campus annually for the last four years).**

**Table – 61: UG Programmes – Student Selected Through Campus Recruitment**

| Sl No | Name of the Company | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|---|---|---|---|---|---|---|
| 1 | Aditya Birla Retail | | 6 | | | |
| 2 | Cognizant | | 9 | | 3 | |
| 3 | Ernest & Young | | 10 | | 3 | |
| 4 | Golden Sachs | 15 | 8 | 3 | | |
| 5 | Wipro InfoTech MS | | 12 | 48 | 7 | 6 |
| 6 | Vijay bank | | 6 | | | |
| 7 | ITC | | 3 | | | 4 |
| 8 | Hewlett Packwad (HP) | | 7 | 2 | 2 | |
| 9 | IBM | | 10 | 2 | | |
| 10 | Winman Software for Accounts | 6 | 2 | | | 4 |
| 11 | Deutsche Bank | | | 15 | | |
| 12 | Northern Trust | | | 9 | 26 | 29 |
| 13 | Infosys | | | 14 | | |
| 14 | UST Global | | | 1 | | |
| 15 | Accenture | | | 1 | | |
| 16 | Google | | | | 1 | |
| 17 | SAP | | | | 2 | |
| 18 | SLK Software | 14 | | | | |
| 19 | Canopus | 12 | | | | |
| 20 | TCS | | | | | 53 |
| 21 | Mphasis | | | | | 4 |
| 22 | South Indian Bank | | | | | 1 |
| 23 | iGate | | | | | 3 |
| 24 | AON | | | | | 1 |
| 25 | $EMC^2$ | | | | | 1 |
| 26 | Tucker Infocom | | | | | 3 |
| Total | | 47 | 73 | 95 | 44 | 109 |

**Table – 62: PG Programmes - Student Selected Through Campus Recruitment**

| Sl No | Name of the Company | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|---|---|---|---|---|---|---|
| 1 | Prestige group | | 2 | | | |
| 2 | Biocon | 6 | 6 | 4 | | 13 |
| 3 | Mphasis (media Analyst) | | 16 | | 1 | 11 |
| 4 | John Disterelli Pvt Ltd | | 2 | | | |
| 5 | Syngene | | 6 | 3 | | 4 |
| 6 | Apotex | 6 | 5 | 2 | 3 | 3 |
| 7 | Hotel Goldfinch | | 2 | | | |
| 8 | BASF | | 2 | 1 | 1 | 1 |
| 9 | Bio Anthem | | 1 | | | 1 |
| 10 | Amdocs | | 13 | | | |
| 11 | Ducont | 3 | 4 | | | |
| 12 | Credent Business Solutions | 2 | 5 | | | |
| 13 | Maventic Solutions | 3 | 2 | 1 | 1 | 3 |
| 14 | Cypress semiconductor | | 2 | | | |
| 15 | Robosoft Technology | 3 | 2 | | 3 | |
| 16 | Metric Stream | | 10 | 12 | 8 | 13 |
| 17 | Persistent System | | 4 | | | 2 |
| 18 | Hewlett Packard | 25 | 5 | | | 2 |
| 19 | Winman Software | | 2 | | | |
| 20 | Head Strong | | 9 | | | |
| 21 | ITC Infotech | | 2 | | 2 | |
| 22 | Unisys Global Services | | 3 | | 10 | |
| 23 | Infosys | 2 | 7 | 21 | | 2 |
| 24 | JDA Software | | 1 | 2 | 6 | 4 |
| 25 | Union Bank Of India | | 15 | | | |
| 26 | Nomura | | 8 | | | |
| 27 | HDFC Bank/Life | | 8 | | 27 | |
| 28 | Bank Of Maharashtra | | 7 | | | |
| 29 | Federal Bank | | 5 | | | |
| 30 | South Indian Bank | | 3 | 1 | 4 | 8 |
| 31 | Vodafone | | 2 | | | |
| 32 | CREDILA | | 1 | | | |
| 33 | Dominos Pizza | | 1 | | | |
| 34 | Backend Bangalore Pvt Ltd | 2 | | | | |
| 35 | Deluxes Market | 1 | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| | Research | | | | | |
| 36 | TESCO | 6 | | | | |
| 37 | HCL Infotech | 6 | | | | |
| 38 | Tangent Technologies | 3 | | | | |
| 39 | Unitech Access Ltd | 4 | | | | |
| 40 | Datagrid technologies | 3 | | | | |
| 41 | Adea Technologies | 1 | | | | |
| 42 | Inknow Tech | 4 | | | | |
| 43 | KIVIS software | 4 | | | | |
| 44 | Avenue Technologies | 5 | | | | |
| 45 | Tech Mahindra | 1 | | | | |
| 46 | Inventest | 6 | | | | |
| 47 | E- conz Technology | 3 | | | | |
| 48 | Focus Infotech | 2 | | | | |
| 49 | ACS Technologies | 3 | | | | |
| 50 | Systems Quest | 2 | | | | |
| 51 | Idea Infinity | 3 | | | | |
| 52 | Spriha Hyderabad | 1 | | | | |
| 53 | I Soft | 2 | | | | |
| 54 | Konkan Poly Products | 4 | | 2 | 2 | |
| 55 | Astra Zenica | 1 | | | | |
| 56 | Sequent scientific | 5 | | 1 | 2 | 4 |
| 57 | Position 2 | | | 2 | | |
| 58 | Molecular Connections | | | 1 | 4 | 4 |
| 59 | IIHT | | | 2 | | |
| 60 | Techjini | | | 4 | 1 | 2 |
| 61 | SUN Technology | | | 4 | | 5 |
| 62 | M Results | | | 2 | 3 | |
| 63 | Tech Tree | | | 4 | | |
| 64 | Code Craft, Mlore | | | 3 | 2 | |
| 65 | Parinathi Solutions | | | 2 | | |
| 66 | AVL India | | | 1 | | |
| 67 | I Point | | | 3 | | |
| 68 | ICICI Securities | | | 9 | 11 | |
| 69 | LOWE Lintas | | | 2 | | |
| 70 | L&T | | | 3 | | 8 |
| 71 | Matthan Hotel | | | 1 | 5 | |
| 72 | Private Hotel GRP | | | 1 | | |
| 73 | ICICI Bank | | | 12 | | |
| 74 | Coca Cola | | | 1 | | 1 |
| 75 | Cauvery Ford | | | 1 | 2 | |
| 76 | Nandi Toyota | | | 1 | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 77 | Anu Solar | | | 5 | | |
| 78 | Hyatt Clarion GRP | | | 1 | | |
| 79 | Ernst & Young | | | | 11 | 6 |
| 80 | ACE Creative Learning | | | | 6 | |
| 81 | Karnataka Bank | | | | 3 | |
| 82 | Zylog India | | | | 2 | |
| 83 | AMD | | | | 1 | |
| 84 | Bridge Solutions | | | | 1 | |
| 85 | Itriz Solutions | | | | 1 | |
| 86 | Torry Harris | | | | 2 | |
| 87 | HR Governace Solutions | | | | 1 | |
| 88 | Karnard Technologies | | | | 2 | |
| 89 | Setview Technologies | | | | 2 | |
| 90 | Entreprenuer | | | | 1 | |
| 91 | Sanchi Tech | | | | 1 | |
| 92 | Burger Paint | | | | 1 | 2 |
| 93 | Asian Paint | | | | 1 | |
| 94 | Online Instrument | | | | 1 | |
| 95 | Decathlon Sports India | | | | 1 | 1 |
| 96 | UAE Exchange | | | | 2 | 1 |
| 97 | Way 2 Wealth | | | | 3 | |
| 98 | Manipal Digital System | | | | 1 | |
| 99 | Pro Flex Inc | | | | 2 | |
| 100 | Zopnow | | | | 1 | |
| 101 | Clutch Group | | | | 13 | |
| 102 | Jubiliant Food Works | | | | 9 | |
| 103 | Mahindra Finance | | | | 2 | |
| 104 | Jaro Education | | | | 1 | 2 |
| 105 | Foradian Tech | | | | 1 | |
| 106 | Central Parking Services | | | | 1 | |
| 107 | Oracle | | | | 1 | |
| 108 | TCS | | | | 5 | 1 |
| 109 | EXITO | | | | 3 | |
| 110 | KPMG | | | | | 18 |
| 111 | Townhub | | | | | 6 |
| 112 | Callystro | | | | | 3 |
| 113 | Wipro | | | | | 2 |
| 114 | Prime Focus | | | | | 33 |
| 115 | IISc | | | | | 3 |
| 116 | NIO | | | | | 3 |
| 117 | Arnold Consulting | | | | | 8 |

| | | | | | | |
|---|---|---|---|---|---|---|
| 118 | Tucker Infocom | | | | | 5 |
| 119 | Axis Bank | | | | | 5 |
| 120 - 140 | 21 other Companies | | | | | 25 |
| Total | | 122 | 163 | 115 | 181 | 215 |

**5.1.13 Does the College have a registered Alumni association? If yes, what are its activities and contributions to the development of the College?**

**YES**

- The College has registered Alumni/ae association known as St Aloysius College Alumni/ae association (SACAA), Registered in the year 2000 with number 105/99-2000. Presently it has more than 10,000 members. It has a separate office with a clerk. Elections are held once in two years for the Executive Council and 20 members are elected to run the activities of the association.

**Activities of SACAA**

- Organizes SACAA talks by eminent speakers in the College campus.
- Organizes 'Eminent Aloysian Awards' to recognize, felicitate and honor the distinguished alumni/ae of the College.

**Table – 63: Distinguished Alumni honoured in the last five years**

| Year: 2009-2010 | | Year: 2010-2011 | |
|---|---|---|---|
| **Name of the alumni/ae** | **Position** | **Name of the alumni/ae** | **Position** |
| Justice Santhosh hegde | Lokayuktha of Karnataka | Dr Amruth Someshwar | Writer |
| Dr Deviprasad Shetty | Heart surgeon | Mr Lawrence D'Souza | Entrepreneur |
| Dr K V Rao | Senior Scientist, Swedan | Dr Stan D'Souza | Scientist, BARC |
| Mr Abdulla Kunhi | Educationalist | Lt Gen Nanda | Officer, Armed forces |
| Mr Aubrey D'Souza | Entrepreneur | Capt John Prasad Menezes | Ex President , Canara Chamber of Commerce |
| **Year: 2011-2012** | | **Year: 2013-2014** | |
| Padma Bhushan K. K. Venugopal | Senior Advocate of Supreme Court | Mrs Leena Fernandes | Former Principal St Aloysius Evening College, Social worker. |
| Dr Shantharam | Orthopedic Surgeon | Padma Bhushan | Chairman, ICICI Bank, Former Chairman,Infosys |

| | | | |
|---|---|---|---|
| shetty | | K.V. Kamath | |
| Mr Alan Nazareth | | Mr Allen C.A. Pereira | Former GM, Syndicate Bank Executive Director, Oriental Bank of Commerce |
| Dr Habeeb Rehman | Physician , Owner of Unity Hospital, Managlore | Mr N.G. Mohan | MD, Beta Agencies District Commisioner, Bharath Scouts and Guides |
| Dr M Mukund Prabhu | Heart Surgeon | Mr Y Sudhir Kumar Shetty | Chief Operations Officer, UAE Exchange |
| Dr Dayanand Pai | Proprietor, Century Builders | | |

- Organizes SACAA Cricket and Throw Ball tournaments in the College grounds annually for the staff.
- Organizes Aloysian Reunion every year on January 12, the Foundation Day of the College. Around 600 alumni/ae meet every year during the reunion over fellowship dinner.
- SACAA felicitates Teaching and Non teaching Staff members of different Aloysian Institutions who put in 25 years of service.
- Every student of the College when he passes out becomes the member of the association.

**Contributions of SACAA to the development of the College**

- It helps in raising funds for various activities/ projects of the College. Currently the association is raising funds for the swimming pool project of the College.
- SACAA also has Chapters in Bangalore, Gulf countries and America.
- Some of the alumni/ae are donors for different projects of the College. A substantial sum is donated every year towards mid day meal scheme.
- Prominent Aloysian alumni/ae are the members of BOS, Academic Council and Governing Body of the College.
- SACAA brings out a news letter 'Aloysian' every year highlighting the activities of the College, to the old students spread across the globe.
- Alumni holding prominent positions serve the College as resource persons.

For example, Mr Ananth Agarwal, Professor-MIT, USA is a regular resource person for the MCA faculty of the AIMIT campus. A number of alumni/ae helps in conducting orientation programme for our students during the year.

**The Ten Prominent Alumni of the College are**

1. Mr George Fernandes-Ex Minister of Defense , Govt. of India
2. Dr T.M.A Pai – Founder of Manipal Institutions
3. Dr T.A Pai – Ex Finance Minister, Govt. of India
4. Dr Vinay Hegde – Chancellor, Nitte University
5. Justice Santhosh Hegde – Former Lokayuktha of Karnataka
6. Mr Aravind Adiga – Booker Prize winner

7. Mr Bhagvan Das – Ex Speaker of Andhra Pradesh
8. Mr Janardana Poojary – Ex Minister of State for Finance, Govt. of India
9. Mr P. F. Rodrigues – Ex Minister of State for Housing and Fisheries- Govt. of Karnataka
10. Rev Fr Cicil Saldanha – Senior Scientist and Rajyothsava Award Winner

**5.1.14 Does the College have a student grievance redressal cell? Give details of the nature of grievances reported and how they were redressed.**

**YES**

The College has a grievance cell and the same is printed in the Handbook. For Lady Students there is a separate grievance cell. In addition, the Student Council gives a platform for the students to raise concerns. Under women's forum, a committee against sexual harassment is working which conducts awareness programmes to the lady students of the College. During Elections, a separate grievance cell is constituted to look into the violation of the Code of Conduct by the candidates and ensures free and fair elections.

**Table – 64: Number of grievances and action taken report**

| Nature of Grievance | Action taken |
|---|---|
| Non uniform dress code | Uniform dress code introduced since 2013-14 in UG Commerce and Management blocks. |
| Late arrival of students to the College due to late arrival of trains and road blocks | Allowed to enter the classes in the first 20 minutes. |
| Student council elections | Violation of election code of conduct dealt sternly. |
| Facilities in different blocks | Required facilities were provided |
| Examination related issues | Examination Reforms Committee looks into the issues and appropriate actions are suggested to the registrar. |

**5.1.15 Does the College have a cell and mechanism to resolve issues of sexual harassment?**

**YES**

The Women's Forum of the College also educates the lady students on different issues relating to harassment and women empowerment. A Survey was conducted on this issue. The College has a Committee Against Sexual Harassment (CASH), which includes members from the Management, Student Council, lady students from both UG and PG, Staff representatives, External experts and a lawyer. This committee conducts awareness activities through seminars, workshops, street plays, poster presentations and screening of short films. Through this committee suggestion boxes are kept in each block to collect the grievances and suggestions. The College has drafted a policy regarding CASH and its functions. The College has appointed ladies welfare officers and also there is lady students grievance cell.

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

**YES**

The College has a Anti Ragging Policy and a committee. The main notice boards of the College display the anti ragging notice throughout the year. Also complaint boxes are placed in all the blocks of the College. **There are no ragging instances reported in the last four years.**

**The composition of Anti Ragging Committee for the year 2014-2015 is given below:**

The total Number of Members: 58, It Includes 9 Student Representatives of different faculties, Principal, All Vice Principals, Directors, Deans, Student Welfare Officers, 17 Staff members and 6 External members. Mr Donnet D'Souza is the Coordinator. The names of External members who are the parents of our students are given below

1. Mr Abdul Rahiman Haji
2. Mr Henry D'Souza
3. Mr Valerian Marcel Pinto
4. Mr Avinash Anand
5. Mr Salvadore Lobo
6. Mr Mark D'Souza

**5.1.17 How does the College elicit the cooperation from all stakeholders to ensure overall development of the students considering the curricular and co - curricular activities, research, community orientation, etc. ?**

The College takes written feedback from all its stake holders viz students, teachers, parents, NGO's, industry annually.

- The College has members from various research institutes, reputed institutes, Universities, Corporate Houses as members in the Governing Body, Academic Council, and Boards of Studies etc.
- The College makes a representation to all the invites received from the other organizations, schools and Colleges and corporate houses.
- BOS of every department has industry and student representation.
- The social work departments are closely working with NGOs. They conduct programme such as malaria awareness, dengue awareness, health and hygiene and organize medical camps.
- Feedback is taken from Parent-Teacher-Student (PTS) meeting and the constructive suggestions are implemented.
- To ensure the objective of the College of creating men and women for others a mandatory 10 hour community programme 'SAHAYA' is implemented at the UG level in every semester. Through the Mentors every student should do social service in Orphanages, Social Service Centers, NGOs and City Corporation. The activities are recorded and the same is shown in the Progress Report of the student.
- Al Care Association, Sahodaya and Centre for Social Concern conduct number of activities which develop a compassionate attitude among the

students.

- For PG students a compulsory rural exposure programme is organized which help the students to have a living experience with socially backward people.
- MoUs are signed with different organizations to promote research in the College. Research projects are made mandatory in PG programmes and few UG programmes.
- Financial assistance has been received from various government agencies to conduct IAS, KAS classes, NET/SLET coaching, remedial coaching etc.
- University nominees are present in every BOS and Academic council.
- The Students are sent to different industries and institutions to complete their project work and internship.
- Expertise of the College faculty is given to City Corporation, District administration and local bodies.
- Collaborative programmes are conducted with the help of District administration and local bodies.
- Survey of plants is conducted in collaboration with Forest Department.

**5.1.18 What special schemes/mechanisms are in place to motivate students for participation in extracurricular activities such as sports, cultural events, etc?**

- EC/CC activity is made mandatory for all the students and 4 credits are allotted- One each in the first 4 semesters. Marks are given under Continuous Internal Assessment (CIA) scheme for representation and winning in Extra and Co curricular (EC/CC) activities.
- The College holds UTSAV- an interclass festival for UG, SANGAM and LAKSHYA– an interclass fests for PG students.
- Every faculty of the College organizes an inter collegiate festival in the College every year. The College gives the seed money of ₹ 50,000 per faculty.
  Commerce – ACME
  Management – SPINOUT
  Science –IMPRINTS
  ARTS and Social Work – ART BEAT
  MCA- EPITOME
  MBA – INSIGNIA
- The College also conducts an inter collegiate cultural fest ‘Asthithva’ and inter collegiate sports fest ‘Aloysiad’ every year.
- The Students representing the College in sports and cultural events are given travel and registration fee expenses.
- The Student teams are sent to participate in cultural/academic Fests organized by other colleges.
- The College conducts an inter class games competitions and Annual Sports Day.

**5.1.19 How does the College ensure participation of women in 'intra' and 'inter' institutional sports competitions and cultural activities? Provide details of sports and cultural activities in which such efforts were made?**

- The College celebrated 25 years of women's presence in the College in the year 2011-12. The Women's Forum of the College organized programs throughout the silver jubilee year.
- In the annual sports meet of the College, separate track and field events are held for women. Class wise Tug of War events are also held for women.
- The College conducts inter collegiate throw ball, basket ball competitions during 'Aloysiad' every year.
- On the College Day, Degree Day and Musical Evening women students actively participate.
- In intercollegiate teams for cultural activities, the College team constitutes higher number of women students.

## 5.2 Student Progression

**5.2.1 Provide details of programme-wise success rate of the College for the last four years. How does the College compare itself with the performance of other Autonomous Colleges / Universities (if available).**

**Table – 65: Results of the UG Programmes**

| UG Programmes | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Class | April/May 2010 (2007 Batch) | | April/May 2011 (2008 Batch) | | April/May 2012 (2009 Batch) | | April/May 2013 (2010 Batch) | | April/May 2014 (2011 batch) | |
| | Pass (%) | First Class (%) | Pass (%) | First Class (%) | Pass (%) | First Class (%) | Pass (%) | First Class (%) | Pass (%) | First Class (%) |
| III BA | 97.2 | 85.98 | 90 | 66.67 | 93.1 | 70.68 | 92.52 | 66.35 | 92.31 | 58.65 |
| III BSW | 93.33 | 86.66 | 96.67 | 70 | 100 | 66.66 | 100 | 66.67 | 100 | 68.75 |
| III B.Sc | 84.71 | 77.25 | 75.51 | 68.8 | 92.13 | 85.18 | 83.87 | 72.58 | 90.11 | 80.76 |
| III BCA | 100 | 98.36 | 100 | 84.39 | 100 | 100 | 100 | 94.35 | 100 | 80.8 |
| III B.Com | 90.17 | 69.23 | 89.76 | 69.57 | 89.2 | 65.62 | 91.74 | 62.96 | 92.15 | 71.5 |
| III BBM | 89.51 | 54.54 | 85.32 | 45.41 | 91.07 | 55.35 | 86.43 | 34.84 | 90.87 | 41.34 |

**Table – 66: Results of the PG Programmes**

| PG Programmes | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Class** | **April/May 2010 (2008 Batch)** | | **April/May 2011 (2009 Batch)** | | **April/May 2012 (2010 Batch)** | | **April/May 2013 (2011 Batch)** | | **April/May 2014 (2012 Batch)** | |
| | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** | **Pass (%)** | **First Class (%)** |
| **Science – IV Sem** | | | | | | | | | | |
| Software Technology | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 97.5 | 100 | 97.14 |
| Bioinformatics | 86.36 | 81.8 | 100 | 100 | 100 | 100 | 100 | 100 | -- | -- |
| Mathematics | -- | -- | -- | -- | 68.57 | 22.85 | 65.2 | 52.17 | 83.33 | 58.33 |
| Analytical Chemistry | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 96.15 | 100 | 96.55 |
| Bio Chemistry | 90.91 | 90.91 | 100 | 100 | 73.3 | 100 | 100 | 87.5 | 100 | 93.33 |
| Bio Technology | 100 | 95.45 | 100 | 96.15 | 100 | 95.65 | 100 | 100 | 100 | 96.66 |
| Holistic & Psychological counseling | -- | -- | 100 | 66.67 | 100 | 33.33 | -- | -- | -- | -- |
| Chemistry | -- | -- | -- | -- | -- | -- | -- | -- | 100 | 100 |
| Physics | -- | -- | -- | -- | -- | -- | -- | -- | 89.66 | 72.41 |
| **Humanities – IV Sem** | | | | | | | | | | |
| M.A. Applied Economics | 100 | 90 | 95.23 | 90.47 | 96.43 | 75 | 100 | 89.65 | 100 | 91.17 |
| M.A. English | 100 | 100 | 94.44 | 83.33 | 100 | 94.28 | 97.5 | 92.5 | 97.3 | 91.89 |
| MCMS | 100 | 100 | 100 | 72.72 | 90.91 | 72.72 | 93.3 | 80 | 100 | 90.9 |
| MSW | 98.25 | 98.25 | 98.24 | 91.22 | 96.36 | 90.9 | 100 | 96.49 | 100 | 96.36 |
| **Commerce and Management- IV Sem** | | | | | | | | | | |
| M. Com. Applied Finance and Accounting | 100 | 100 | 100 | 82.2 | 100 | 75.60 | 96.5 | 49.12 | 96.61 | 57.63 |
| MBA | 97.44 | 89.74 | 86.2 | 85.34 | 97.22 | 83.3 | 100 | 93.18 | 99.36 | 77.07 |
| **Computer Application – VI Sem** | | | | | | | | | | |
| | **April/May 2010 (2007 Batch)** | | **April/May 2011 (2008 Batch)** | | **April/May 2012 (2009 Batch)** | | **April/May 2013 (2010 Batch)** | | **April/May 2014 (2011 batch)** | |
| MCA | 100 | 100 | 96.2 | 93.67 | 100 | 100 | 97.1 | 97.1 | 100 | 98.30 |

Results in all UG programmes are good and a large percentage of students pass in first class. In most of PG programmes results are nearly 100%. This is because of student support mechanism and remedial classes.

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

**Table – 67: Student progression to higher education**

| Student progression | 2009-2010 | 2010-11 | 2011-12 | 2012-13 | 2013-2014 |
|---|---|---|---|---|---|
| UG to PG | 17% | 18.5% | 19% | 21% | 25% |
| PG to Ph.D. | - | 2% | 3% | 4% | 4% |
| Employed<br>• Campus selection<br>• Other than campus recruitment | UG-5.18%<br>PG-30%<br>PG-40% | UG-7.24%<br>PG-42.25%<br>PG-35% | UG-10.08%<br>PG-28.28%<br>PG-35% | UG-5.4%<br>PG-35.32%<br>PG-40% | UG-11.2%<br>PG-37.2%<br>PG-40% |

Around 20% of the UG students proceed for PG studies.
In 2013-2014, 95 UG students of the College have joined the PG programs in the main campus for 13 different programmes. Therefore out of the 344 new PG recruits in the main campus 27.6% of the students are from our own UG Courses.

### 5.2.3 What is the Programme-wise completion rate/dropout rate within the time span as stipulated by the College/University?

**Table – 68: Programme-wise completion rate/dropout rate of the students**

| | BA | | | | BSW | | | |
|---|---|---|---|---|---|---|---|---|
| Year | Admitted | Drop outs | Drop out % | Completion Rate % | Admitted | Drop outs | Drop out % | Completion Rate % |
| 2009-2010 | 125 | 2 | 1.6 | 93.1 | 19 | 2 | 10.53 | 89.47 |
| 2010-2011 | 117 | 2 | 1.71 | 92.52 | 21 | 0 | 0 | 100 |
| 2011-2012 | 120 | 5 | 4.17 | 92.31 | 16 | 0 | 0 | 100 |
| 2012-2013 | 125 | 10 | 8 | -- | 14 | 0 | 0.00 | -- |
| 2013-2014 | 96 | 3 | 3.13 | -- | 8 | 1 | 12.5 | -- |
| | B.Com | | | | BBM | | | |
| 2009-2010 | 360 | 1 | 0.28 | 89.2 | 236 | 0 | 0 | 91.07 |
| 2010-2011 | 355 | 4 | 1.13 | 91.74 | 239 | 6 | 2.09 | 86.43 |
| 2011-2012 | 357 | 1 | 0.28 | 92.15 | 234 | 9 | 3.85 | 90.87 |
| 2012-2013 | 359 | 2 | 0.56 | -- | 232 | 4 | 1.72 | -- |
| 2013-2014 | 366 | 3 | 0.82 | -- | 245 | 5 | 2.04 | -- |

| B.Sc | | | | | BCA | | | |
|---|---|---|---|---|---|---|---|---|
| Year | Admitted | Drop outs | Dropout % | Completion Rate % | Admitted | Drop outs | Dropout % | Completion Rate% |
| 2009-2010 | 245 | 26 | 10.61 | 92.13 | 130 | 2 | 1.54 | 100 |
| 2010-2011 | 200 | 1 | 0.5 | 83.87 | 133 | 2 | 1.5 | 100 |
| 2011-2012 | 190 | 4 | 2.11 | 90.11 | 133 | 6 | 4.51 | 100 |
| 2012-2013 | 191 | 1 | 0.52 | -- | 145 | 4 | 2.76 | -- |
| 2013-2014 | 279 | 4 | 1.43 | -- | 155 | 5 | 3.23 | -- |

Dropout rate is NIL for the PG Courses of the College, as everybody who joins the Course, completes the Course.

**5.2.4 What is the number and percentage of students who appeared/qualified in examinations like UGC-CSIR-NET, UGC-NET, SLET, ATE / CAT / GRE / TOFEL / GMAT / Central / State services, Defense, Civil Services, etc.**

In the last five years 20 students have qualified NET/CSIR/JRF examination. Six students have completed KSET/SLET examination.13 students have cleared GATE examination, while 12 students have completed other competitive examinations. Around 400 students cleared MAT examination.

One hundred & Fifty Five students from the MCA, M.Sc took part in the Round 1 of the National Creativity Test (NCAT) examination IFEHE-International Forum for Excellence in Higher Education, IIT Delhi. Two of our students have been selected for the second round IIT-Delhi.

One hundred and Fifty One MCA/ M.Sc. (ST) students took up the NAC Tech – NASSCOM examination.

**5.2.5 Provide details regarding the number of Ph. D/ D.Sc./ D.Litt. theses submitted, accepted, resubmitted and rejected in the last four years.**

Biotechnology department is a Research Centre under Mangalore University.

Two students are working as full time researchers. One full time research scholar has successfully defended Pre Colloquium Viva in July 2014 and is submitting thesis in November 2014.

St Aloysius College Advanced Research Centre, started in the year 2013 is affiliated to Tumkur University. The affiliated departments are Chemistry, Bio Science, English, Kannada, Commerce, Economics, and Management. The research centre has 11 research guides with 53 research scholars.

## 5.3 Student Participation and Activities

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

Indoor Games – Chess, Table Tennis, Badminton, Wrestling.

Outdoor Games – Football, Volleyball, Cricket, Basketball, Hockey, Swimming and Handball.

Students can select Sports and Games as one of the Association for the Compulsory Credit CC/EC activity. Around 300 students are the members of this association every year.

Summer Coaching camps are organized for Cricket, Athletics, Hockey, Volleyball and Basket Ball events.

**5.3.2 Provide details of the previous four years regarding the achievements of students in co-curricular, extracurricular activities and cultural activities at different levels: University / State / Zonal / National / International, etc.**

**Cultural Activities:**

1. Musical Evening – In the odd Semester.
2. UTSAV – Interclass Competitions in the odd semester for UG students, SANGAM and LAKSHYA – Interclass competitions in the even semester for the PG students.
3. Degree Day – In the even semester.
4. Asthithva – In the even Semester.
5. Inter collegiate College Fests namely Artbeat, Imprints, Spinout, Acme, Epitome, Insignia in the even semester.
6. Students Participate in the intercollegiate competitions held at University/ State/ National level.
7. For MCA and M.Sc. (ST) students a semester long cultural event 'Lakshya' is conducted.

**Sports activities**

1. Annual Sports meet – In the Even Semester for UG and PG students in the main Campus.
2. Utkarsh – Sports Day for the students of AIMIT Campus.
3. Aloysiad – Inter collegiate Sports Fest – In the even semester.
4. President Cup and Deans Cup – Inter Class Cricket Tournament, at the end of the academic year.
5. Inter class matches in volleyball, throw ball, foot ball, handball, softball, chess, badminton, kabbadi, kho kho and basketball.
6. Students Participate in the intercollegiate competitions held at University/ State/ National level.

The College sports department encourages students to play both indoor and out door games.

**Table – 69: List of Tournaments Won by the College Teams (Winners, Runners Up)**

| Name of the Sport | Level | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|---|---|---|---|---|---|---|
| Football | University | 2,2 | 3,4 | | 2,2 | |
| | Zonal | | | | | |
| | State | | | | | |
| Basket Ball | University | 1,1 | 2,0 | 0,1 | 1,3 | 2,3 |
| | Zonal | | | | | |
| | State | | | | | |
| Hockey | University | 3,1 | 2,1 | 0,2 | 1,1 | 0,1 |
| | Zonal | | | | | |
| | State | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| Volley Ball | University | | 0,1 | | | 1,0 |
| | Zonal | | | | | |
| | State | | | | | |
| Table Tennis | University | 1,1 | 0,1 | 1,0 | | |
| | Zonal | | | | | |
| | State | | | | | |
| Throw Ball | University | 1,0 | | | | 0,1 |
| | Zonal | | | | | |
| | State | | | | | |
| Swimming | University | 1,0 | 1,0 | | | 1,0 |
| | Zonal | | | | | |
| | State | | | | | |
| Badminton | University | | | | | |
| | Zonal | | | 1,0 | | |
| | State | | | | | |

**Table – 70: Student Participation in sports Activities**

| Level | 2009-2010 | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 |
|---|---|---|---|---|---|
| University | 19 | 14 | 13 | 29 | 14 |
| Zonal | 5 | 3 | 3 | 4 | 1 |
| State | 10 | 4 | 11 | 1 | 10 |
| National | 1 | 7 | 5 | 1 | 1 |
| International | -- | 1 | -- | 3 | -- |

Akshay R Represented the Karnataka state in National level power lifting competition held at Pondichery in the month of September 2009 and secured Second Place. He also represented Karnataka state in the National Junior power lifting competition held at Jamshedpur on 9 to 11 July 2010 and secuerd Second place.

Mr Nikhil Ramesh of I M.Sc Software Technology, represented the College at the National Level Swimming Competition held at Jaipur during the year 2010 Gladwin Pamela Fernandes and Pooja Jain represented the College in All India Championship in Karate held at Jaipur in the year 2010.

Sharanya Mahesh represented Karnataka in the 48$^{th}$ National Roller Scating Championship held at Vishakapatnam and Secured 2$^{nd}$ Place during the year 2010. She also represented India at the International Asian Roller Sports Championship held at Thaivan and secured 3$^{rd}$ Place.

Lizzain Thaniya D'Souza, Pooja Jain, and Pratheek U Poojary have represented India in Asia Intercontinental WUKF Karate Championship held at New Delhi in 2012 and won First, Third and Third prize respectively.

Umabhagyalakshmi of I B.Com represented National Athletic meet held at Bangalore from 3 to 5 December 2013.

Mr Hari Govind, I MCMS student is the Youngest Umpire of Cricket in Kerala State, in the year 2010.

**Cultural Activities**
**Year: 2009-2010**

1. Overall Champions at a National Level IT Fest – Sigma '10 organized by SDM College of Management on 5th February 2010.
2. Overall Champions at National Level AgnoFest organized by St. Agnes College (Autonomous), Mangalore.
3. Runners Up at National Level DecaFest organized by Fr Mullers Medical College from 18th to 21st February 2010.
4. Runners Up at Beasant College held in the month of September.
5. Runners Up at an inter-collegiate fest at Poorna Prajna College held from 29th-30th January.
6. Runners Up of the cultural fest held at Roshni Nilaya College, Mangalore in the month of September.
7. Runners Up at the National level fest conducted by Bhuvanandra College 'Extravaganza' on the 16th and 17th of February.
8. Runners Up at the National level Commerce fest by Mount Carmel College, Bangalore.
9. Runners Up at the National level Commerce fest conducted by the Christ University, Bangalore.
10. Runners Up at the National level Commerce fest conducted by Sri Bhagwan Mahaveera Jain College, Bangalore.
11. Runners Up at the National Level Commerce fest by Kristhu Jayanthi College, Bangalore.
12. Rolling shield at Fisheries College, at a State Level fest, Mangalore held from 22nd to 24th January.
13. Over all champions in 'Inspiro' fest held at Kannur.

**Year 2010-2011**

1. Overall winners at **COMQUEST** fest organized by St Agnes College, Mangalore on 29th and 30th September.
2. Overall winners at **Softriders' 11** fest organized by Mahaveera College, Moodbidri on 21st January 2011.
3. Overall winners at **Intellect '11** fest organized by MAPS College, Maravoor on 25th January 2011.
4. Overall winners at **Sygma '11** fest organized by SDM College, Mangalore on 29th January 2011.
5. Overall winnes at **Twister '11** fest organized by Meredian College, Ullal on 9th February 2011.
6. Overall winners at **Inspiro' 11** fest organized by Don Bosco College, Kannur on 17th and 18th February 2011.
7. Overall Championship in an inter collegiate fest **'Electronica'** organized by Electronics Department, Mangalore University on 10th February 2011.
8. Overall winners at **Scientica** an inter collegiate fest organized by Canara College Mangalore on 29th January 2011.
9. Overall winners at Mangalore Business School which was awarded by Dr Kiran Bedi on 15th and 16th February 2011.
10. Runners up at **Horizon** a fest organized by St Agnes College Mangalore on 3rd and 4th October 2010.
11. Runners up at **MAGMA 2010**, an inter – collegiate Management fest organized by Srinivas Institute of Business Administration Mangalore on 8th August 2010.
12. Runners Up at **Taj 2010** a fest organized by St Aloysius Evening College,

Mangalore.

13. Runners up at **Rendevous ' 10** a fest organized by Sarosh Institute of Hotel Management.
14. Runners up in **Avishker** an intercollegiate Science fest organized by Mangalore Universtiy in 8th February 2011.
15. Runners up at Anmamalai Vision College held on 14th and 15th of February.
16. The Students of MBA won the Overall Championship at the National Level Fest conducted by the Nitte University which was held on 26 -27 March 2010.
17. The Students of MBA won the overall Championship at the National Level Fest conducted by SJEC Vamanjoor which was held on 8-9 April 2010.

**Year 2011-2012**

1. Overall winners at Genesis 2011 fest organised by SDM College of Business Management on 6th August 2011.
2. Overall winners at Las Artes 2011 fest organised by St Agnes College Arts faculty on 28th and 29th November 2011.
3. Overall winners at La Sciencia 2011 fest organised by St Agnes College Science faculty on 28th and 29th November 2011.
4. Overall winner at Samskruthi 2011 fest organised by SDM Law College on December 3, 2011.
5. Overall Winners of Twister'12 fest organised by Meridian College.
6. Overall Winners at Scientica 2012 fest organised by Canara College on 23rd and 24th January 2012
7. Overall Winners at SYGMA 2012 fest organised by SDM College on 27th and 28th January 2012.
8. Overall Winners at TECHNO TARANG 2012 fest organised by Vivekananda College on 3rd February 2011.
9. Overall winners at LOGIC WARS 2012 fest organised by Milagres College on 8th February 2012.
10. Overall winners at PHYSICA fest organised by PG Physics Department of Mangalore University on February 2012.
11. Overall winners at Chemistry competitions held by the PG Chemistry Department of St Agnes College.
12. Runners up at Rendezvous2011 fest organized by Sarosh Institute of Hotel Management.
13. Runners up at Manejo Genio 2011 fest organised by St Agnes College Faculty of Commerce and Management.
14. Runners up At Psychospectrum2012 a fest organised by the Psychology Department of St Agnes College on 17th February 2012.
15. The Students of MBA won the Overall Championship at the National Level Management Fest conducted by Nitte University, held on 4 -5 March 2011.
16. The Students of MBA won the Overall Championship at the National Fest organised by SJEC Vamanjoor which was held on 31 March, 1 April 2011.

**Year 2012-2013**

1. Overall Champions at St Agnes College psychology fest, 'Psycho-Spectrum' held on 24th January 2013.
2. Overall winners at Agno fest-2013 held on 7th and 8th December 2012.
3. Overall winners at "Physica", a Physics fest conducted by the Physics Association of Mangalore University on 15th February 2013.
4. Overall winners at "Electrofest-2013", an electronics fest conducted by the Electronics Department of Mangalore University.
5. Overall winners at "Genesis", a fest conducted by SDM College of Management, Mangalore on August 23rd 2012.
6. Overall winners at "Synergy", a Management fest conducted by SDM College, Mangalore on January 22nd and 23rd, 2013.
7. Runners up at a Psychology fest conducted at Bangalore University on December 18th 2012.
8. Overall winners at a fest conducted in Ramakrishna College, Mangalore on February 5th 2013.
9. Overall winners at a Commerce fest conducted in SDM Ujire on February 9th 2013.
10. The MCA students were the overall runner up in a two day South Indian Level intercollegiate Tech Fest 'Semaphore' organized by MCA Department of Nitte University.
11. The MCA students were the Overall Champions at the National Level IT Fest organized by SJEC Vamanjoor.

**Year: 2013-2014**

1. Overall Champions at Genesis 2013 organized by SDM College, Ujire.
2. Runners Up at Agnofest 2013 organized by St Agnes College, Mangalore.
3. Runners up at National level fest 'Chanakya 2013' organized by St Joseph College of Commerce, Bangalore.
4. Runners up at 'Prayas 2013' organized by Christ College, Bangalore.
5. Overall Champions at Psychology Fest organized by School of Social Work, Roshni Nilaya.
6. Winners at Manoshrujan a national level Psychology Fest organized by Jain University.
7. Winners at Electronica 14, conducted by PG Dept of Electronics, Mangalore University.
8. Overall Champions at PIXEL 2014 state level fest organized by Karavali College, Mangalore.
9. Overall Champions at Sigma, a national level IT fest organized by SDM College, Mangalore.
10. Overall Champions at Techno Tharang organized by Sri Vivekananda College, Puttur.
11. Overall Champions at Enigma 2014 conducted by Ramakrishna College, Mangalore.
12. Runners up at Pinnacle 2014 conducted by St Philomena College, Mangalore.

13. The MCA and M.Sc (ST) students won Overall Championship at 'Infotsav 2013' national level fest conducted by SJEC Mysore.
14. The MCA and M.Sc (ST) students won Overall Championship at 'Medha 2013' a national level inter collegiate fest, conducted by Sri Devi Institute of Technology.

**Table – 71: Achievements of students in NCC/NSS**

| | 2009-2010 | | | 2010-2011 | | | 2011-2012 | | | 2012-2013 | | | 2013-2014 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | U | S | N | U | S | N | U | S | N | U | S | N | U | S | N |
| NCC Air | - | - | 22 | 99 | 14 | 51 | - | 27 | 7 | 25 | 51 | 19 | 23 | 25 | 6 |
| NCC Naval | 27 | - | 11 | 36 | 24 | 22 | 48 | - | 18 | 52 | 14 | 20 | 38 | 19 | 13 |
| NCC Army | - | - | 4 | 15 | - | 5 | - | 3 | 1 | 36 | 4 | 3 | - | - | 7 |
| NSS | 5 | - | - | 5 | # | - | 4 | 1 | 1 | 4 | - | 4 | 5 | 1 | 1 |

**U-University S-State N – National*

#In the year 2010-11, Mr Ravidraswamy K was awarded the Best NSS officer and the College Unit was Awarded the Best NSS Unit by the state Government.
Jeshma Shettigar of NSS won the Second place in State Level RD Parade in the year 2010-2011.
CSUO Jinoy V.S of NCC Air Wing won gold medal in drill at the NIC held at Mysore in the year 2012-2013.
Cdt Capt Savney B Monteiro won the All India Level best cadet award in the national camp held at Vishakapatnam in the year 2012-2013.
Two students Ashwathi Gopinath and Rajaneesh of the Air Wing were selected for the post of Officers in the Indian Army in the year 2013-2014.
CSUO Justin Roy Fernandes of Army Wing was awarded gold medal in Best Cadet Competition at the national level, held in TSC, Shimoga.
CPL Sonam Jebisow of NCC Army Wing won gold medal in NIC camp held in Bihar.

### 5.3.3 How often does the College collect feedback from students for improving the support services? How is the feedback used?

- The College collects feedback from the students once in an academic year.
- Student representation is made in the BOS of every department of the College.
- The Students are also the members of Student Co operative stores, Committee against Sexual Harassment (CASH), Anti Ragging Committee and Canteen committees.
- The Student Council of the College meets regularly and helps the College administration in organizing events, gives suggestion for improving the facilities in the campus.
- The Hostel Committees are set up in both UG and PG hostels to look after the welfare of its inmates.
- The feedback is used to improve the facilities for student support.

**5.3.4 Does the College have a mechanism to seek and use data and feedback from its graduates and employers, to improve the growth and development of the College?**

**YES**

- The College takes feedback from the outgoing graduates every year.
- The placement cell of the College takes feedback from the employers who hold campus recruitment s in the College, every year.
- Every student becomes a member of Alumni/ae association and the members come back to the institution to participate in the events conducted by the association.

**5.3.5 How does the College involve and encourage students to publish materials like catalogues, wall magazines, College magazine, and other materials? List the major publications/ materials brought out by the students during the previous academic session.**

- Each Department, Association of the College has a wall Magazine in the respective blocks. Students are encouraged to publish articles on a regular basis. The College Magazine has articles from students of different faculties. Twenty two Newsletters and Magazines are published by different departments/Associations with the financial assistance by the College.
- College also Publishes 4 research journals Deeksha (MSW), Al Shodhana, Amar Konkani (Konkani Institute) and AJMR, Aloysian Journal of Management and Research
- MCMS students also give programme called 'Campus Eye' in V4 Channel, the local television network.
- The Hopkins Literary Association published an anthology of poems written by the students in the year 2013-2014.

**5.3.6 Does the College have a Student Council or any similar body? Give details on its constitution, major activities and funding.**

**YES**

- Through the elections, which are held at the beginning of every year, students elect the President, Vice President, Secretary and Joint Secretary for the UG Student Council.
- The Joint Secretary Post is reserved for the lady student of the final year. The lady students can also contest for the post of President and Secretary.
- Student Council is then formed, comprising the elected class representatives and the secretaries of various co and extracurricular associations, as its members.
- The members of the Student's Council also elect Speaker and Deputy Speaker to run the council meetings.
- The Student Council is ably guided by the Student Council Director and Assistant Director, who are appointed by the Principal.
- Major activities of the council includes conduct of Blood Donation Camps, Musical Evening, Degree Day, Sports Day, UTSAV- The Inter Class Fest and Inter Collegiate Aloysian Fest, Vanamahothsava, Independence day and Teachers Day Celebrations etc.
- The Student Council is a forum to the students to interact with each other and address to their grievances with the Management. The Student Council plays an active role in collecting clothes, stationery and

distributes them to the needy people. The Student Council raises funds among the students for the medical expense of students having grave health problems and against national calamity.

- The PG Student representatives, organize SANGAM, the inter class Cultural Competition.
- The funding for the Students Council activities is done by the College from both the College and Management accounts.
- The students and the staff also raise funds through sponsorships for its major activities.

**5.3.7 Give details of various academic and administrative bodies that have student representatives on them. Provide details of their activities.**

**Academic Bodies:**

1. **Board of Studies-** Every department has one member in its BOS. The Head of Each Department nominates One student of the department based on the merit
2. **Library Committee –** Both PG and UG Library Committee has student Representation. Their views and suggestions are considered in providing books, journals and facilities in the library.
3. **Sports Committee –** Students are the members of the sports committee with one student as the sports secretary. They organize all the sports and games activities in the College.

**Administrative Bodies:**

1. **Students Council –** The College has an elected Student Council with 130 members. It helps the College administration in all the academic, cultural, spiritual, social activities conducted during the year.
2. **St Aloysius College Co Operative Stores -** The College has a co operative store with 6 students as the directors and 3 staff Directors. The Directors play an important role in the day to day functioning of the cooperative stores.
3. **Canteen Committee** – The office bearers of the Student Council are the members of the Canteen Committee which meets once in each semester to monitor the quality of food and service in the canteen.
4. **Committee Against Sexual Harassment and Anti-ragging Committee** – The student representatives play an important role in organizing awareness programs in the College.
5. All Grievance Cells, Equal Opportunity Cell have students as representatives.

***Any additional information regarding Student Support and Progression, which the institution would like to include.***

Radio Sarang 107.8FM, the Community Radio of the College encourages students to give on air programmes. The students of the College also get an opportunity to know about Radio Broadcast, Program Content Development etc. Selected students also get a chance to perform as RJs.

## CRITERION – VI
## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 Institutional Vision and Leadership

The leadership and governance of the College is based on the principle of participatory, democratic and transparent approach. The Management has a vision for empowering marginalized sections of the society with a mission of establishing a society with Equity and Justice. The Management has evolved a blueprint for the service oriented functioning of the Institution.

The crest of the College is designed keeping in mind the aim and objectives of the education in the College. In the right half of the shield like crest, there are three soaring eagles reminding the students and the staff to aim at the Intellectual, Physical and Spiritual development and not to be satisfied with mediocrity. A jumping lion symbolizes the vigour and boldness the qualities that our students must cultivate. The left half of the crest has a sun shining over the west coast. Every student who passes through the portals of this institution must be like a sun illumining and contributing to the growth of the people of this land. The motto of the College is to present to the world men and women with knowledge, creativity and hearts burning with genuine love and concern for others.

#### 6.1.1 State the vision and mission of the College.

**Vision Statement**

Empowering youth through excellence in education to shape a better future for humankind.

**Mission Statement**

St Aloysius Institutions of the Mangalore Jesuit Educational Society inspired by the person and mission of Jesus Christ, and guided by the motto ‘‘Lucet et Ardet’’ meaning “ Shine to Enkindle” commit themselves to spread the light of knowledge and wisdom and to kindle the ardor of faith that does justice by forming men and women for others, who are:

- academically accomplished,
- emotionally balanced,
- morally upright,
- socially responsible,
- ecologically sensitive
- professionally dedicated,
- so that they are a powerful force for the transformation of the Society.

### 6.1.2 Does the mission statement define the College's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, College's traditions and value orientations, vision for the future, etc.?

**YES**

The Vision and Mission statement of the College has been drawn up the recognizing the ethos and long tradition of the College seeking to meet the needs of the Society of the day. The College aims at the integral formation of the students helping them to become men and women for others. This is achieved by the following initiatives:

- All the departments take the mission statement of the institution seriously and plan their curriculum in accordance with it.
- The College has 54 associations and every faculty conducts a fest. This aims at the overall development of the individual.
- The College provides holistic quality education to transform young men and women into empowered youth for the future.
- Every student activity in the campus aims at building core values among the students such as honesty, integrity, justice, equality.
- Value education and spiritual formation classes aim at concientising the students in core values.
- To instill among the students a sense of national pride and appreciation the tradition and culture of the nation, days of national importance are observed and national and regional festivals are celebrated.
- To sensitise the students to the environmental issues a Foundation Course on environment is introduced.
- To sensitise students towards weaker sections of the society SAHAAYA - a social work training programme to all the UG students and a 6 day rural exposure programme for all the PG students is implemented.
- Seminars and workshops are conducted in the College to achieve academic accomplishment among students and the staff.
- The institution has preferential option for the poor and first generation learners in the admissions which aims at the transformation of weaker section of the society.
- Associations such as Sahodaya, Centre for social Concern, NSS, NCC etc help the students to grow as socially responsible individuals.
- Mentoring, Class Guide and Counselling services aim at creating emotionally matured individuals.
- Soft skill training programmes, campus placement opportunities, IAS coaching, NET/SLET/KSET Coaching and CAT/MAT/IPCC training programmes are conducted by the College with the aim of spreading awareness and a sense of security among the students about their future.

By achieving the above initiatives the Institution has built up certain reputation that attracts students to St Aloysius from different parts of the Country.

### 6.1.3 How is the leadership involved in

* **Ensuring the organization's management system development, implementation and continuous improvement**.

- The College has well defined Management structure. It has a Management Committee comprising of The Provincial as the President of MJES and the Rector as the Vice President of the College. The Management Committee is a policy making body which periodically sets broad policies for the College regarding admissions, academic programmes and infrastructure development. They regularly review and evaluate the academic programmes, the administrative process, extension activities of the College. The leadership at the Apex level consists of Principal, Vice Principals and Directors.
- The Statutory bodies of the College are The Governing Body, The Academic Council, Board of Studies and The Finance Committee.
- The Governing Body steers the organization Management System, its implementation and improvement. It meets once a year to review the academic and administrative functioning of the College.
- The Principal being the head of the institution guides the College in academic progress, admissions, staff recruitment and other administrative matters. He is also the secretary of Governing body.
- The Registrar of the College monitors the evaluation process. He looks after the smooth functioning and conduct of the BOS, BOE, BOAE, Academic Council and the Governing Body meetings.
- The Finance Committee finalises the annual budget and monitors the effective utilization of funds.
- Academic Council of the College meets at least once a year to approve the Course Structure and policy matters recommended by the Board of Studies of different faculties.
- Every department of the College conducts Board of Studies meetings yearly giving directions to the department in planning and executing programmes for the development of the department.
- The College has 4 Vice Principals, 1 Director and 11 Deans to help the Principal in the day to day administration. There are regular meetings of Vice Principals, Deans, PG and UG Staff Councils.
- The College has a well planned academic calendar which is systematically implemented.
- There are special committees such as Admission Committee, Grievance Cell, Ladies Welfare Committee, Research Cell and Antiragging Cell.
- Internal Quality Assurance Cell meets regularly to take stock of the programmes and gives guidelines to the departments in the implementation of the annual plan. IQAC Coordinator in consultation with the Principal coordinates different meetings of the administrative bodies. IQAC with NAAC conducts annual academic audit of the departments and associations.
- The College constituted a Research Committee which monitors the research activities of both the staff and the students of the College.

* **Interaction with stakeholders**
  - Feedback from different stakeholders is taken annually. The feedback is evaluated and constructive suggestions are implemented. Parent – Teacher – Staff (PTS) meetings are held to take feedback from the parents.
  - Every BOS has an industry representative who ensures that the syllabus designed by the department makes the student industry ready. PG departments send their students to different industries for their project work including Summer Internship of 8 weeks duration.
  - The Alumni/ae association of the college SACAA organizes programmes like Reunion, SACAA talks, Sports Tournament, Eminent Alumni/ae award, Felicitation of staff with 25 years of experience etc, which builds the link between the College and the old students. Rector is the Patron and Principal is the Director of this Association.
  - Feedback from the employers is taken by the Placement officers, which helps in giving required soft skill training to the final year UG and PG students.
  - Student feedback, Staff feedback is taken annually to strengthen the functioning of the College and its infrastructure.
  - Principal holds Faculty wise meetings, where every Department Head makes a brief presentation of his/her department and also gives the future plans of the department and its requirements.
  - Periodic meetings of Staff Association help in building a cordial relationship among the staff. It also provides a platform to the staff members to raise issues pertaining to their welfare and also to provide suggestions in implementing the decisions of the College Management.
  - Regular meetings of the Students Council comprising of elected student leaders, class representatives and association secretaries make suggestions and plan creative and innovative programmes every year.

* **Reinforcing culture of excellence**
  - In the annual degree awarding ceremony cash prizes are given for Rank holders.
  - Sambrama – a teacher excellence award function recognizes the achievements of the staff members. Faculty wise best research papers published are also awarded.
  - On the College day elected student representatives and faculty wise selected students are given special prizes.
  - The Staff members are given salary increment on the completion of SLET/NET/KSET/M.Phil/Ph.D.
  - The Management provides Seed money for research. An amount of ₹ 25000 for the Science and ₹ 15000 for the Humanities, Commerce and Management staff. One PG student from each faculty is provided a student research fellowship of ₹ 7500 and ₹ 5000 for a student of Humanities, Commerce and Management.
  - The College conducts NET-SLET/IAS coaching and Training for competitive Exams like MAT/CAT/IPCC.
  - The toppers of the PG section are provided merit scholarship from the Management.
  - A number of Add on Courses are introduced in different PG departments.

- The Staff and the Students are motivated to take part in Seminars/Conferences and present papers.
- The College has 4 research publications through which the staff and students are encouraged to publish their research work.
- All the staff members are encouraged to write Minor/ Major Research Projects.

* **Identifying needs and championing Organizational Development (OD)**
  - Regular IQAC meetings which involve educationists, alumni are held to monitor the progress of implementation of the annual plan.
  - The Principal conducts regular meetings with Vice Principals, Deans and HODs for need based strategic planning.
  - Prior to the implementation of a new programme the feasibility study is undertaken by way of market survey.
  - Based on the needs of the society and industry, the syllabus is modified regularly.
  - The infrastructural requirement of every department is carefully scrutinized and is included in the annual budget.

**6.1.4 Were any of the senior leadership positions of the College vacant for more than a year? If so, indicate the reasons.**

**NO**

The leadership positions of the College have not been left vacant and these are filled up taking care of a smooth transition whenever they become vacant. As the College is continuously expanding, decentralization is done by creating new leadership positions. In the previous NAAC the College had 2 Vice Principals and 6 deans. Presently it has 4 Vice Principals and 11 Deans. Research centers have Directors and all the Major Schemes such as CPE, STAR College, Community College, and BTFS have different staff Coordinators. The College has appointed a senior staff as the Director of HRD department for organizing soft skill training classes.

**6.1.5 Does the College ensure that all positions in its various statutory bodies are filled and conduct of meetings at the stipulated intervals?**

**YES**

Various statutory bodies such as Governing body, Academic Council, BOS of different departments, Finance Committee, IQAC have representatives from all stipulated sections. The Student representatives are also part of BOS and Academic Council. All these statutory bodies meet as per the need and the requirement at stipulated intervals.

**6.1.6 Does the College promote a culture of participative Management? If yes, indicate the levels of participative management.**

**YES**

Participative Management is practised at various levels in the College by involving all the stakeholders. Right from the decision making to the implementation of the decisions all the stakeholders are involved in the entire

process.

1. Regular meeting of Staff Councils comprising of all the Heads of the Departments, Deans, Vice Principals, Director of Students Council and other top officials including non teaching representatives are held both at PG and UG level to decide on matters related to academics and administration.
2. The Principal of the College Chairs all important meetings and is the final authority in decision making and its implementation. The Principal gets directives from the Management Committee headed by the Rector of the institution.
3. Vice Principals have a weekly meeting with the Principal to discuss the matters on day today administration. There is also a regular meeting of the Deans with Vice Principals and the Principal once in a fortnight to take stock of the implementation of policy matters.
4. The Heads of the Departments provide leadership to the other staff members and monitor the completion of syllabus, updation of syllabus and evaluation of better teaching learning methods. Heads of the department hold regular meetings with their departmental staff and bring points for discussion to the Staff Council.
5. The Students Council has 130 student representatives with a Staff Director. The Director guides the students in conducting various activities. It also provides a forum for the students to express their views and suggestions.
6. Committees such as Canteen Committee, Book Stores, Library Committee, Sports Committee, Anti ragging Committee, CASH, BOS and Academic Council have student representatives.
7. The College IQAC cell arranges meetings of different statutory bodies and keeps a check on quality assurance and quality sustenance in the College. It also promotes quality enhancement measures in the College.
8. There is constant interaction between faculty students and parents through PTS meetings. Alumni/ae and industrial representatives are part of both BOS and Academic Council. The College has a vibrant Alumni/ae Association where the members conduct a number of activities for staff.
9. The Staff Association of the College meets once a month and discusses issues related to its members. It also conducts picnic, talks, association day and farewell to retired members.
10. The College has a Research Dean and 2 Research Coordinators to support the staff and the students to conduct research activity.
11. There are 3 Placement Officers and Placement Cells through which campus placements are planned and executed.
12. The Governing Body of the College has representatives from the University and UGC, which give guidelines in framing the policies in tune with the norms of UGC and the government.
13. All the major committees such as Examination Reformation Committee, Malpractice Enquiry Committee, Ladies Students Grievance Cell and Grievance Cell take decisions after deliberations in their meetings and recommend them to the higher authority for implementation.
14. The meeting of the entire faculty is held atleast twice a year which gives a chance to the staff members to voice their ideas and give feedback on the functioning of the College.

### 6.1.7 Give details of the academic and administrative leadership provided by the University to the College?

- The University exercises its supervision over the College through its nominees to the administrative bodies such as Governing Body (1 member), Academic Council (3 members) and BOS (1 member) of each department.
- When the College submits the proposal for approval of new Courses the University deputes Local Inspection Committee (LIC), which evaluates the preparations of the College and recommends sanction of Courses.
- The University monitors the Autonomous structure of the College by deputing Review Committee for the annual assessment.
- The University issues Degree Certificates, Migration Certificate and Eligibility Certificate to the students.
- The University provides regulations regarding Internal Assessment, Course Structure, and Student Intake.

### 6.1.8 How does the College groom the leadership at various levels?

- **Students**
  - The College conducts democratic elections to the Student Council. The Student Council has 130 representatives including class representatives and association Secretaries.
  - The College organizes programme in leadership and communication to the members of the Students Council.
  - The eight Inter collegiate fests conducted by the College are planned and organized mainly by the students.
  - The co-curricular and extracurricular associations have students as secretaries.
  - The Students are encouraged to participate in various competitions, fests/academic seminars conducted inside and outside the College.
  - A unique venture of student entrepreneurship 'Aloysiative' was initiated for UG students.
  - The Student Council organizes Social Awareness Programmes such as protest against Netravati River Diversion, Women Harrassment, Clean-Green Campus etc.
  - The Students take initiative in collecting funds for relief operations of natural calamities, treatment of major illness of fellow students.
  - The co operative store of the College has 6 student Directors who are involved in the decision making.
  - Regular English language communication skills are provided through language laboratory classes.
  - Regular soft skill training in communication, leadership traits, personality development and interview skills are provided.
  - Gavel Club for MBA students helps to develop communication skills and improves the general knowledge.
- **Staff**
  - The Staff Association of the College looks into the welfare of its members. It actively takes part in the administration of the College.
  - Various administrative posts – Registrar, Vice Principals, Deans, Student Welfare Officers, Presidents of Associations, Head of the Departments, Committee Heads, Fest Coordinators, Examination

Coordinators are held by the teaching staff.

- The teachers of the College hold leadership positions at-National/State/Local Level in teacher movements like AIFUCTO/FUCTAK/AMUCT.
- Leadership training programmes are organized by the College for the faculty. Many staff members are sent to attend leadership training programme organized by other institutions.
- Newly recruited staff members are given a week long training in leadership, communication skills and effective class room management.
- Our staff members are the members of various academic bodies of the University and of other institutions. Some of them holding responsible positions in these organizations.
- The College deputes staff members to attend professional training programmes conducted by corporate houses.

**6.1.9 Has the College evolved any strategy for knowledge management? If yes, give details.**

**YES**

- At the beginning of the year orientation programmes are organised for the freshers on ethos of the College, teaching-learning-evaluation process and capacity building. The sessions are taken by the Management and senior faculty.
- The IQAC takes a session on quality assurance and enhancement to all the staff members.
- Orientation programmes are conducted to all the freshers of UG and PG students.
- The College conducts seminars and workshops through which the students and the staff get an exposure to the developing fields in their respective subjects. Interactions with scientists and experts are held regularly.
- Guest lectures are organized across the departments.
- Individual staff are also the resource persons for sharing their expertise in the specialized areas such as Career Guidance, Human Resource and Soft Skills.
- The research work of both the students and the staff is published either in the Journals published by the College or in other research journals.
- MoUs are signed to share the knowledge with other institutions.
- Biotechnology and Zoology Departments are consulted by the public on specialized areas such as Vermi Technology, and Tissue Culture.
- Some of the departments conduct training programmes on hands-on experience to the staff and the students of other Colleges.
- The Research journals published by the College are the examples for knowledge management. Documentation of faculty achievements helps in keeping track of the resources and specializations available.

**6.1.10 How are the following values reflected in various functions of the College?**

*** Contributing to national development**

- National Festivals are celebrated in the College to inculcate a sense of nationalism in the staff and students.

- The NCC/NSS / Heritage Club/ Red Cross Society units of the College have major programmes which aim to instill a deep sense of participation and commitment in becoming agents of social change.
- The College organizes several awareness programmes to create a sense of responsibility and awareness.
- The College offers Foundation Courses in Human Rights, Constitution, Gender Equity and Environment Science to give an awareness about the rights and duties of every individual.
- Three Blood donation camps are organized annually in the College, to educate the youth about the importance of life of a fellow being.
- The Centre for Social Concern wing has adopted 8 villages. The centre conducts awareness programmes, medical camps, surveys, talks and cultural programmes.
- Literacy Awareness Programme (Pencil Walk) was conducted
- The National Anthem is sung on weekend, which instills patriotism among the students.
- Competitions like Patriotic singing, Essay writing and Elocution during the days of national importance by different associations aim at instilling the spirit of nationalism.
- SAHAAYA the volunteering programme for UG and Rural exposure Programme for the PG, aim at sensitizing students towards social realities and promote their commitment towards social development.

* **Fostering global competencies among students**
  - Spoken English and Soft Skill Classes are conducted to improve the competencies of the students.
  - Student Research projects, Summer Schools and Internships are made part of the curriculum to enhance the knowledge of the students.
  - Science Exhibition/Fests conducted build the scientific temperament among the students.
  - The College incorporates innovative and contemporary Courses to meet the challenges at the global level.
  - The Students are encouraged to participate in academic, curricular and extracurricular activities at state and national levels.
  - The College encourages the staff and the students to participate in youth exchange programmes.
* **Inculcating a value system among students**
  - Value education classes are held in the first four semesters of the UG programme.
  - Festivals of different religions are celebrated in the campus to foster harmony among the students of different religions.
  - The associations conduct visits to orphanages, hospitals, rehabilitation centers and remand homes.
  - Peer group teaching is encouraged to foster a sense of responsibility and concern for the fellow students.
* **Promoting use of technology**
  - The College has high-end instruments in the laboratories which help the students to acquire skills in handling these instruments.
  - The classrooms are provided with LCD facility which facilitates the staff and the students to adopt ICT enabled teaching learning process.

- Internet and Wi-Fi facility is made available in all the blocks.
- The College library is automated with OPAC software. There is an access to online journals through J-gate/Inflibnet/Delnet/IEEE databases.
- The Commerce students at the UG level are given computer classes in Accounting Package Tally, e-Commerce.
- Smart Board and Video conferencing Facility is available.

* **Quest for excellence**

- Every activity of the College is planned systematically which aims at enhancing the quality of the students in the College. The major activities in this direction are:
- National Level Fests by the students, Research Journals, Projects and Internships, Paper Presentations in Seminars, Recognition Awards-on College Day- Degree Day, Incentives to student performers from UG and PG, Industrial and Institutional Visits and MoUs.

**6.1.11 Give details of the UGC Autonomous Review Committee's recommendations and its compliance.**

Seven member team visited the College on January 19, 20 – 2012 to review the College Autonomous status and made the following recommendations.

- ICT may be extended to the UG Programmes to improve the quality of teaching- *It is implemented*
- M Sc Bio Informatics offered at the AIMIT Campus be shifted to the main campus. M Sc Computational Biology be offered in future lieu of M.Sc Bioinformatics – *M.Sc Bioinformatics Course is continued in AIMIT campus due to strategic reasons.*
- TMR be prepared for each Course and the same are verified /signed by all the members of BOE – *It is implemented.*
- The Selection of examiners for the question paper setting need not be confined to Mangalore University – *It is implemented.*
- The Considerable percentage of teachers engaged for the self financing Courses do not possess the qualifications prescribed by UGC –

  *Steps are taken to enhance the qualification of existing staff members.*

  *Among the 247 staff 54 have completed Ph.D, 63 staff members have registered for Ph.D, 55 have completed NET/SLET and 25 have completed M.Phil*

  *New recruits for the PG programmes have NET/SLET or Ph.D qualification.*
- The Fees structure is not in accordance with the government norms. The Committee was of the view that the Government norms be followed.

*The Fees for the aided Courses is as per the government norms. For self financed Courses, the fee structure is same as the fee structure of other local institutions.*

## 6.2 Strategy Development and Deployment

Though the College has 134 years of existence, it has registered tremendous growth in the last two decades. To sustain this growth, strategies are regularly formulated, communicated to the different stakeholders and implemented effectively.

### 6.2.1 Does the College have a Perspective Plan for development? If so, give the aspects considered in development of policy and strategy.

**YES**

The Perspective Plan of the College is formulated as long term goals in the different functional areas of the college.

**Teaching-Learning:**

- The Departments of the College have set up benchmarks taking into consideration some nationally reputed departments. The College has a policy to review and redesign the curriculum at least once in 3 years to keep pace with the changes in higher education.
- The College has procured teaching aids for promoting Curriculum to encourage innovation in teaching learning methodology.
- The Faculty members are given training in use of technology to promote use of ICT in teaching learning process.

In the next 5 years the College proposes the following:

- To have more number of Certificate and Add-on programmes at the departmental levels.
- To have a good success rate in competitive examinations like UGC-NET/SLET/KSET, CSIR by improving the coaching methods and by involving experts from other institutions.
- To establish a Centre for Art and Culture.
- To introduce online, open book examinations and objective type examination at the PG level.
- To introduce One Major System at the UG level. It also plans to introduce system of Schools integrating both UG and PG.

**Research and Development**

The College has two Research Centers with 2 Directors. It has a separate Research Dean and a Research Cell to coordinate the research activities of the College. The College publishes 4 research journals. The staffs are encouraged to write major and minor research projects.

In the next 5 years the College proposes the following:

- Every staff member to have at least one major/ minor research project.
- To have national and international editors for the research journals published by the College.
- To have collaborative projects with other institutions and industry.
- To have a separate block for Research in Science.
- To encourage interdisciplinary research in the College.
- To give compulsory research projects for the PG students of all the

departments.

- To procure High Quality Research equipments and strengthen the Instrumentation Centre.
- To apply for patents.

**Industry Interaction**

The College has one industry representative in BOS of every department. The students of PG department are sent to different industries for their project work and internship. Different industries conduct campus interviews for UG and PG students. The College has established MoUs with some industries. The College has established Industry Interaction Cell.

In the next 5 years the College proposes the following:

- To have more Corporate Partnerships with Multi National Companies. Each of the PG department is expected to have One MoU.
- To establish Consultancy Service for industries.
- To strengthen the Incubation centre established in the AIMIT campus.
- To strengthen placements in industry through the Placement Cells

**Community Engagement**

The Centre for Social Concern, Sahodaya, NSS, AICUF, Red Cross Associations regularly organize social awareness programmes. SAHAAYA-the volunteering programme and Rural Exposure programme are made mandatory to the UG and PG students, to make our students aware of the social realities.

In the next 5 years the College proposes the following:

- To establish tie up with more number of NGOs and to take part in their social development programmes.
- To help the government and the local bodies in their community projects.
- To promote use of Vermi Bins in the local community.
- To establish community based consultancy with local bodies and NGOs.

**Human Resource Planning and Development**

At the end of every academic year the departments submit the workload for the following year. The Management Committee reviews the vacancies and makes necessary appointment through a detailed selection process. Every year new recruits are exposed to a 6 day programme on training and orientation. The Staff members are sent to attend orientation programmes conducted by the Staff Development Colleges and short term courses. The College has conducted a training programme in usage of laboratory instruments for the non teaching staff.

In the next 5 years the College proposes the following:

- To have at least two training programmes per department.
- To train some of the staff in leadership and soft skill so as to utilize them as resource persons in the HRD programmes of the College.
- To train some staff members with the counselling techniques.

**Internationalisation**

The College has signed MoUs with 4 International Institutions. They are

North Dakota University USA, State University, New York Le Moyne College, New York and Tompkins Cortland College New York. The staff members are sent to do short term research programmes at Royal Institute of Technology, Stockholm, Sweden.

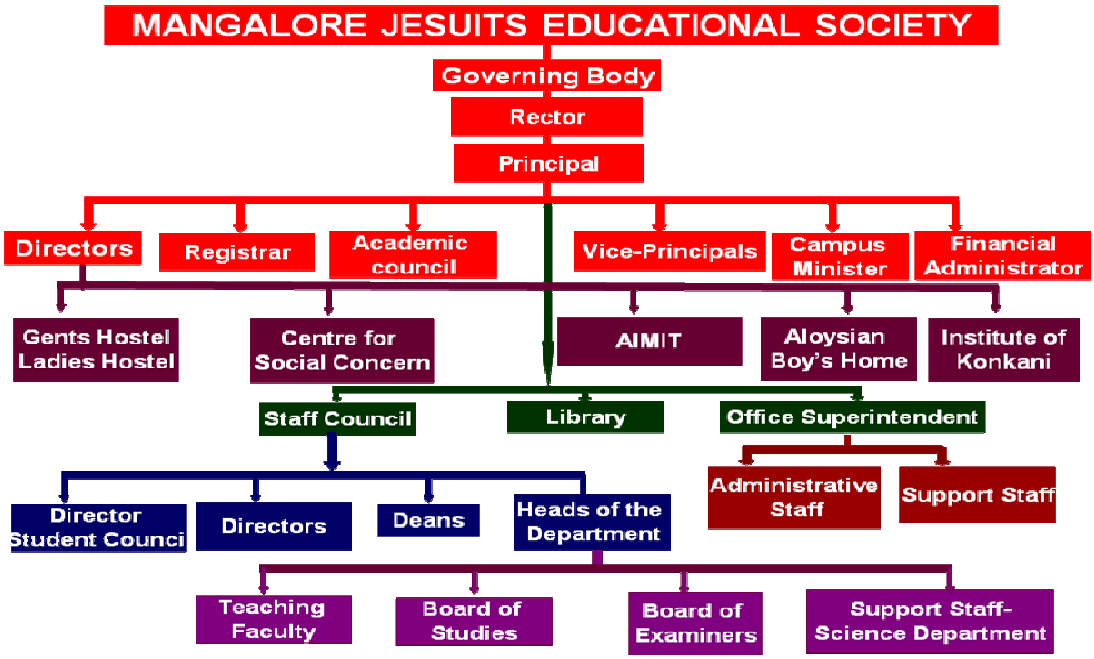
In the next 5 years the College proposes the following:

- To initiate more MoUs with foreign institutions for academic purpose.
- To encourage faculty and student exchange programmes.
- To establish an online forum to discuss environmental, political and social issues.
- The ultimate aim is to get the University Status.

### 6.2.2 Enunciate the internal organizational structure of the College for decision making processes and their effectiveness.

The organizational structure of St Aloysius College (Autonomous) involves leadership at several levels. Such a decentralised system has been highly effective in taking decisions, communicating them to the concerned officers and implementing them. The broad policies of the College are set by the Governing Body and executive decision on academic matters is left to the Principal and Staff Councils.

- The infrastructural requirements of the departments are discussed at the departmental level in the department meetings. In the annual review committee meetings the same is communicated to the higher officers. The Management Committee in consultation with the Finance Committee finalises the budgetary allocations to the departments.
- Administration decisions are taken at the UG and PG Staff Councils, which are implemented under the direction of the Principal.
- The Institution takes the suggestions and the feedback given by all the stake holders. The students give their suggestions through the Student Council, staff members through the Staff Association, parents through Parent Teacher meetings and Alumni through Alumni/ae Association.
- The College has number of committees such as Canteen Committee, Ladies Students Grievance Committee, Anti ragging Committee, CASH etc. The decisions are taken at the meetings of the committee, generally chaired by the Principal. These decisions are implemented by the Principal through the offices.
- Before finalising any plan, the need for implementation, the resources involved and the possible constraints are thoroughly looked into.
- Academic decisions are taken at the respective BOS, Academic Council and Governing Body.
- Regarding matters connected to evaluation, decisions are taken by the Registrar in consultation with the Principal. These are implemented with the help of HODs of different departments.




**6.2.3 Specify how many planned proposals were initiated/implemented, during the last four years. Give details.**

**Plans initiated / implemented**

- Implementation of UG Programme in B.A. with English major, Journalism and Computer Animation.
- Implementation of UG Programme in B.Sc with Physics, Statistics and Mathematics.
- Implementation of UG programme in B.Sc with Biochemistry, Chemistry, Botany/Zoology
- To increase the strength in UG Commerce and Management by starting additional batches.

**Introduction of New P.G Courses**

- M Sc in Mathematics
- M Sc in Physics
- M Sc in Chemistry
- M. Sc in Food Science and Technology
- M.A in Corporate Psychology

- Introduction of New Post graduate Diploma Programmes PGDHRM, PGDIT, PGDK.
- Introduction of new Certificate Programmes and Add-on Programmes.
- Initiated publication of an in-house research journal – "Al Shodhana", "Aloysian Journal of Management Research, AJMR"
- Initiated automation for student Attendance, Office Administration and examination section.
- Started a Community College funded by Government of India.

- Started Computer Oriented Programme (C.O.P) in Computer Animation.
- New Research Centres
  1. St Aloysius Advanced Research Center affiliated to Tumkur University.
  2. Research Center in Biotechnology affiliated to Mangalore University.
- Incubation Centre in AIMIT Campus.
- Extension Projects Such as SAHAAYA and Rural Exposure Camps.
- Coaching for NET/SLET/IAS/CPT/MAT/CAT.
- Soft skill training programmes for the final year students.
- Increase in the capacity of intake in both Boys and Ladies Hostel by constructing additional blocks.
- Swimming Pool of International Standard is being built by the College
- Biometric system for attendance and CCTV for safety and security.
- Proposals for the grants of CPE/STAR College Scheme/BTFS programmes were presented and are implemented.
- Solar energy is being used in the PG block of the Main Campus, Hostels of both the Campuses.
- Libraries are upgraded and automated; new e-resources are procured.
- Separate building for research is under construction for Science Research.
- Indoor facility for sports and pitches for Cricket net practices are built.
- College museum is renovated.

### 6.2.4 Does the College have a formally stated quality policy? How is it designed, driven, deployed and reviewed?

**YES**

**Quality Policy:**

St Aloysius College strives to make Quality as the fundamental ingredient of education through:

- Constant upgradation and revision of syllabus and teaching learning processes.
- Continual satisfaction of stake holders through innovative practices.
- Collaboration with other institutions of repute and with industry.
- Nurturing, developing and empowering the youth to be men and women for others.

St Aloysius College (Autonomous) aims to offer holistic education in Arts, Science, Commerce, Computer Applications, Social work and Business Management Studies for the empowerment of students from all strata of society by promoting academic excellence, employability and leadership with social commitment.

- The quality policy has been formulated based on the vision and mission of the College and is the guiding force that helps departments to plan their activities.
- The quality policy has been displayed in all the buildings for educating the stake holders of the concerns of the Management

- The Principal and the IQAC ensure that this policy embodied in quality objectives are well communicated to every personnel of the College for implementation.
- The steps taken by different faculties in implementing the policies are regularly reviewed by IQAC, Deans, Vice Principals, and the Principal. Directives are given to the departments to do necessary changes in the strategies adopted.

**6.2.5 How does the College ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyse the nature of grievances for promoting better stakeholder-relationship?**

**YES**

The well-being of all the members at the campus is our main concern. Therefore mechanisms to address the grievances of Staff and students are evolved.

A documented procedure is established for grievance redressal.

**Redressal for Staff Grievances**:

- The Principal and the Vice Principals are accessible to share the concerns of any member of the staff regarding specific problems.
- The Staff Association is a forum for the staff members to raise issues and share concerns.
- General Staff meetings with Principal and Management members are held annually.
- Non -teaching staff express their concerns during their meeting or through the Office Superintendent of the College.

**Redressal for Student Grievances:**

- Students grievances are mostly dealt at the department level where they bring grievances related to academics to their teachers, Mentors or Class Guides.
- The elected Student Council of the College meets regularly. It gives a forum to express their opinions, comments and grievances.
- Leaders of the Student Council along with its Directors meet the Principal and communicate the grievances of the students.
- In addition the college has 3 Grievance Cells viz., Election Grievance Cell, Grievance Cell and Lady Students Grievance Cell. Anti ragging Committee and Committee Against Sexual Harassment (CASH) are the other functional grievance mechanisms in the College.
- Grievance regarding examinations and evaluation is dealt by the Registrar's Office.
- Parents share their grievances with the teachers on a one-to-one basis at the Parent teacher Meetings or through appointment with the Vice Principal and staff.

**The mechanism for expressing grievances and their redressal**

- The details of the Grievance Committees are printed in the College

Handbook.

- Grievance/suggestion boxes are placed at Strategic locations.
- The grievances are properly recorded, analysed and appropriate measures are initiated.
- Grievances which need a Counsellor's response are referred to the Counselling Cell.

**6.2.6 Does the College have a mechanism for analyzing student feedback on institutional performance? If yes, what was the institutional response?**

**YES**

The College collects regular feedback from the students in a written format annually. The whole process is monitored and carried out by the IQAC through a questionnaire. The questionnaire assesses aspects related to the curriculum, infrastructural facilities and student support services. The analysed data from the feedback is presented in the IQAC meetings and forwarded to the Principal who in turn directs the Vice Principals and the Deans for further action.

**Outcome:**

This process has resulted in changes and improvement in curricular aspects, infrastructural facilities and student support systems.

In the case of curricular aspects, feedback is taken from the senior students regarding relevance of different topics. Appropriate changes are made in the curriculum based on this feedback.

Steps are initiated for the introduction of more employment oriented Certificate and Diploma Programmes.

Change in the existing norms related to access of Wi-Fi, internet browsing, photocopying and printing, etc. are the outcome of implementing insights from the feedback in the betterment of student support services.

**6.2.7 In what way the affiliating University helped the College to identify the developmental needs of the College?**

- The University acts as a coordinating link between UGC/NAAC/Funding agencies and the College For Faculty Improvement Programmes (F I P), affiliation of new courses etc.
- The University authorities support all the innovative Courses taken up by the College.
- The representatives from the University are members on the Boards of Studies, Academic Council and Governing Body of the College where they give constructive suggestions for all the developmental plans of the College.
- The Local Inspection Committee (LIC) of the University visits the College periodically and recommends affiliation of the programmes and Courses by giving suggestions for improving the infrastructural requirements.

**6.2.8 Does the affiliating University have a functional College Development Council (CDC) or Board of College and University Development (BCUD)? If yes, In what way College is benefitted.**

**YES**

The University has a College Development Cell (CDC), which recommends faculty members for the UGC Faculty Improvement Programmes (F I P).

It also helps in procuring UGC grants and forwards the applications for innovative programmes / proposals to the UGC.

**6.2.9 How does the College get feedback from non-teaching, teaching, parents and alumni on its functioning and how it is utilized?**

- Regular Parent-Teacher-Student meetings are held at the faculty level. This gives a forum to get the feedback from parents.
- Written feedback is collected through a questionnaire framed by the IQAC. The analysis of data is done by the IQAC and corrective action is suggested to the Principal, which is implemented through the Vice Principals and the Deans.
- This decentralized parent teacher meet encourages the personal touch, where rapport with the parents is established.
- This makes it easier for the departments to keep in touch with the parent in the times of need with the help of a Vice Principal.
- Alumni/ae feedback is also collected every year during their Graduation. The analysis of data is done by the IQAC and corrective action is suggested to the Principal.
- The College has a vibrant Alumni/ae Association SACAA. Through the meetings of the Executive Committee, the alumni/ae communicates their feedback to the College.
- The College also receives feedback from teaching and non teaching staff during the annual review meetings. Based on this feedback, the Management takes some important decisions.

**6.2.10 Does the College encourage autonomy to its academic departments and how does it ensure accountability?**

**Admissions**

- Regarding the admissions to the PG departments, the Head of the Department scrutinizes all the applications and recommends only those applications which are in compliance with the requirements.

**Curricular Designing**

- In academic programmes, the department is given the freedom to design different Courses and frame the syllabus. The Registrar monitors the academic programmes and recommends the same for the approval from the Academic Council and Governing Body.
- The Departments are given the freedom to constitute the panel of external members for the Boards of Studies, Board of Examiners.

**Teaching, Learning and Evaluation**

- Autonomy is given to the faculty to device various methodologies for the Teaching-Learning process.
- These are then monitored during the Academic Audit.
- The Departments have the freedom to invite experts for their National/ State level programmes, from any part of the country.

- The equipment and books required for the department are purchased by the respective departments.
- The Finance Office monitors whether the purchase of equipment is done as per the norms of the College.
- The department uses evaluation tools like seminars, surprise tests and assignments to assess the student performance in the internal assessment.
- For all the Courses, 2 sets of question papers are set by an external examiner for the end semester examination.
- Centralised Evaluation is done at the UG level, while at the PG level, the evaluation is carried out at the departmental level. Evaluation process is monitored by the Office of Registrar.
- Provisions are made for the students to have access to personal seeing of the answer scripts, obtaining photocopies of the answer scripts, re totalling and revaluation.

### 6.2.11 Does the College conduct performance auditing of its various departments?

**YES**

An inbuilt system for conducting performance audit is developed. The internal audit is done at the end of the year by a team comprising of Principal, Registrar, Vice Principals, IQAC and NAAC Coordinators. The College has also conducted a separate audit by 3 external members.

## 6.3 Faculty Empowerment Strategies

### 6.3.1 What efforts are made by the College to enhance the professional development of teaching and non teaching staff?

A 6 day faculty development program is conducted for the newly recruited staff members, 4 day training programme for staff members who have completed 3 years of service or less and 2 days of training for all the staff members at the beginning of an academic year.

1. In the even semester a 2 day staff enrichment program is conducted for all the staff members.
2. Selected staff members are trained in leadership and soft skill areas.
3. The Staff members are encouraged to attend refresher, orientation courses (UGC), certificate programmes conducted by the different Staff Development Colleges.
4. Workshop for non-teaching staff of Science faculties was arranged by the College on 10 March 2012 under UGC IMF Scheme.
5. Each staff member has to attend at least one seminar/conference/workshop in an Academic year conducted by outside agency. Registration fee of such staff members is met by the College.
6. Majority of the departments conduct seminars /workshops/conferences.
7. The Computer Department of the College organizes a basic Course in computers for the staff members.
8. The office staff of the College is given training to use the office software.

9. The staff members are motivated to write at least one minor/major research project. They are motivated to publish their results in research journals.
10. The Management gives Seed money to the staff members to start the research work. The College has established St Aloysius College Advanced Research Centre affiliated to Tumkur University which has enabled many staff members to be the research guides and other staff members of the College to register for their Ph.D.
11. MoUs with other institutions facilitate the staff members to carry out their research work.

**Table – 72: Major faculty empowerment programmes conducted by the College in the last 5 years**:

| Date & Year | Particulars | Resource Persons | Number of Participants |
|---|---|---|---|
| 4,5 June 2010 | Neurolinguistic Programme | Prof. Leo and Mr Steve – Experts in Neuro Linguistic Therapy | All Teaching Staff (180) |
| 26 July 2010 | Workshop on skills in Counselling | Rev. Fr Frederick D'Silva S.J – Counsellor from Bangalore | 30 |
| 23,24 October 2010 | National level seminar / workshop on Autonomy, Concepts Issues and Challenges | Dr N.R. Shetty, Padmashree Prof Ananda Krishnan, Dr Aloysius Sequeira | All Teaching Staff (180) |
| 20 ,21 November 2010 | Self Esteem & Inter Personal relationships | Fr Ephrem Thomas | All Teaching Staff (180) |
| 14- 16 December 2010 | International Conference on Application of Nanotechnology in Energy, Environment and Biotechnology | Dr K.V Rao, Dr Lyuba Belova, Dr A. R Raju, Dr Prafulla Jha Dr Zineb Mekhalif and Mr Praveen Martis, Dr M Krishna Kumar, Dr Lars Berglund, Dr Kannan Mr. Krishnan and Dr Maresi Nerad | Science Teaching Staff |
| 8,9 June 2011 | Jesuit Ideology | Rev. Fr Francis Serrao, Rev. Fr Oswald Mascarenhas, Rev. Fr Pradeep and Rev. Fr | All Teaching Staff (210) |

| | | | |
|---|---|---|---|
| | | Dian | |
| 31 July 2011 | Developing Thinking Skills | Rev. Fr Francis D'Mello, Mumbai | All Teaching & Non Teaching Staff (276) |
| 16 December 2011 | Process of Learning in Today's Context | Mr Sunny Tharappan, Director, AIM INSIGHTS, Mangalore | 60 Staff |
| 2 June 2012 | Recent Development in the field of Bio Chemistry and Biotech | Padmashree Prof. P Balaram – Former director of IISc, Bangalore | Science Staff and Research Scholars |
| 6,7 June 2012 | Social Analysis | Rev. Fr Cedric Prakash, Social Activist, Gujrath | All Teaching Staff (223) |
| 16,17 November 2012 | Autonomy and Higher Education | Rev. Fr Joseph Xavier, Dr Bernad Samy, Loyola College, Chennai | All Teaching Staff (223) |
| 25 May 2013 | Nuclear Power as an Energy Source | Prof Shekar Basu, BARC, Mumbai | All Science Staff |
| 5,6 June 2013 | Curriculum Development, Evaluation Methods, Environmental Consciousness | Rev. Fr Leo D'Souza, Dr Suman David, Dr Neetha Inamdar and Mr P.A Jose | All Teaching Staff (236) |
| 18 July 2013 | Preparation for NAAC Accreditation | Mr Ponmudi Raj, NAAC, Bangalore | All Teaching Staff (236) |
| 15,16 November 2013 | Transactional Analysis | Mr Gangadhar Bellare, Expert in TA | All Teaching Staff (236) |
| 31 May 2014 | Noni in Medicinal Application | Dr K.V. Peter, Director, World Noni Institute, Chennai | All Science Staff and Research Scholars |
| 4,5 June 2014 | Seven Criterions of NAAC Accrediatation | Prof. Abdul Rehman, Former Vice Chancellor of Kannur University Prof. Jayaraj, Gulbarga University | All Teaching Staff (247) |
| 13 August 2014 | Intellectual Property Rights | Dr Aravind Vishwanathan Managing Partner Xellect IP Solution Bangalroe | All Teaching Staff (247) |

**6.3.2 What is the outcome of the review of the Performance Appraisal Reports? List the major decisions.**

The staff members submit annually the self appraisal reports to the Principal. Principal reviews these appraisal reports along with the reports of the Head of the Departments and takes the following decisions

1. Staff members are informed to improve their qualification. Encouragement is given to do higher studies (M.Phil or Ph.D).
2. Quality enhancement programmes are conducted. Communication Techniques are given by the resource persons.
3. Responsibilities are delegated to make the staff members involve themselves with student and College activities.
4. The Staff members are given personal counselling by the Principal and Vice Principals who guide them to improve their overall performance.
5. The Staff members are encouraged to render Consultancy services.
6. Training /workshops are conducted for non-teaching staff members.
7. Engaging in Research in one area that was found necessary among faculty members and response to this research methodology seminars were organized.

**6.3.3 What are the welfare schemes available for teaching and non teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?**

Realising the fruitful work can be performed by the employees, only when their needs are taken care. The Management has initiated measures, besides the attractive salary package.

1. As majority of the staff are management paid, the College management has introduced a salary structure as per the State Government norms.
2. Housing Society and Employees' Co-operative Societies provide different types of loans, medical consultation facility and medical bill reimbursement under SRD scheme, month end salary loan, loan for construction and repair of the house and scholarships to the children of deserving staff members.
3. Staff quarters for teaching and non-teaching staff.
4. All Management paid teaching and Non Teaching Staff members are made regular by placing on enhanced scale after a probation period of 2 years. Dearness allowance is raised once a year.
5. Canteen, recreation and physical fitness facilities are made available in the College.
6. The non teaching staff are given financial assistance from Rector's Charity Fund, Arrupe Fund- Loan without interest.
7. ESI Medical Facility and Provident Fund (PF).
8. Lady staff members are provided 3 months paid maternity leave.

**6.3.4 What are the measures taken by the College to attract and retain eminent faculty?**

1. Attractive salary and service conditions. Prior teaching experience is considered for increment in the pay.
2. Additional increment for NET/SLET/PhD qualified staff.
3. Encouragement to do research work by giving flexible time table.
4. After the probationary period, permission is granted to pursue Ph.D work as part-time researchers and they can opt for one year leave with pay Quality Improvement Programme (QIP).
5. E-Library facilities such as N-List, J-gate are given for research work.
6. Retired eminent staff members are reappointed with attractive salary and service conditions.
7. The College publishes 4 research journals which help the researchers to publish their articles.
8. The College has a good Instrumentation centre, 2 Research Centers which enable the staff to carry out the research work.
9. Reputation of the College and good working condition have been attracting good faculty to the College.

**6.3.5 Has the College conducted a gender audit during the last four years? If yes, mention a few salient findings.**

**YES**

The College conducted a gender audit in the year 2013-2014. The College has 57.5% male students and 42.5% female students. Among the staff 31.8% are male members and 68.2% are female members. A survey was conducted among lady students about the infrastructural facilities and their comfort level. Most of the students were happy with the facilities in the College.

The College has the Women's Cell, Lady Students Grievance Cell which works towards promoting and maintaining a gender equal campus.

These committees in association with other associations conduct gender sensitization programmes.

- During Staff appointment attempt is made to keep gender balance.
- Lady staff members are included in the administrative bodies like Deans and Vice-Principals.
- Lady staff members are offered maternity leave with salary.
- Lady staff members feel comfortable in the institution in all respects.
- Women's Forum of the College provides a plat form for students to discuss feminine issues.

**6.3.6 Does the College conduct any gender sensitization programs for its staff?**

**YES**

- Through the Women's Forum a number of gender sensitization

programmes are conducted. The women staff is also the members of the Forum. Most of the women staff takes classes of Gender Equity to the first and second year UG students.

- The College conducted several activities to celebrate 25 years of ladies presence in the College during the academic year 2011-2012. A number of Seminars, Workshops and Competitions were held focusing on the issues of women.
- During the orientation programs conducted at the beginning of every academic year, the Principal and the Rector make it a point to inform all the staff members to be sensitive towards the staff of other gender.

### 6.3.7 What is the impact of the University's UGC-Academic Staff College Programs in enhancing competencies of the College faculty?

- Sensitized the College and University teachers about the linkages between education and Society.
- Helped teachers to acquire/sharpen their basic skills of teaching to promote effective teaching-learning processes in the classroom through the orientation programmes.
- Encouraged and guided the teachers to develop healthy personality; initiative and creativity, promote computer literacy as well as internet knowledge through the certificate programmes.
- To know the latest developments in the specific subjects through refresher courses.
- Understand the significance of education in general, and higher education in particular, in the global and Indian contexts.

## 6.4 Financial Management and Resource Mobilization

### 6.4.1 What is the institutional mechanism to monitor effective and efficient use of financial resources?

The approved annual budget of the College is implemented by the Principal through the Finance Office. There are coordinators at different levels to monitor the financial resources.

The Principal in collaboration with the Finance Committee, Librarians, Vice Principals and the Administrative Office prepares the annual budget and gets the approval of the Management.

The UGC and other Government Financial Aid Schemes viz., CPE, DBT, DST, Autonomy Grants, Major/Minor Research Grants, Merged Schemes, GDA/ADA Schemes are handled by a separate Clerk along with Staff Coordinators, under the supervision of the Finance Officer and the Principal. On the completion of a scheme Audited Statement of Accounts and Utilisation certificate is sent to the sanctioning authority.

Money received through students fees and scholarships is handled by the respective Offices of the two campuses.

The Registrar's office looks after the expenditure related to examination, evaluation, conduct of BOS, Academic Council and Governing Body meetings.

The Salary of UGC staff members and Government paid Non Teaching Staff

is paid by the Government of Karnataka through HRM system. Salaries of Management paid staff is paid to the individual's A/cs with Central Bank of India functioning in the campus on the first working day of every month.
The Contribution of donors and Alumni/ae is received by the Finance Office through Cheques or Demand Drafts. Donors are given 80G certificate.
All types of fee is collected through the bank housed in the campus to avoid huge cash maintenance. Payments are done only through Cheque/DD or Electronic Money Transfer Processes.
Requirements of every department are collected at the end of the academic year during the review meeting and appropriate provisions are made to meet the requirements. Department wise library budget is prepared and staff members are informed about the allotment.
Every bill is scrutinized and verified before the Finance Officer passes the Bill.
The following procedure is used for procuring instruments

* The department should get a minimum of 3 quotations.
* E-tender procedure is adopted for Government Scheme.
* The quotations are verified and permission is taken from the Principal regarding placing the Order.
* Once an instrument is received and installation is done, payment is released only after the department testifies the working condition of the instrument.

For the construction of infrastructure, the Management Committee takes the decision, calling for tenders. There is a Management representative supervising the construction work in the campus.

### 6.4.2 Does the College have a mechanism for internal and external audit? Give details.

**YES**

- A Firm of Chartered Accountants conducts statutory audits of Different Schemes.
- The Management audit is conducted by the Advisor to the Provincial.
- The Departmental audit from the Government of Karnataka is done for the government fees collected.
- The Co-operative audit of SACTCC Society, AEH Society, SAC Co Operative Stores and MJES is done annually by the department.
- Internal auditing is conducted once in 6 months by the Chartered Accountant.
- External auditing is done by the Chartered Accountants at the end of every Financial Year.

### 6.4.3 Provide audited income and expenditure statement of academic and administrative activities of the previous four years.

**Table – 73: Income & Expenditure statement of Academic and Administrative activities.**

| **Income** | | | | | |
|---|---|---|---|---|---|
| **Particulars** | **2009-2010** | **2010-2011** | **2011-2012** | **2012-2013** | **2013-2014** |
| Fees Collected | 11,33,54,110.00 | 13,73,08,410.00 | 15,84,41,475.00 | 17,99,12,393.00 | 18,95,24,277.00 |
| Grants from UGC, Central, State Govt & Other Funding Agencies | 69,31,987.00 | 2,15,25,929.00 | 1,22,82,313.00 | 96,79,083.00 | 1,47,79,147.00 |
| Grant in aid Salary | 1,89,23,947.00 | 3,49,46,993.00 | 4,72,78,913.00 | 5,73,20,014.00 | 5,68,07,797.00 |
| Scholarships | 18,42,824.00 | 15,61,747.00 | 10,03,870.00 | 19,66,071.00 | 11,22,490.00 |
| Interest from Bank | 41,15,387.00 | 18,10,867.00 | 33,70,529.00 | 38,32,837.00 | 28,00,741.00 |
| Contributions | 12,73,741.00 | 1,26,69,632.00 | 57,77,788.00 | 50,08,191.00 | 48,74,375.00 |
| Other Receipts | 18,32,022.00 | 6,66,622.00 | 1,24,61,711.00 | 1,01,08,466.00 | 1,16,17,619.00 |
| | | | | | |
| **Total Income** | **14,82,74,018.00** | **21,04,90,200.00** | **24,06,16,599.00** | **26,78,27,055.00** | **28,15,26,446.00** |
| | | | | | |
| **Expenditure** | | | | | |
| **Particulars** | **2009-2010** | **2010-2011** | **2011-2012** | **2012-2013** | **2013-2014** |
| Salaries and Wages | 4,62,28,798.00 | 7,35,63,422.00 | 10,32,60,971.00 | 12,17,13,362.00 | 12,99,88,260.00 |
| Special Fee Expenses | 17,29,315.00 | 16,58,517.00 | 16,35,207.00 | 14,62,939.00 | 14,28,929.00 |
| Scholarships, Mid day Meals and Aid to the Poor | 22,95,249.00 | 37,55,194.00 | 36,78,720.00 | 52,44,179.00 | 40,27,540.00 |
| University Fee and Affiliation Fee | 24,40,515.00 | 1,60,02,283.00 | 69,63,051.00 | 81,49,040.00 | 82,96,418.00 |
| Student Activities | 17,47,012.00 | 26,72,892.00 | 23,16,888.00 | 27,88,775.00 | 25,85,927.00 |
| Administrative Expenses | 43,67,120.00 | 89,58,899.00 | 97,97,685.00 | 86,96,546.00 | 1,18,44,101.00 |
| Electricity, Genset Expenses | 20,80,522.00 | 47,88,560.00 | 49,88,505.00 | 59,45,829.00 | 69,31,632.00 |
| Maintenance | 16,58,635.00 | 20,47,672.00 | 35,84,937.00 | 87,87,960.00 | 67,19,878.00 |
| Capital Expenditure | 1,17,64,906.00 | 3,80,89,680.00 | 1,33,13,315.00 | 5,83,01,650.00 | 6,99,26,128.00 |
| Expenses of Grants from UGC, Central, State and Other Funding Agencies | 60,90,181.00 | 1,40,76,825.00 | 1,48,90,346.00 | 1,79,78,327.00 | 94,54,333.00 |
| Depreciation | 65,32,042.00 | 82,14,640.00 | 91,46,482.00 | 1,11,38,452.00 | 1,16,82,134.00 |
| Other Expenses | 1,39,48,772.00 | 1,48,41,278.00 | 1,56,48,218.00 | 1,41,48,232.00 | 1,34,38,988.00 |
| **Total Expenses** | **10,08,83,067.00** | **18,86,69,862.00** | **18,92,24,325.00** | **26,43,55,291.00** | **27,63,24,268.00** |
| Excess of income over expenditure | 4,73,90,951.00 | 2,18,20,338.00 | 5,13,92,274.00 | 34,71,764.00 | 52,02,178.00 |
| **Total** | **14,82,74,018.00** | **21,04,90,200.00** | **24,06,16,599.00** | **26,78,27,055.00** | **28,15,26,446.00** |

### 6.4.4 Have the accounts been audited regularly? What are the major audit objections and how are they complied with?

**YES**

Accounts have been audited on regular basis. No major audit objections.

### 6.4.5 Narrate the efforts taken by the College for resource mobilization.

The Finance Committee meets every year and decides the fee structure for different programmes of the year.

Financial Resources are mobilized through:

1. Renting out class rooms for examinations and training programmes, during weekends and holidays.
2. Renting out grounds and halls during weekends and holidays.
3. State and Central Government Schemes and Projects.
4. Alumni/ae Association, both local and overseas.
5. Donations and scholarships from faculty, well wishers, alumni/ae and parents.
6. Government and Private Scholarships.

Sponsorships to organize major events like Aloysian Fest, National Seminars etc.

### 6.4.6 Is there any provision for the College to maintain the 'corpus fund'? If yes, give details.

**YES**

The College has accumulated a portion of the income annually in the College development fund. Also, the amount of new scholarships is kept as FD and the interest is utilized for the purpose.

## 6.5 Internal Quality Assurance System

The College has an effective IQAC committee to ensure quality of education imparted by the College. The composition of the College IQAC Cell is given bellow.

| | |
|---|---|
| Rev. Fr Swebert D'Silva SJ | - Chairperson |
| Dr Denis Fernandes | - Coordinator |
| Ms Suchetha Vijayakumar | - Asst. Coordinator |
| Dr A.M. Narahari | - Registrar |
| Rev. Fr Francis D'Almeida SJ | - Vice Principal, PG Block |
| Dr Veronica Judith Carlo | - Vice Principal, Admin Block |
| Mr Ronald Pinto | - Vice Principal, Science Block |
| Mr John Edward D'Silva | - Vice Principal, Arrupe Block |
| Rev. Dr Melwyn D'Cunha SJ | - Research Coordinator |
| Rev. Fr Pradeep Sequeira SJ | - Administrator – AIMIT |
| Dr A Lourdusamy | - Dean PG studies |
| **Members** | |
| Rev. Fr Walter Andrade SJ | - Financial Administrator |
| Dr Suresh Poojary | - Dean of Commerce |
| Dr Beena Dias | - Faculty of MBA |
| Dr Richard Gonsalves | - NAAC Coordinator |
| Dr Rowena Wright | - Dean (Academics) MBA |
| Ms Precilla D'Silva | - Dean of Biological Sciences |
| Dr Norbert Lobo | - HOD, Economics |
| Mr Manibushan D'Souza | - Faculty of MCA |

| | |
|---|---|
| Mr Paul D'Souza | - Office Manager |
| **Experts** | |
| Mr Ranjan Rao | - Advocate and Educationist |
| Mr Michael D'Souza | - Ex President of SACAA |
| Dr Abdul Rahiman | - Former Vice Chancellor of Kannur and Calicut University |
| Mr Chandramohan K Y | - Chartered Accountant |
| Mr Santhosh Kumar Kadri | - Ex President of SACAA |
| Mr Ullas Rasquinha | - Businessman, Philanthropist |

**6.5.1 Does the College conduct an academic audit of its departments? If yes, give details.**

**YES**

- A team comprising Principal, Registrar Evaluation, IQAC Coordinator, NAAC Coordinator and other senior faculty visit every department and review the progress of the department and give suggestions.
- IQAC convenes Annual Departmental Review meetings in which departments present their performance in the academic year keeping in view of perspective five year plan presented by them to the IQAC.
- Based on the feedback from the students on syllabus and the pattern of evaluation system, departments are advised to revise and redraft their syllabi.

**6.5.2 Based on the recommendations of academic audit what specific measures have been taken by the College to improve teaching, learning and evaluation?**

- Departments have revised their syllabus regularly.
- Remedial classes conducted for the slow learners.
- Guest lectures and Seminars organized for the exposure of the students and the staff in the areas of their interest.
- Improvement in Research activities in the departments

**6.5.3 Is there a central body within the College to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?**

**YES**

- Other than BOS and Academic Council, there is a Staff Council for both UG and PG departments. It consists of Principal, Vice Principals, Registrar, Heads of the Departments, IQAC Coordinator, NAAC Coordinator and Student Council Director. It decides various issues related to of operations.
- Staff Councils meet twice a semester and review the academic progress and administrative issues.
- Suggestions/recommendations of this body are implemented by the Heads of the Departments.

### 6.5.4 How has IQAC contributed to institutionalizing the quality assurance strategies and processes?

- IQAC is the Chief planning body of the College.
- IQAC is involved in preparing and planning the programme of the year which is duly recorded in the handbook.
- It convenes and conducts the meetings of various bodies/associations in the college
- Based on the recommendations of the earlier meetings it initiates the follow up.
- Makes recommendations to the higher authorities on various suggestions given in the meetings for implementation. It brings to the notice of Principal on various new schemes/ suggestions/ recommendations of UGC
- Involved in drafting various policies/ projects of the college.
- Elicites Feedback from various stakeholders and suggests the recommendations of the feedback to the concerned people
- Involved in documenting achievements/progress of various sections in the College and preparing annual report.
- The academic calendar is prepared before the commencement of a semester for the systematic functioning of the College.
- A weekly programme schedule is sent to all staff through email and displayed on notice boards well in advance..
- Guest lectures/talks arranged on current issues related to administration or education.
- The tentative dates for mid-semester and end semester examinations are notified well in advance for the convenience of the teachers as well as the students.

### 6.5.5 Does the IQAC have external members on its committees? If so, mention any significant contribution made by such members.

**YES**

The external members are eminent scholars/industrialists/educationists in their respective fields

- Prof Abdul Rahiman- is the former Vice Chancellor of Kannur and Calicut University who is also involved in NAAC Accreditation Process of various Colleges and Universities.
- Sri Ranjan Rao- is an advocate and an educationist. He is the managing trustee of a reputed institution in the region. He is also an alumni of the College.
- Sri K.V. Chandramohan- is a leading Chartered Accountant in the City, philanthropist and an alumni
- Sri Santhosh Kumar Kadri- is an Alumni of the institution as well as involved in higher education under IGNOU.
- Sri Ullas Rasquinha – a management Post Graduate, successful

businessman, philanthropist and an Alumni of the institution.

- Mr Michael D'Souza – Retired bank officer and former president of SACAA.
- The experience and innovative ideas from the members have helped the College institutionalize qulity in its day to day function.

### 6.5.6 Has the IQAC conducted any study on the incremental academic growth of students from disadvantaged sections of society?

**YES**

IQAC has maintained a record of the progress of the students in academics from the entry to exit level. The IQAC has reviewed the ongoing progress of student from disadvantage background and empowernment measures such as remedial classes, individual counselling are taken. The Pathway Cell of the College with the funding from Ford Foundation organized programmes mainly for the disadvantaged sections of the Society.

### 6.5.7 What policies are in place for the periodic review of administrative and academic departments, subject areas, research centers, etc.?

- The IQAC meetings are conducted twice a year with both external and internal members that would provide for a comprehensive review on students performance, infrastructure availability and academic performance. Besides it convenes meetings of internal members at the end of every semester for the evaluation of the academic progress.
- It demands annual reports from each faculty and association to be included in the College Day Report as well as to submit AQAR.
- It conducts Departmental Review Meetings at the end of the academic year. Analyses the progress of each department. Receives/gives suggestions to departments on quality improvement. Recommends these suggestions to Principal/ Registrar.
- It also accompanies Annual Academic Audit Team's visit to every department and makes suggestions on academic growth of the departments.

# CRITERION - VII

# ENVIRONMENT CONSCIOUSNESS, INNOVATION AND BEST PRACTICES

**CRITERION - VII**
**ENVIRONMENT CONSCIOUSNESS, INNOVATION AND BEST PRACTICES**

## 7.1 Environment Consciousness

St Aloysius College is very conscious and committed to the environmental issues with regard to the protection, conservation and sustenance of natural resources. The faculty and the students are being sensitised towards environmental issues through continuous orientation programmes. The different sectors of the institution promote conservation of natural resources by implementing different strategies with reference to utilisation and conservation of greenery, water and energy. The essence of conservation is based on the three principles - Reduce, Reuse and Recycle.

Litter Free Campus

Waste Management

Green Campus

Rain Water Harvesting

Solar Energy

Several seminars, workshops of regional and national level have been organized by different disciplines of the College in relation to basic and applied environmental issues .This has provided a platform to interact and have a direct dialogue with scientists, public, and students of this and other institutions. Staff members are the resource persons addressing various academic and public forums creating environmental awareness. Continuous efforts are being made to keep the campus and surroundings eco friendly.

### 7.1.1 Does the College conduct a Green Audit of its campus?

Yes. Green Audit of the campus was conducted by the **Green Audit Committee** assisted by **Environmental Committee** of the campus comprising of Environmentalists from bio-reserve, officials from horticulture department, scientists, subject experts/academicians and the College administrators (Principal, Registrar, Coordinator of Campus Environment Activity, Maintenance Officer, N.S.S. Programme Officers) and the document is being maintained.

It audits the information regarding the greenery in and around the campus, methods employed by the College to preserve and save energy, innovative techniques of renewable sources of energy practised and advances in the research field. The College maintains a Biodiversity Register where fauna and flora of the campus is identified and scientifically classified.

**Energy Audit:**

* The College has installed a solar energy unit of 25 kW on a roof top of around 2500 sq mt area.
* The Annual electricity consumption during 2013-14 has been 1740 KVA h.
* The Average rate per unit paid by the College during 2013-14 is ₹ 6.4 /unit
* Attempt is made to reduce consumption of electricity by using Tube lights & CFL bulbs.

### 7.1.2 What are the initiatives taken by the College to make the campus eco-friendly

In spite of being in the centre of the city the main campus has a green cover of about 40% of its area in Mangalore and about 80% of its area at Beeri and Ullal. Besides there are well maintained gardens in all three campuses. The Mangalore campus has protected areas which are representative of the original flora of the region. Most of the trees on the campus are labelled.

Following measures have been initiated by the different sectors of the campus to make it eco- friendly –

**a. Energy Conservation :** The measures taken to conserve electricity consumption are:

- Usage of energy saving models like CFL and monitoring of unplugging of electrical and electronic devices like lights, fans, computers, lab equipments when not in use.
- **Awareness Programmes**
  - The Students and the staff are exposed to modern scientific methods of renewable energy sources through various programmes, workshops and national seminars.
  - Students of BSW, MSW, various associations have performed street plays on energy conservation.
  - **Documentaries** on the above issue are telecast on the College TV by students of Journalism.

- SARANG the community radio station of the college brings out programmes for the public on awareness
- These awareness programmes have helped in sensitizing the students and the staff and involve themselves in conservation programmes.

**b. Use of renewable / Alternate source energy :**

Renewable or alternative sources of energy practices followed in different units of the institutions are mentioned below:

**Table – 74: Renewable / Alternative Sources of energy practices of the College**

| UNITS | BLOCKS | NUMBER | BENEFICIARIES | PURPOSE |
|---|---|---|---|---|
| 1. Solar water heaters & Solar lights | AMIT Campus – Ladies and Gents hostels | 3 units | 300 | Electricity & Bathing |
| | St. Aloysius Main Campus, Ladies and Gents UG and PG hostels | 8 units | 500 | |
| | St. Aloysius Boys Home | 3 units | 135 | |
| 2.Astravole | PG Ladies hostel | 1 | Inmates | Cooking & Water heating Purpose |
| 3.Solar power | PG Block of Main Campus | 25 kW | PG Class Rooms, PG Library and UG Computer Labs | Electricity |

**Biogas unit** : A self reliant, self sustainable, renewable and zero wastage project -A Biogas unit is functioning at Aloysius Boys Home at Nehru Nagar, Ullal for the production of biogas used for cooking and electricity. Dung source from 25 reared cows is used as raw material and the byproducts are served as organic compost for fruit and vegetable gardens and other campus area.

**c. Water harvesting:**

- Large scale rain water harvesting technology is practised at Boys' Hostel of main campus and Aloysian Boys' Home. Water from roof is collected, processed and let into a huge well and is used throughout the year for all general purposes.
- In the Arrupe block of main campus flowing rain water is directed through pipes into a huge well to elevate the water table in and around the campus.
- Students of wild life club have surveyed the entire campus with the help of experts and external agencies and have dug pits at different regions which facilitate maintenance of the water table.

- Provision for water harvesting is also made in the new building projects and in hostels.

**d. Plantation :**

- **Green cover in campus:** The different sectors of the institute has green cover in the form of natural and cultivated plants and trees, green hedges, flower gardens, well maintained by gardeners. Some of the main green areas are:
  - **Alvana**, a micro forest in the main campus, spread over 1.5 acres with a history of over 100 years. It is maintained with all its natural flora and fauna including 30 endangered species of Western Ghats, hence called mini Western Ghats.
  - **Main Campus Greenery** is maintained with more than 500 flowering and shade trees. Tissue culture saplings obtained through **tissue culture,** from the laboratory of **Applied Biology** have grown into full fledged trees.
  - **AIMIT Campus** has about 1,000 trees. These are maintained in collaboration with the forest department**.**
  - **Aloysian Boys'** Home **Green Avenue** has thick green cover of around 1,000 trees with large number of fruit trees. Banana plantation, vegetable garden, medicinal plants are being maintained by the inmates.
  - Dept of Botany maintains a fern house, medicinal garden, vegetable garden, etc
- **Go Green Student Projects:** The entire College is involved in clean green campus programme.
  - There are 54 Co curricular and Extra curricular associations (36 Co curricular and 18 Extra curricular associations of UG and PG,). Every association conducts at least two eco-friendly activities/year.
  - Pockets of unused land in the campus have been assigned to various classes and are converted into gardens. Every first degree student during the environmental classes is ensured hands on experience with nature.
  - Students of biosciences and wild life club have labeled most of the flora of the campus and Alvana.

**e. Waste management:**

i. **e-Waste Management** : Provision is made for the disposal of e-waste. The College has a specific e- waste collection centre which is transported to local pollution control office Baikampady, Mangalore for further processing.

ii. **Organic Waste Management:** Organic waste is managed efficiently through Vermi Technology programme which has been practised for more than a decade by the Department of Zoology. A Vermibin is designed for conversion of organic waste into fertilizers and same is installed in many private, domestic and public sectors. Organic manure from Vermibin unit of the College is used for the College garden. AIMIT Campus also has Vermibin for organic waste management.

**Measures taken:**

- Vermitech Diploma Course is being conducted.
- Hands on training in Vemiculturing and Vermicomposting is imparted to institutions, teachers, farmers and general public to

popularize green technology in and around Mangalore.
- Public awareness is created through orientation/seminars/ workshops.
- Students are involved in outreach programmes where they go to other school and institutions and create awareness regarding environment conservation and Vermitechnology.

iii. **Plastic waste Management:** Segregation of plastic waste is being done with an aim of recycling the plastic. In order to reduce the usage of plastic bags, eco friendly cloth bags with a slogan have been designed and sold to the faculty and the students.

iv. The AIMIT Campus has a STP Plant of 1,00,000 litres capacity for treatment of sewage.

**f. Carbon neutrality:** The campus has been subjected to determination analysis of carbon dioxide at various regions. Analysis was conducted by National Institute of Technology Karnataka, Surathkal empanelled by Karnataka State Pollution Control Board, Bangalore (Reg. No. PCB/668(40) COC/2013-2014/173.Ref.No.ChE/T&C/0016/2014-2015). Efforts are made to control carbon dioxide level by maintaining clear, green, pollution free campus.

**g. Any other**: To promote environmental awareness among general public we have organized the following practices.

1. In one semester compulsory Environmental Science paper is offered to the UG students. This will help the students to have awareness about the environmental issues.
2. **Eco Concern Programme: 'Jana-Jala-Jagrathi'** - Eco Concern-Awareness Programme on Nethravathi river diversion and importance of Western Ghats was organized by the Botany Department in association with environmentalists.

   The College Staff & the students were part of many rallies organized by environmentalists to oppose exploitation of environment.
3. **National seminars and Workshops are conducted by different departments on environmental issues**
4. The College Museum has a large collection of fossils, shells, skeletons, artefacts of local culture, for education of students of the College and of school children from the district as well as visitors.

**Seminars Conducted**

a. A three day International Seminar on Applications of Nanotechnology in Energy, Environment and Biotechnology (NANO-EEB) was held on December 14-17$^{th}$ 2010 sponsored by UGC, INSA, ONGC and Banks.
b. A national level symposium was organized on Advances in Microbiology and Biochemistry for Sustainable Biodiversity on 30 January, 2011 by the Biochemistry Department.
c. A two day National seminar on 'Recent Advances on Biological Sciences was organized by the Zoology Department on 28,29 February 2011, funded by DBT.
d. A two day National seminar on Microbial Diversity and their Implications was organized by Botany Department on 21,22 February 2012 sponsored by DBT.
e. A two day National Seminar on Waste Management and Alternative Energy Sources, was organized by the Zoology Department held on 10,11 December 2012, funded by DBT.
f. A two day National Seminar on Pteridophyta: An Intriguing Flora.

Environmental and Ethnobotanical Significance was organized by PG Biotechnology Department on 8-9 February, 2013 which was sponsored by DST-SERC, Karnataka Science and Technology Academy (KSTA)).

g. A one day awareness programme on Environment was organized by the Botany Department on 10 September 2013 by Mr Niren Jain, Coordinator of Kudremukh Wildlife Foundation.

h. A two day National Seminar on Trends in Environmental Biotechnology was organized by the PG Biotech Department in association with Department of Botany on Dec 11-12, 2013 (sponsored by DBT, UGC).

i. A two day National Seminar cum Workshop on 'Nuclear Energy and Society' was held on 12-13 December 2013 in association with BARC, Mumbai.

j. A two day National Seminar on Environmental Biotechnology and its Applications was organized by PG Biotechnology and the Department of Botany on 10, 12 February 2014 which was sponsored by DBT.

In addition 11 workshops cum hands on training programmes were conducted on environmental issues.

5. **New Tag in Fauna**: Dr. Hareesh Joshi, the former HOD of Zoology has done a survey of the frogs of the Dakshina Kannada region and has identified 8 new species one of which has been named - ***Euphlyctis aloysii*** after the St Aloyisus College.
6. **Research Projects** : Staff members are engaged in funded Research – on environmental issues of the region:

**Table -75: Research Projects on environmental issues**

| Sl. No | Name of the Staff | Title of the Project | Year | Funding agency | Grant Amount |
|---|---|---|---|---|---|
| 1. | Dr Smitha Hegde | Bioprospecting local ferns for Phytoremediation of heavy and radioactive metals. | 2011-2013 | BRNS | ₹ 23,40,000/- |
| 2. | Ms Sushma Patrao | Degradation of surfactants in detergents by bacteria. | 2011-2013 | UGC | ₹ 1,43,000/- |
| 3. | Dr Smitha Hegde | Phytoremediation of heavy metals using *Brassica juncea* and Nephrolepis sps | 2011 -2013 | UGC | ₹ 1,80,000/- |
| 4. | Rev. Dr Melwyn D'Cunha SJ | Occurrence and distribution of arbuscular mycorrhizal fungi (AM Fungi) in coastal sand dune legume vegetation of Dakshina Kannada in relation to soil and soil parameters | 2012-2014 | UGC | ₹ 1,95,000/- |

**Research Publications:**

**Table – 76: Papers published on Environment related aspects:**

| Sl.No | Name of the Staff | Title | Year | Journal | Number |
|---|---|---|---|---|---|
| 1. | Patrao S.,Acharya A., Suvarna N., Sequeira M. | Degradation of Anionic Surfactants by *Bacillus subtilis*and, *Bacillus cereus*. | 2012 | International Journal of Pharmacy and Biological Sciences | 3 (1): 42-45 |
| 2. | Sudha Sajeev, Aparna A, Rajani M. Nayak, Lobsang Tsultrim, Shimju K.T, Melo J.S, Smitha Hegde | Screening Native Ferns for Heavy Metal Accumulation-A Preliminary Study. | 2013 | Biodiversity Conservation: Challenges and Prospects | 978-93-5104-266-5(ISBN) |
| 3. | Sudha Sajeev, Ramya P.V, Sunitha B.C, Melo, J.S. and Smitha Hegde | Phytoremediation of Cadmium using Pterisspp | 2013 | Prospects in Bioscience: Addressing the Issues, Sabu, Abdulhameed; Augustine, Anu (Eds.) Springer, XV, 430 p. | ISBN 978-81-322-0810-5 |

**Table – 77: Research Paper Presentations (Posters) on environmental issues**

| Sl. No | Name of the Presenter | Title | Date | Seminar/Conference |
|---|---|---|---|---|
| 1. | Rev. Dr. Melwyn D'Cunha SJ | Periodicity of arbuscular mycorrhizal fungi associated with wild legume Canavaliamaritimaof the coastal sand dunes | 6-11, January, 2013 | ICOM-7 organized by TERI, New Delhi |
| 2. | Renu Kashyap, Sudha Sajeev and Smitha Hegde | Identification of juvenile ferns using molecular markers | 8- 9 February, 2013 | National Seminar on Pteridophyta: An Intriguing Flora. Environmental and Ethnobotanical Significance |
| 3. | Sudha Sajeev, Ramya P.V, Sunitha B.C and Smitha Hegde, | Phytoremediation of Cadmium using *Pteris spp.* | 15-17 March 2012 | International Conference on Advances in Biological Sciences (ICABS), Kannur University, Kannur, India. |

| | | | | |
|---|---|---|---|---|
| 4. | Sudha Sajeev, Aparna A., Rajani M. Nayak, Lobsang Tsultrim, Shimju K.T, Melo J.S, Smitha Hegde | Bioprospecting ferns of the local flora suitable for Phytoremediation of heavy metals | December 17-19, 2012. | DAE-BRNS Life Sciences Symposium 2012 (LSS-2012) on Trends in Plant, Agriculture and Food Sciences (TIPAFS) |

7. Dr. Smitha Hegde has launched a website www.rondanobiodiversity.com on **"Fern Biodiversity**" in collaboration with M.Sc. Bioinformatics Department, AIMIT, Beeri.
8. A **MoU** was signed by Dr. Smitha Hegde with Karnataka Forest Department to conduct a study and the collection of ferns of the Kudremukh National Park.
9. Dr. Smitha Hegde and Sudha Sajeev (2013) compiled a Field Guide **'The Ferns of Kudremukh National Park'**, funded by the Government of Karnataka, Karnataka Forest Department, Kudremukh Wildlife Division, Karkala.
10. Students of Zoology Department undertook projects in studying the biodiversity of fish, earthworms, insects and birds of Dakshina Kannada District.
11. Go Green Campaign was held in the campus and Oath was administered to make the campus plastic free.
12. The Laboratory of Applied Biology has succeeded in reintroducing the red listed plant *Coscinium fenestratum* in the Western Ghats forests.

## 7.2 Innovations

St Aloysius Institution being, one of the acclaimed premier educational institutions has been continuously promoting & implementing many innovative practices in academics, culture and other vistas**.**

### 7.2.1 Details of innovations introduced during the last four years which have created a positive impact on the functioning of the College.

**Innovative Vistas in Curricular Aspects:**

The College has been recognized as the College with Potential for Excellence for the second phase by UGC, STAR College Scheme for the second phase by DBT and Community College by UGC. Being an autonomous college, it has been able to make major changes in the curriculum of science as well as arts and commerce subjects to be environment oriented. Environmental studies are manadatory for all streams offered by the college.

**A. BT Finishing School:** BT Finishing School sponsored by DBT and Government of Karnataka Vision Group was started in 2011 with a fund of ₹ One Crore. Objective of the school is to make industry ready candidates in Biotechnology in the specialized areas - Fermentation and Bioprocess, Plant Tissue Culture and Micro propagation. Candidates are selected through all India level examination.

B. **New Programmes**: The College has started 5 PG Programmes, 4 new combinations in UG Programmes, 8 Certificate Programmes, 3 PG Diploma Programmes and 2 Advanced Diploma Programmes.

C. **Career Oriented Programmes (COP)**

The College has 22 Certificate Programmes, 16 Add on Courses, 5 Diploma and 5 PG Diploma Programmes.

D. **Curricular Designing**:

Under Autonomous structure of the institution, every UG and PG department has strengthened and scaled up their academic inputs in both basic and applied aspects including recent trends. This is a continuous exercise under BOS monitored by subject experts, academic bodies and nominated student member.

Project is one of the important part of curriculum of various disciplines. The students carry out in house/outstation projects. Compulsory internship is introduced in Commerce and Management departments.

**Innovative Vistas in Teaching, Learning and Evaluation:**

**Remedial coaching**: It is provided by every department to support first generation learners and slow learners. Peer learning and group learning are encouraged.

**Examination System: Measures taken towards the improvement of examination**:

- With the inception of Autonomy the College has introduced continuous and comprehensive evaluation with the components such as; Two internal examinations, Assignments, Seminars, Surprise tests, Open book exams and mini Projects.
- The office of the Registrar of Evaluation is equipped with examination software for timely announcement of Results. The College has developed software for monitoring the student's attendance.
- OMR facility is installed to conduct objective type examination and evaluation.

The College has organized a 10 day summer school programme from 12 May 2014 to 24 May 2014, involving 5 Science Departments. 26 students attended this programme which had 30 hours of theory and 40 hours of practicals.

**Innovative Vistas in Research, Consultancy and Extension**:

i. **Laboratory of Applied Biology**: It is a Research Centre, actively engaged in research programmes in plant tissue culture and molecular biology areas, it does in vitro multiplication of forest trees, oranamental trees, medicinal plants and red listed plants. It also does biodiversity studies using molecular markers. It imparts hands on training to the students and the staff of various institutions and exposing them to research fields.

ii. **PG Dept of Biotechnology:** It is a recognized Research Centre in Biotechnology with Three Research Guides and 15 students, in areas relating to Biochemistry, One of the key areas of research is biodiversity,

bioremediation, Plant Tissue Culture, Immunology, Animal Cell Culture and related areas.

**iii. Research Centre under Tumkur University:**

St Aloysius Advanced Research Centre is recognized as Research Centre in discipline of Kannada, Bio-Science, Chemistry, English, Economics, Commerce, Management, with 11 staff members as Research Guides, guiding 54 students.

In addition, one staff member of the Hindi Department is a Research Guide under Dakshina Bharath Hindi Pracchar Sabha and One Staff of History Department is the Research Guide under Kannada University, Hampi

**iv. Research Publications**:

The College publishes 4 research journals

1. **Al-Shodhana-** A Multi Disciplinary Refereed Research Journal (ISSN -2320-6292).
2. **Deeksha.** - The Bi- annual Research journal (ISSN-2250-3919) of MSW department.
3. **Amar Konkani** – An **annual** Konkani research journal.
4. **AJMR -** Aloysius Journal of Management and Research-(ISSN-2321-8797)-Bi- annual research journal.

**v.** To promote research among science faculties a separate building is being built at a cost of 12 crores.

**vi. Extension activities by the students:** Trained students of Biotechnology, Botany and Zoology Departments visit as resource persons to schools/colleges/institutions to give lectures and hands on training in fields related to Biological Sciences.

**vii**. To promote social concientisation among students a 10 hour '**Sahaaya**' programme per semester for the UG students and a 6 day '**Rural Exposure'** Programme for the PG students is conducted.

**viii**.The College has started an **incubation centre** to promote entrepreneurship through a MoU with Manipal University.

**Innovative Vistas in Infrastructure and Learning Resources**:

**Radio Sarang – 107.8FM:** Is the first community radio that reflects the Mangalore community Life. It continues to bring various communities together and showcase their talents in local culture-drama Yakshagana, music and festivities. It also addresses the environmental issues, Health for Women & Children. It makes them appreciate, respect and celebrate the diversity. It also promotes Human rights, legal awareness, constitutional education Job opportunities for SC/STs, minorities and differently abled.

Campus Internet, Wi-Fi Connectivity and ICT enabled Classrooms have improved the quality of teaching in the College. Video conferencing facility is initiated to utilise the expertise of experts.

To improve the governance, and especially to improve safety of women students CCTV cameras are installed at the entrance, library and strategic points in the College. To improve the infrastructural facilities both ladies and gents hostels are extended. Three new halls are created in the Arrupe Block with a seating capacity of 450, 400 and 300 respectively.

A laboratory safety audit was done by Dr Anik Luke a safety specialist from Monsanto Research Centre, Bangalore.

**Innovative Vistas in Student Support and Progression:**

**A. Coaching Programmes**

i. **UGC funded IAS coaching:** Students of various institutions are coached and trained for Civil Service Examinations, in the field of optional subjects, quantitative ability, data interpretation, verbal/non-verbal reasoning and facing interviews.

ii. **NET / SLET Coaching:** Coaching is provided for Post Graduate students to equip them to take up competitive examination for teaching or research profession. GATE Coaching is also organized.

iii. **CAT, MAT and ZAT Coaching:** Students of Commerce and Business Management streams are given coaching to take up competitive examination for higher education.

**B. Soft Skills /Life Skills Training** : Final year students of all the streams are given training in HRD to enhance their communication, negotiation skills, boost self confidence and leadership qualities to equip them to face the challenges of the society.

**C. Language Lab-** English Speaking Course: Students' coming from rural, non English medium background are trained in Phonetics and Basic English grammar with special focus on speech and other communication aspects.

**D. Commerce and Management Lab-** Providing online research facilities to Commerce and Management students, helping them for project work.

**E. Student support services:** Indoor sports facility is built for the students in the Arrupe Block basement floor. Separate Periodical section is started for the better access to periodicals and journals.

**F. Counselling and Mentoring Services:** These are provided to the students through Teachers and Trained Counsellors, to address their social and emotional needs thereby improving their academic performance and help them in achieving overall progress.

**Innovative Vistas in Governance, Leadership and Management:**

Decentralization of administrative mechanism is established for realization of the Vision and Mission of the College.

- **Sambrama: Rewards and Recognition Programme:** It motivates both Teaching and Nonteaching staff to achieve excellence in the respective fields.

**Innovative Vistas in Environment Consciousness, Innovation and Best Practices**

- Boards showing green initiatives of the campus displayed in the Aloysian Boys Home.
- 25 kW Solar Energy is Utilised in the PG Block of the main campus, to

give power to 5 computer laboratories, PG Library and PG Classrooms.

- Segregation of plastic waste is being done with a aim of recycling the plastic. In order to reduce the usage of plastic bags, eco friendly cloth bags with a slogan have been designed and sold to the faculty and the students.
- Having protected areas of original flora of the region.
- Naming of plants of the campus
- A large collection of local fish, earthworms and frogs etc with identification in the Zoology museum.
- The Botany Department has a programme 'Plant a day' which makes students acquainted with local flora.
- Gas fired Incenerator is used to dispose medical waste.

## 7.3 BEST PRACTICES

The College has initiated and follows several best practices in tune with the vision and the mission of the College, as the focus is on 'Creating men and women for others'. In order to promote the overall development of the individuals the College strives at transforming the campus into a community and sensitizing the young generations towards Civic, Social, Economic and Environmental concerns.

1. **Co-curricular and extracurricular activities** are carried out through 36 Co-Curricular and 18 extra Curricular associations of UG and PG, including national organizations like NCC, NSS, Red Cross, Rangers and Rovers. Every student is a part of any one of the associations during I and II year as a part of credit system.
2. **Organization of Seminars/ Workshops /Conferences /Public Lectures**
   Annually every faculty organizes Workshops, Seminars/lectures Conferences, Symposia funded by UGC and other funding agencies. The college has organised 84 seminar/ conferences and 64 workshops in the last 5 years
3. **Placement Cells** of the College is involved in organizing the career guidance programme in all spheres. It invites companies for campus recruitment and sends students to job fairs of other institutions.

**Table – 78: Number of placements in the last 5 years**

| Campus Recruits | 2009-10 | 2010-11 | 2011-12 | 2012-13 | 2013-14 |
|---|---|---|---|---|---|
| UG | 47 | 73 | 95 | 44 | 109 |
| PG | 122 | 163 | 115 | 181 | 215 |

4. **Morning Prayer** service is held at the start of the classes every day. The historically renowned Chapel in the campus is also a place of prayer and meditation open all through the day. This practice helps in a space for inner peace, harmony with nature, inculcating spirituality and

character building.

5. **Merit Scholarships** are offered in the areas of academic excellence, sports, economically deserving and minorities. Around 250 students are the beneficiaries of these scholarships along with fee concession every year.
6. **Faculty Improvement Programme** facilitates faculty members to take up higher studies. Management also promotes and provides financial assistance to the Management staff, to undertake Ph.D programme. Seed money for Research and Study leave is also granted to eligible staff members.
   1. Twenty - Staff- have obtained Ph.D during last 5 years.
   2. Sixty three staff members from various disciplines have registered for Ph.D under Mangalore and other Universities.
7. **Midday Meals** facility is made available to the deserving students, throughout their College education.

**Table – 79: Number of beneficiaries and amount spent on midday meal scheme**

| Sl No | Year | No of Students | Amount contributed by the Management (In ₹) |
|---|---|---|---|
| 1 | 2009-2010 | 325 | 3,27,773 |
| 2 | 2010-2011 | 330 | 3,52,952 |
| 3 | 2011-2012 | 325 | 4,99,539 |
| 4 | 2012-2013 | 338 | 5,59,435 |
| 5 | 2013-2014 | 340 | 4,93,949 |

8. **Counseling** services are provided by trained counselors. Students with personal and academic issues those who are distracted, suffer abuse, indulged in substance abuse and lack of goal and orientation in life are counseled. If required they are sent to professional counselors.
9. **Students Fests s**erve as a platform to showcase one's talent, exhibit leadership and organising ability.
   **Ustav** –UG, **Sangam & Lakshya** PG (Inter Class Competitions),
   **Pragati (PG)-** bi annual national symposium on any current issues a state level student conference.
   **College Fests-Imprints** for Science, **ACME** for Commerce, **Art Beat** for Humanities, **Spin Out** for Management, **Aloysiad** for Sports and **Astitva** (National Level Cultural Competitions), **Insignia** (MBA) and **Epitome** (MCA)
   **Manasa Manthana** student paper presentation (MBA): Presentation of Research paper by the students**, Anveeksha,** student paper presentation MCA
   Degree Day, Musical Evening, Sports Day, Hostel Day and College day are the forums for the students to exhibit the talents.

10. **Student Council** is a part of the decision making body related to student's issues represented by Elected Representatives - President, Vice president, Secretary, Joint Secretary, Class Representatives and Secretaries of all the Associations supervised by Staff Directors.
11. **Class Guides and Mentor System** is in place as a student support mechanism. There are 68 Class Guides at the UG level and 30 Class Guides at the PG level. All the staff function as Mentors with a small group of students.
    The Class Guides and the Mentors have regular interactions with students, individually and in groups, motivating them to excel in all the dimensions of their lives-academic, personal, emotional and social leading to better staff student relationship.
12. **Remedial classes** are organized for the academically weaker students. Students who fail in the internal exams and slow learners who require additional classes are called to attend remedial classes regularly and are monitored by subject teachers through extra classes, tests /assignments /group discussions .The staff members keep a record of the remedial work.
13. **Orientation Programmes** for both staff and students are held at the beginning of every academic year. Students are given orientation about vision and mission of the College, Autonomy Structure, Rules and Regulations of the College, Associations, Facilities and Opportunities for overall development.
14. **Newsletters** are published to promote creative writing skills among students. Several Departments and Associations of the College bring out their own newsletters. There are 22 newsletters and 4 research Journals published by the College every year.

**7.3.1 The two unique best practices which have contributed towards smooth and efficient functioning of administrative & social aspects are elaborated:**

**Best practice 1:**

**'Decentralization of governance and evolving and effective support system'**

**Best practice 2:**

**'Social concern and commitment'**

**Best practice 1.**

**1. Title of the Practice: ''Decentralization of governance and evolving and effective support system'**

**2. Objectives:**

The main objectives and intended outcomes of the system are:

- Effective implementation of the Vision and Mission of the College.
- Extension of decision making powers at different levels to make the Management more effective.
- Enhancement of efficiency and pace of administration.
- Build better rapport between the Management, faculty and the stake holders.

- Facilitating the overall growth of the students and the staff.
- Providing quick and effective solutions to the grievances of students and the staff.
- Promoting collective leadership.

The principles and concepts

- Involvement of all the stake holders in the decision making.
- Democratic approach in decision making and its implementation.
- Create men and women for others.

### 3. Context:

**Status of Autonomy:** Introduction of Autonomy in the year 2007 has brought in over all change leading to restructuring of academic aspects with social relevance.

**Starting of new UG and PG courses:** The College runs 18 PG programmes and 6 UG programmes with various subject combinations in 6 Faculties.

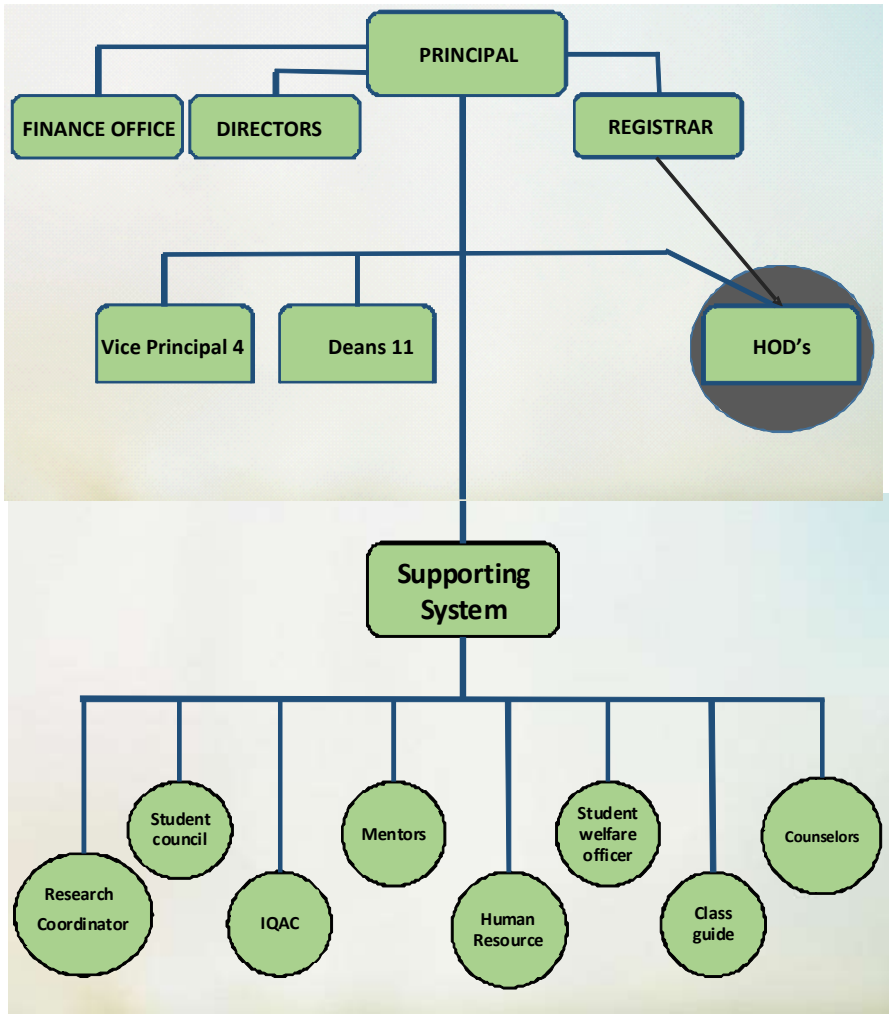
**Expansion of the College:** Every year there is a steady increase in the student strength. AIMIT Campus houses 4 PG programmes which necessitates the change in administrative structure.

There is a need to foster close monitoring of various schemes of the State and Central government, local bodies and social organizations.

The College aims at providing quality education to all its students and thereby focus on overall development of individuals. It is to be done by introducing various schemes and programmes, which are to be monitored by collective leadership.

### 4. The Practice:

The administrative structure of the College to perform it's regular activities is given below. Here authority flows down and accountability flows up**.**




**Principal:**

- The Principal exercises all administrative and academic powers in consultation with registrar and other officiating bodies under Autonomous structure. The Principal is the implementing authority of the College.
- The Principal as the Head of the institution plans, executes duties, and supervises other duties connected with admission, appointments, infra structure, finance, and exercises powers as prescribed by the regulations.
- The Principal reports details of all academic matters and programmes to the governing bodies and the university.

**Registrar:**

- The administrative responsibilities with regard to curriculum design, examination and evaluation are carried out by the Registrar. He is provided with a dedicated office and support staff.
- The Registrar facilitates designing and maintaining educational course requirements for Graduate and Post Graduate programmes. This is done through Course scheduling, constitution of the BOS for every course, supervising new course registration, getting approval through Academic Council, and ensuring that all the curricular procedures are being executed by the appropriate academic bodies as per statutes.

**Finance officer**:

- He is in charge of the financial matters and decision making regarding sanctioning of finances in consultation with the Principal and the Management. There is a separate office and support staff to meet this purpose.
- The finance officer is the authorized signatory for all the cheques issued for payments up to ₹ 50,000.
- Budgeting for the financial year in consultation with the finance committee.

**Director:**

- The Director of the AIMIT Campus is the overall in charge of administrative and financial matters of the campus. He carries the responsibility of implementing the decisions taken by the governing bodies, under the direction of the Principal.

**Vice Principals and Deans:**

- There are four Vice Principals one for each block in the main campus. They as the Principal's representatives are responsible for the maintenance of discipline and academic matters of both the students and the staff in the respective blocks. Leave of the staff members is sanctioned by them.
- There are 11 Deans nominated for each faculty and research. They assist Principal in admissions of the students and recruitment of new staff and also in charge of the academic matters like distribution of marks cards of internal tests, keeping track of attendance position of students, dealing with shortage of attendance and meeting parents on disciplinary issues and to take decisions in consultation with Principal.
- Vice Principals have weekly meeting with the Principal and the Deans along with Vice Principals meet twice a month.

**Heads of the Department**

- The Head of the Department of each subject assists the Principal and the Registrar in the administrative and academic matters of the department.
- Under Autonomous system the HOD is the Chairperson of the BOS and BOE, handling responsibilities of framing the syllabus, organizing BOS and BOE meetings and the activities of the department.

The Heads of the UG and PG departments form the Staff Councils.

**Supporting System:** For the smooth administrative and academic functioning of the institution several supporting systems are functioning with specific designations, powers and responsibilities.

1. **Internal Quality Assurance Cell:**
   - IQAC takes stock of the quality improvement in the College by monitoring quality of the academic and extension activities like staff training, review meetings of all the departments, deputation to short term Courses.
   - Through the centralized system it operates all the meetings on a priority basis and gives information about scholarships, research opportunities, seminars, meetings and all the other events of the campus to every staff member through email.
2. **Class Guide and Mentoring System:**
   - Staff members are assigned as Class Guides for each class to interact

with the students' about the over all discipline and academic performance.

- They are assigned with signing of leave notes, keeping track of attendance and academic performance.
- They guide and supervise inter class, intercollegiate competitions in sports and extracurricular activities.
- Mentoring system as a compulsory part of the curriculum is practised where every faculty is a Mentor, assigned with a group of students to whom he or she is a friend, philosopher and guide.
- Through regular interactions, group activities, mentees are guided, motivated, and encouraged, to reach their full potential and achieve their goal.

3. **Student Welfare Officers:**

There are block wise student welfare officers to look into the welfare issues related to students like financial assistance in the form of freeship, scholarships, education loan, midday meals, counseling facilities, anti ragging, information about career opportunities like placement, training programmes, etc.

4. **Student Council:**
   - It is a platform for the students to develop their skills and leadership qualities.
   - The Students Council members come together and discuss issues, innovative ideas related to the growth and welfare of the student community and the institution. They are also the partners in organizing various student and campus activities like College day, Degree day, sports day, Fests etc.
5. **Human Resource Development Department:**
   - It is a full fledged department with a Director and skilled staff members. The basic objective is to impart scientific, technical and administrative skills of human resources to both the staff and the students. This will make them more competitive, productive and useful to the institution, society and the country.
   - Input sessions by external or internal resource persons is incorporated in V and VI semester students' regular time table. Orientation and training programmes are also given periodically for the staff members.
6. **The College Research Centre**:
   - The research activity of the College is coordinated by the Dean of Research with the Research Committee members who monitor all the research activities in Science, Commerce and Humanities.
   - It encourages departments to conduct UGC-NET coaching classes.
   - Encourages qualified staff to apply for guideship and co ordinate with the Universities of Tumkur, Hampi and Mangalore.
   - It monitors minor/major research projects, organizes orientation programmes, screens the project proposals of the staff and the students and recommends them to the Management and for the other funding agencies.
7. **Counselling Service:**
   - Counselling service is extended to the needy students by the trained staff members and a professional counselor on variety of concerns like

adjusting to the campus environment, relationship with friends, family, faculty, decision making, dealing with problems like loneliness, addiction, abuse and depression.

- The Students are also referred to professional counselling on the basis of need.
- The Four different grievance cells address the grievances of the students and take necessary action.
- Industry Interaction Cell has been established.

## 5. Evidence of Success:

**Admissions**: The total intake of students has increased from 4000 to 5000 in the last 5 years.

**New Courses and Combinations**: The College has started 5 PG programmes, 4 new UG combinations, additional batches for UG Commerce and Management, 8 Certificate Programmes, 3 PG Diploma Programmes, 2 Advanced Diploma Programme (BTFS) in the last 5 years.

**Curriculum Revision and Reforms**: Every department has revised its curriculum and Course structure in tune with industry requirements.

**College Recognitions**. The College is recognized as the 'College with Potential for Excellence' for the second phase, STAR College Scheme for the second phase by DBT, Community College by UGC, selected as one among the 46 colleges of the country for the status of Degree Awarding College.

**Results of the Students**: There is a steady improvement in the results at both UG and PG levels.

**Placement**: The Campus recruitment has doubled in the last 5 years. Also the number of companies and financial institutions visiting the College has increased.

**Research**: Number of Major/ Minor research projects have increased by many folds. About 16 staff members are recognized as research guides and 63 staff members are pursing Ph.D. Currently there are 54 PhD holders.

**Discipline:** Overall discipline of the College has improved. The absenteeism for classes and examination has decreased drastically. Malpractice during examinations is negligible .

MoUs with local, national and international institutions.

## 6. Problems Encountered:

- Restrictions in guidelines by the University towards the complete functioning of Autonomy, since the institution is under affiliation to Mangalore University.
- Getting approval in sanctioning of new Courses, new batches and guideship for research programmes.
- The funds sanctioned by government agencies do not get released in the stipulated time and all the schemes are time bound. So implementation of the schemes becomes difficult.

**Resources required:**

- Updating of infrastructure, smart boards, online teaching in tune with the modernized education system.

- Financial resources for extended academic activities of the students and the staff.
- Updating of infrastructure of Science, Humanities and Language labs.

**7. Notes**

Skill development programme of the College is one of the unique programmes and the College is a role model to other affiliated Colleges of the University, as it gives exposure to the students to enhance their personality and better employability.

**Best practice 2**

**1. Title of the Practice:** 'SAHAAYA' for UG and 'RURAL EXPOSURE' for PG students

**2. Objectives of the Practice:**

- To foster social responsibility among individuals irrespective of class, caste, religion, age and gender.
- To develop positive relationship of an individual, group and organization with the society.
- To facilitate the students of the College establish and strengthen contact with their immediate environment i.e, link between educational institutions and the community at large, and also establish network.
- To sensitize the staff and the students on social responsibilities contributing to their holistic development.
- To sensitize the urban youth to the life and needs of rural India.
- To apply theoretical concepts and inputs to conserve and enhance the natural resources in the rural environs.

**3. Context:**

- The College encourages and sensitises the youth to be aware of social issues and concern of the society and stimulate them to extend their voluntary services. So Sahaaya is a platform to extend and execute such services towards the upliftment of the underprivileged sections.
- In the present day society, students brought up in the nuclear families an unaware of social problems and issues. They are not aware of sufferings of the deprived sections. Hence to give them a firsthand experience in working with the underprivileged, the College has introduced 2 programmes viz, SAHAAYA at the UG level and Rural Exposure at the PG level.
- Rural exposure programme aims at sensitizing the Post Graduate students of the College by providing a week long living experience with socially deprived class. When these individuals become responsible citizens of the nation they will work towards the betterment of the underprivileged sections. Globalisation and Industrialisation has widened the gap between the rural and the urban. These programmes aim at bridging this gap.

**4. Practice:**

a. SAHAAYA

Every Undergraduate student from all disciplines is involved in 10 hours of social service in every semester in registered social

organizations in and around the city, accompanied and supervised by the staff mentors. Every staff member including the Principal is assigned 15 to 20 students for mentoring activity. Such community service brings about sustainable changes in the lives of the people with respect to attitude, literacy, health, and women empowerment. This also exposes and sensitizes the students to the real world-contexts and helps them to be responsible citizens. Students visit orphanages, rehabilitation centers, hospitals, old age homes and interact with the inmates. They also take up social work in collaboration with the NGOs. The students utilize public/semester holidays, Saturday afternoons and Sundays for the Sahaaya Programme. The College seeks prior written permission from the different organizations where the students intend to go. A Sahaaya card is issued to every member who records all his/her visits and every visit is countersigned by the Mentor for documentation.

b. Rural Exposure

In order to expose the urban youth to the life and needs of rural India and develop societal concern, every PG student of this institution undergoes a rural exposure programme in North Karnataka region, coordinated by the staff incharge. Every year the students with staff coordinators go in batches, stay for a week with individual families in the villages of Mundugod, Anekal, Raichur and Bijapur. This programme has resulted in upgrading of the civic facilities of the villages like roads, trees, agriculture and also creating awareness regarding health and hygiene through counselling. Students stay with the families sharing their life style like food habits and work schedules Once they come back they submit a report to their individual departments. The management also conducts evaluation of the programme.

This programme not only enables our youth to experience the village life at the grass root level but also develops societal concern. It also gives an opportunity for the villagers to interact with the urban youth.

## 5. Evidence of Success:

- The students of Sahaaya accompany the elderly of various Homes for the Aged in their daily walks, assist in reading newspaper, feeding, maintaining cleanliness and hygiene, interacting and entertaining them. Hence the inmates and the institution bank on their voluntary services and request them to conduct such services.
- At Mother Theresa, Home for the Poor, Mangalore, students celebrated Christmas Day by distributing sweets and conducting cultural activities, thus bringing in hope among the poor and the destitute.
- For the “Balwadi children of civic workers” of Mangalore City Corporation, students extended their services through school teaching activities, remedial coaching, talent competitions, entertainment

programmes etc. This has motivated those students to continue to go to school and thus maintain their regular attendance.

- At Women Shelter Home in Mangalore, our students conducted literacy class, vocational training, drawing, and input sessions on health and hygiene.
- For students of Government Primary Schools in and around Mangalore, Spoken English classes were held.
- Recreational and relaxation activities for good physical and mental health are given to various orphanages in and around Mangalore.
- Students are well motivated and look for such visits during the semester holidays and free time.
- These programmes have built a good rapport with the local NGOs
- Our regular visits to the institutions have created a sense of belonging both to our students and the inmates. They always look forward to such enriching interactions.
- Many students are members of Make A Difference (MAD) who help in the rehabilitation of children in orphanages and shelter homes.

**6. Problems encountered and resources required**:

As the student strength is large, availability of places where such activities conducted are not sufficient.

- Language barrier - as students from other states are not able to communicate in local languages.
- As Village exposure programme is organized only during semester holidays, the outstation students do not get sufficient vacation.
- For the village exposure programme staff from the department should accompany the students. The Department with few staff members have to send same faculty every year to accompany the students.
- The boarding and lodging expenses at the rural exposure programme is borne by the college. Hence the College has to reserve a definite budget annually.

**7. Notes:**

The practice of Sahaaya and Rural Exposure has brought the College closer to the society. These practices have helped the College in realizing its vision and mission, thus making the students men and women for others.

# D. II Post Accreditation Initiatives

St Aloysius College is continuously working towards quality sustenance and enhancement by evolving systematic and focused strategies. These have enriched the academic and administrative functioning of the College. The College has witnessed tremendous growth in terms of both infrastructural facilities and quality of education, over the past 5 years. Post accreditation initiatives have focused on areas of improvement and concrete steps have been taken to ensure quality education and quality enhancement. St Aloysius College continues to attract large sections of students from all background and provides inclusive quality education to all of them.

The dynamic nature of the College ensures that necessary and relevant changes are made in the structures and functions so that quality is not only sustained but also enhanced. The following are the measures taken after the last accreditation to enhance the quality of overall functioning of the College.

## 1. Curriculum design and development:

- The PG programmes introduced in last 5 years are M.Sc Physics, M.Sc Chemistry, M.Sc Mathematics, M.Sc Food Science and Technology and M.Sc Corporate Psychology
- The UG programmes and combinations added in last 5 years are BA/B.Sc Computer Animation, B.Sc with Biochemistry, Chemistry, Botany, B.Sc with Biochemistry, Chemistry, Zoology and B.Sc with Physics, Statistics, Mathematics.
- Eleven new Certificate programmes, 3 PG Diploma programmes, 2 Advance PG Diploma under BTFS, 3 Diploma programmes and 16 Add-on courses are initiated.
- All the departments have revised their syllabus at least once in 3 years.
- Curricular development Seminars are organized in the College.
- Curriculum is designed keeping in mind the various national level examinations.
- Interdisciplinary papers are introduced in PG departments like MCA, MBA, M.Com, M.Sc Software Technology, M.Sc Food Science and Technology, M.Sc. Biotechnology, M.Sc Chemistry, M.Sc Analytical Chemistry and UG departments of Commerce and BBM.
- Choice Based Credit Courses are offered to the PG students while UG programmes are Credit Based Semester Courses.
- Foundation courses in Value education, Human Rights, Indian Constitution, Gender Studies and Environmental Sciences are introduced in the first 4 semesters of UG programme with 2 credits each per semester.
- First year PG students are given compulsory English language proficiency classes. Training in Soft Skills is offered to the second year PG and final year UG students under the guidance of the Director of Human Resource Development.
- Additional languages like French, Malayalam, Konkani and Advanced English are offered to attract students of different backgrounds.
- Training for Civil Service, IPCC coaching and NET/SLET coaching have helped the students to complete the examinations and made them employable.

- One student representative is a member in the BOS of the departments.
- Additional batches are started in B.Com and BBM with one professional batch in each to facilitate higher learning by training the students to answer competitive examinations.

## 2. Teaching, Learning and Evaluation:

- There is an increase in the number of students in the College from 4000 to 5000.
- Orientation programmes for students are conducted both at College and the departmental levels for UG and PG programmes.
- A two day training on personality, skill development and spiritual development is organized every year for all the students at the beginning of the academic year.
- Class guide system and mentoring system are strengthened. Every staff member is allotted about 15-20 students for assistance in personal/academic/emotional/gender issues of the students
- Bridge Courses are organized in the departments of English, B.Com, BBM and BCA.
- Remedial classes are arranged in every department for academically weaker students.
- ICT is extensively used by the teaching faculty.
- Student faculty system is initiated in some of the PG programmes.
- To promote entrepreneurship among students of UG, a special programme 'Aloysiative' is initiated.
- Teacher quality is enhanced. The College has 54 staff with Ph.D. In the last 5 years 20 staff members have completed their Ph.D. For Post graduate programmes qualified staff are recruited. 55 staff members have NET/SLET, KSET qualification. At present 63 staff members have registered for Ph.D 25 staff members have M.Phil qualification.
- Total teaching staff strength has increased from 180 to 247.
- Retired professors of repute are recruited as guest faculty by the College.
- Staff orientation and development programmes are organized in the College and staff members are deputed to such programmes organized by other Universities and Colleges.
- Several examination reforms are initiated. Reforms have been initiated in question paper setting, grading system, award of marks and grades. MCQ system has been introduced in some examinations. An external observer is appointed for both UG and PG examinations. Central valuation, Examination squad and Examination malpractice committees are in place to streamline the evaluation system. Results are published within 15 days of completion of examination.
- Mandatory internship is introduced in MBA, M.Com and BTFS courses. Mandatory project work is introduced in most of the PG programmes. Student projects are also introduced in the UG departments of biological science, BCA, BBM and B.Com.
- College has started incubation centre to promote entrepreneurship in collaboration with Manipal University.

## 3. Research, Consultancy and Extension:

- The College has established a research committee and has appointed a Research Dean and two Research Coordinators.

- The College has two Research Centres. The department of Biotechnology is a recognized Ph.D centre of Mangalore University. St. Aloysius Advanced Research Centre is created under Tumkur University with 7 departments recognized for research.
- Twenty staff members have completed Ph.D in the last 5 years.
- Number of Ph.D Staff has increased from 29 to 54.
- Sixteen staff members are recognized research guides of the College.
- The College has been granted 115 minor projects and 11 major projects in the last 5 years.
- PG department of Chemistry, MBA department and M.Sc Biotechnology departments have successfully conducted course work for Ph.D.
- College has provided seed money for 10 staff members. (₹ 25,000/- for science faculty and ₹ 15,000/- for others)
- Seven minor research projects carried out were interdisciplinary in nature.
- Sixty Nine research students have registered for their Ph.D under the guideship of our staff.
- The department of Chemistry has established instrumentation centre.
- Commerce Lab is established with 27 computers, Internet facility and SPSS Software.
- Three of the four research journals were started in the last 5 years.
- In the last 5 years 410 papers were published in national (266) and international journals (144).
- Faculty members and researches are honoured in the 'Sambrama' programme on their achievement.
- Sixty Three staff members have registered for their Ph.Ds.
- Department of MBA, Department of Biotechnology, MCMS, Laboratory of applied biology and Zoology have generated revenue worth ₹ 31.08 lakhs in the last 5 years.
- College has established collaborations with national research institutes like IISC, BARC, CFTRI, NIO, DFRL, TIFR. It has signed a number of MoU's with Yenapoya University, North Dacota University, New York State University, Le Moyne College New York, Tompkins Cortland College New York, Manipal University, Jain University and St Joseph's College Trichy.
- There is an incubation centre to promote entrepreneurship.
- Community radio 'Sarang' broadcasts programmes towards building the people.
- The Centre for Social Concern has adopted 8 villages around Mangalore.
- For UG students, 'Sahaaya' programme is introduced which requires 10 hours of social work per semester with NGOs in the first two years of the degree programme. For PG programme, rural exposure programme' of 6 days is mandatory.

## 4. Infrastructure and Learning Resources:

- A separate building for science research with a built-in area of 59,302.75 sq ft is under construction.
- Air Conditioned Conference room is the new addition.
- Every building is Wi-Fi enabled.
- Twenty Eight ceiling mounted LCDs are fitted in the classrooms
- Solar Grid of 25 kW is installed.
- New block for Men's hostel, PG Ladies hostel and Staff quarters for non teaching staff are constructed.
- Language Lab with 41 computers & Clarity English software is established.
- Seven Science departments were upgraded with infrastructure under BSR scheme at a cost of 35 lakhs.
- Two laboratories each for M.Sc Biochemistry and M.Sc Food Science and Technology were established.
- Public address system is introduced in Administrative and Arrupe block.
- An international standard swimming pool is being built on the campus at an estimated cost of ₹ 3 corers.
- Twelve laptops are given to the highly rated departments of the College.
- Three new halls function with the seating capacity of 450, 400 and 350.
- Separate periodical section is setup for journals and magazines.
- Close circuit TV is installed in all PG libraries.
- Library automation is done and bar-coding is introduced.
- User friendly search tool-OPAC is introduced. Databases such as J-Gate, N-list, PROQUEST, IEEE and Capitaline Neo are procured.
- The number of books have increased from 94,039 to 1,43,398.
- The College museum was renovated in the year 2011-12 with financial aid from UGC.
- Canteen space is increased from 2000 sq ft to 3500 sq ft.

## 5. Student support and progression:

- Three Hundred and Forty students were given midday meals in 2013-14.
- Medical facility is arranged with the help of KMC, Mangalore for the main campus and with KSHEMA, Deralakatte for AIMIT campus.
- MCA and M.Sc. Software Technology departments have developed campus connect soft skill programme in collaboration with Infosys and IBM.
- About 100 scholarships are distributed to the students.
- In the year 2013-14, ₹ 17.88 lakhs are given as scholarships and ₹ 12.83 lakhs as fee concession. One thousand & Fifty students of the College received financial assistance worth ₹ 23.15 lakhs from various Government agencies during 2013-14.
- College conducts interfaculty competitions 'Utsav' for the UG, 'Sangam' and 'Laksha' for PG students.

- Three placement officers and 2 placement cells assist in the employment opportunities of the students.
- 109 UG students and 215 PG students were employed through campus recruitment in 2013-14.
- St Aloysius College Alumni Association has organized SACAA talks, 'Eminent Aloysian Awards', felicitation of Teaching and Non teaching staff who have completed 25 years of service.
- The College has established Committee against sexual harasement 'CASH' and Anti-ragging Committee.
- 'Astitva'- an intercollegiate cultural fest and 'Aloysiad' – intercollegiate sports fests were initiated in the last 5 years.
- Sharanya Mahesh represented India at the International Asian Roller sports championship held at Taiwan and secured 3rd place.
- Mentoring system is strengthened. Professional counsellor is appointed.

### 6. Governance, Leadership and Management:

- In the last 5 years, 2 additional Vice Principals, 4 Deans, Two Research Coordinators and One Director of HRD positions were created under decentralization of power.
- Internal audit is done at the end of every year by a team comprising Principal, Registrar, Vice principals, IQAC, and NAAC Coordinators.
- The College conducted a yearly long activity of celebrating 25 years of women in the College during 2011-12.
- IQAC is highly functional. The IQAC meetings are conducted twice a year to provide a comprehensive review of students performance, infrastructural availability and academic conformance.
- Student representatives are present in BOS of every department, Library Committee, Sports Committee, Canteen Committee and Cooperative Stores.

### 7. Environment consciousness, innovation and Best practices:

- Green Audit Committee and Environmental Committee were established and Green Audit was conducted.
- Students of Wild Life Club surveyed the entire campus with the help of experts and have dug pits to facilitate the maintenance of water table.
- The entire College is involved in clean green campus.
- Students of Biosciences and Wild Life Club have labeled most of the flora of the campus.
- Vermitech Diploma course is started. Hands on training in Vermi culturing and Vermi composting is imparted to the public.
- Segregation of Waste is initiated.
- Awareness programmes on Netravathi – river diversion and the importance of Western Ghats were organized.
- National seminars and workshops were conducted on environmental issues.

- A new species of Frog – Euphlyctes Aloysii is named after our College
- Research projects on environmental issues are conducted and research papers are published.
- Biotechnology finishing school was started in 2011.
- 25 kW solar energy units is installed to power computer laboratories and class rooms in the PG block.

## 8. Future plans of the College:

- Establish schools of excellence
- Introduce single major system, integrated programmes and twining programmes.
- Increase the number of Certificate and Value added courses.
- Establish more MoUs with other institutions and organizations.
- Encourage student-faculty exchange programmes.
- Improve the success rate at UGC-NET/SLET, CSIR examinations.
- Establish a Centre for Art and Culture.
- Introduce online and objective type examinations at the PG level.
- Include national and international editors for research journals published by the College.
- Encourage interdisciplinary research in the College.
- Strengthen the instrumentation centre.
- Improve placement through placement cells.
- Establish tie up with more NGOs.
- Establish community based consultancy with local bodies and NGOs.
- Aquire University status.

# IMPORTANT ANNEXURES
# &
# PHOTO GALLERY

**Ph. D.**
**Thesis**

# ECOLOGICAL AND BIOCHEMICAL STUDIES OF SOME MARINE PHYTOPLANKTON IN THE WEST COAST OF INDIA

**SUSHANTH VISHWANATH RAI**

**DECEMBER**
**2014**

30-4-81

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI.

No.F.8-30/81(CP) April, 1981

To

The Registrar,
Mangalore University,
Mangalore (Karnataka State).

Subject: Inclusion of colleges under sec.2(f) of the UGC Act, 1956 -

Sir,

I am directed to refer to your letter No.MU/ACC/NISC/45/80-81 dated the 21st March, 1981 on the above subject and to say, that the following colleges have been deleted from University of Mysore and included under newly established Mangalore University in the above list with immediate effect:-

A. Non-Govt. Colleges teaching upto Bachelor's degree

1. Bhandarkar's College of Arts, Science & Commerce, Kundapur, Dr.U.Shantaram. 1963

2. Convery College, Gonikoppal (S.Coorg), (on temporary affiliation), Prof.K.U.K.Udupa. 1960

3. Canara College, Mangalore-575003, (on temporary affiliation), Prof.G.R.Shinoy, (Not declared fit to receive assistance under section 12-A of the UGC Act). 1973

4. Govinda Dasa College, Surathkal S.K., (on temporary affiliation), Shri H.Gopala Krishna Rao. 1967

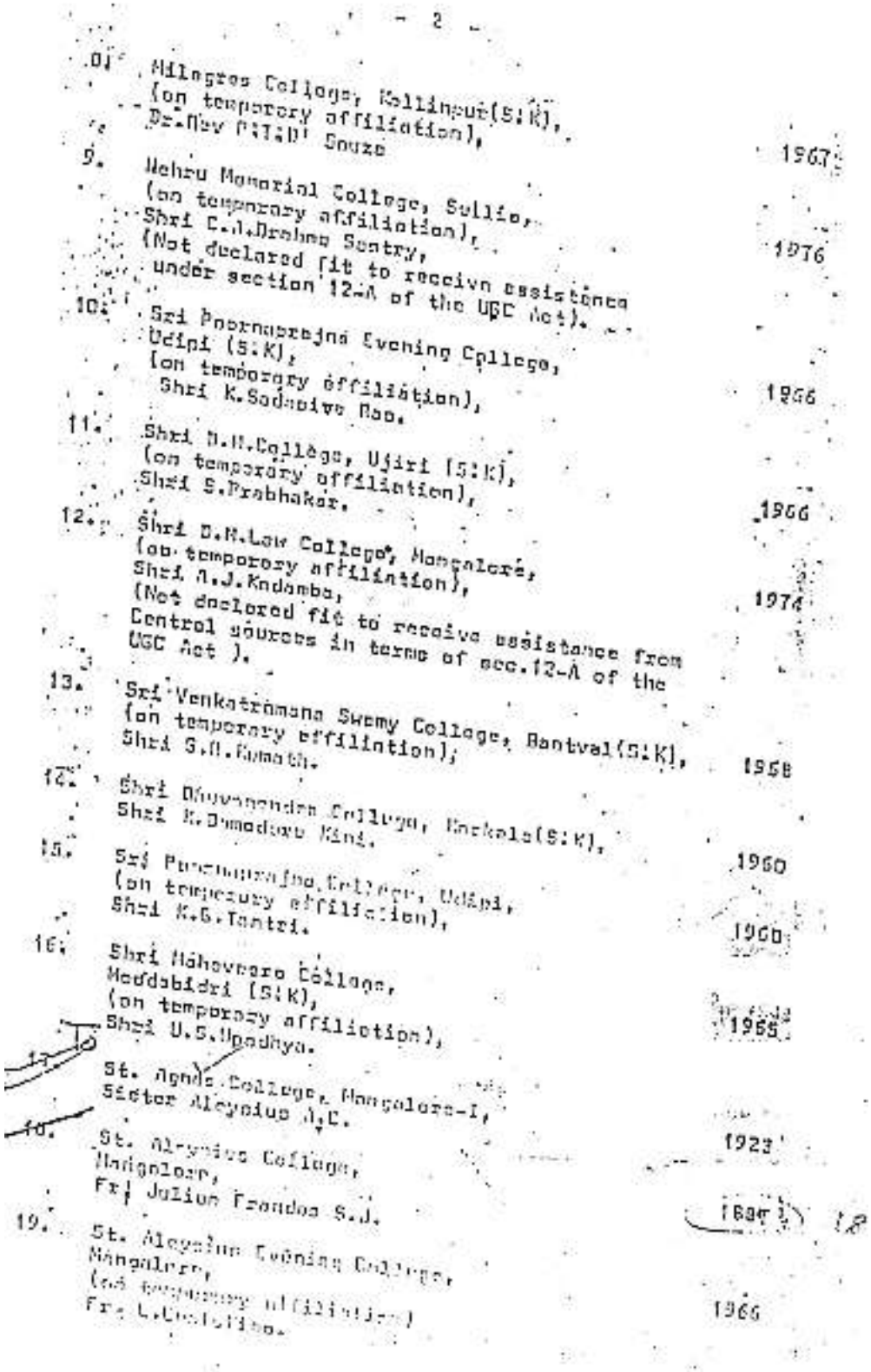
5. Mahatma Gandhi Memorial College, Udipi, Shri K.Ramaiah. 1949

6. Manipal College of Education, Udipi, (on temporary affiliation) Shri P.R.Vinayaraj. 1965

7. Manipal Institute of [illegible], Manipal, (on temporary affiliation), Dr.B.V.Rao. 1967

"ATTESTED"

Principal
ST. ALOYSIUS COLLEGE
MANGALORE - 575 003



- 2 -

8. Milagres College, Kallianpur(S:K),
(on temporary affiliation),
Dr.Rev Fr.L.D' Souza — 1967

9. Nehru Memorial College, Sullia,
(on temporary affiliation),
Shri C.L.Brahma Sastry, — 1976
(Not declared fit to receive assistance
under section 12-A of the UGC Act).

10. Sri Poornaprajna Evening College,
Udipi (S:K),
(on temporary affiliation),
Shri K.Sadashiva Rao. — 1966

11. Shri B.M.College, Ujire (S:K),
(on temporary affiliation),
Shri S.Prabhakar. — 1966

12. Shri D.M.Law College, Mangalore,
(on temporary affiliation),
Shri A.J.Kadamba, — 1974
(Not declared fit to receive assistance from
Central sources in terms of sec.12-A of the
UGC Act ).

13. Sri Venkatramana Swamy College, Bantval(S:K), — 1958
(on temporary affiliation),
Shri G.H.Ramath.

14. Shri Dhuyendra College, Karkala(S:K),
Shri K.Damodara Kini. — 1960

15. Sri Poornaprajna College, Udipi,
(on temporary affiliation),
Shri K.S.Tantri. — 1960

16. Shri Mahaveera College,
Moodabidri (S:K),
(on temporary affiliation), — 1965
Shri U.S.Upadhya.

17. St. Agnes College, Mangalore-1,
Sister Aloysius A.C.

18. St. Aloysius College, — 1923
Mangalore,
Fr. Julian Fernandes S.J. — 1937

19. St. Aloysius Evening College,
Mangalore,
(on temporary affiliation) — 1966
Fr. L.Castelino.

20. St.Philomena's College, 1958
Puttur,
Fr.M.Castelino.

21. Udipi Law College, 1957
Udipi,
Shri H.P.Aithal.

22. Vivekanand College of Arts, Science & Commerce, Nehrunagar, Padnoor Post, Via Kabaka, Puttur (S.K), (on temporary affiliation), Shri M. Suryanarayanappa. 1965

23. Vijaya College, Mulki (S.K), (on temporary affiliation), Shri V. Balakrishnan. 1963

B. Colleges teaching upto Post-Graduate Degree

1. School of Social Work, Nashini, Vidya, Mangalore, (on temporary affiliation), Miss Pereira. 1957

2. Kasturba Medical College, Manipal, Dr. A.Krishna Rao. 1953

3. Karnataka Regional Engineering College, Suratkal, (on temporary affiliation for P.G.Courses), Shri K.Mahadevan. 1960

A. Government Colleges teaching upto Bachelor's Degree

1. Government College, Mangalore, (on temporary affiliation). 1948

2. Government College of Education, Mangalore, Shri G.A.Joshi.

The University is further requested to supply complete particulars in the prescribed proforma (copy enclosed) in respect of the colleges which have not been included in the above list for sponsoring their cases. The University may

also confirm whether St.Ann's College and St.Ann's College of Education, Mangalore is one and the same institution.

It may also be intimated whether Government College, Mercara has since been brought under the jurisdiction of Mangalore University. If so, the university may please intimate the reasons for not including the name of this college in the list received with the letter under reference.

Yours faithfully,

(C.M.Ramachandran)
Under Secretary.

Copy to:-

1. The Registrar, Mysore University, Mysore for information.
2. Principals of colleges mentioned in the letter.
3. All Officers/Sections in the UGC Office.

( J.C. Vohra )
For Secretary.

Ph: 23236351, 23232701, 23237721
23234110, 23235753, 23238317
23236735, 23232497, 23239627

Extension No. 413 (CPP-I Colleges)
UGC Website: www.ugc.ac.in

विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग
नई दिल्ली-110 002
UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110 002

डाक- विभाग सिर्फ़ कार्य
SPEED POST

F. No. 8-96/2011 (CPP-I/C)

March, 2011

30 MAR 2011

The Registrar,
Mangalore University,
Mangalagangothri – 574 199,
Karnataka.

– 7 MAR 2012

Sub: List of Colleges prepared under Section 2 (f) & 12 (B) of the UGC Act, 1956. Upgraded of College from Under Graduate (UG) to Post Graduate (PG) level.

Sir,

With reference to the letter No. SAC/UGC/2010-11 dated 15.02.2011 received from the Principal, St. Aloysius College, Mangalore – 575 003, Dist. Dakshin Kannad (Karnataka) on the above subject I am directed to say that name of the following college has already been included in the list of colleges under Section 2 (f) & 12 (B) of UGC Act, 1956 under the head 'Non Government Colleges teaching upto Bachelor's degree now it has been upgraded upto Master's degree':-

| Name of the College | Upgradation in the list of Colleges |
|---|---|
| St. Aloysius College, Mangalore – 575 003, Dist. Dakshin Kannad, (Karnataka). | Now, the College has been included in the list of Colleges under Section 2 (f) & 12 (B) of UGC Act, 1956 under the head Non Government Colleges teaching upto Master's degree. |

"ATTESTED"
Registrar
St.Aloysius College (Autonomous)
MANGALORE-575003

"ATTESTED"
Principal
ST. ALOYSIUS COLLEGE
20/01/2012 MANGALORE - 575 003.

Yours faithfully,

(Uma Bali)
Under Secretary

Copy to:-

1. The Principal, St. Aloysius College, Mangalore – 575 003, Dist. Dakshin Kannad, (Karnataka).
2. The Secretary, Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, Shastri Bhawan, New Delhi - 110 001.
3. The Principal Secretary (Higher Education), M.S. Building, 5th Floor, Dr. B.R. Ambedkar Road, Bangalore, (Karnataka).
4. The Deputy Secretary, UGC, South - Western Regional Office (SWRO), Prasana Kumar Block, Palace Road, Bangalore - 560 009, (Karnataka).
5. Publication Officer (UGC-Website), New Delhi.
6. Section Officer (FD-III Section), UGC, New Delhi.
7. All Sections, UGC, New Delhi.
8. Guard file.

(Sunita Gulati)
Section Officer

All India Council for Technical Education
(A Statutory body under Ministry of HRD, Govt. of India)
7th Floor, Chandralok Building, Janpath, New Delhi-110 001
PHONE: 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-india.org

F.No. South-West/1-2018307910/2014/EOA

Date: 04-Jun-2014

To,
The Principal Secretary ( Tr. & Tech. Education)
Govt. of Karnataka, K. G.S., 5th Floor,
M.S. Building, B. N. 645 Dr. B. R. Ambedkar Road
Bangalore-560001

Sub: Extension of approval for the academic year 2014-15

Ref: Application of the Institution for Extension of approval for the academic year 2014-15

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations 2012 notified by the Council vide notification number F-No.37-03/Legal/2012 dated 27/09/2012 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

| | | | |
|---|---|---|---|
| Region: Office | South West | Application Id: | 1-2018307910 |
| | | Name(100): | 1-10433374 |
| Name of the Institute | ST ALOYSIUS COLLEGE ( ST ALOYSIUS INSTITUTE OF MANAGEMENT & INFORMATION TECHNOLOGY ) | Institute Address | KOTEKAR POST SHARATH NAGAR, 2ND CROSS MELOOR P O LEACE MANGALORE - 575022 KARNATAKA, P.O. KARNATAKA, Karnataka, 575022 |
| Name of the Society(ies) | MANGALORE JESUIT EDUCATIONAL SOCIETY | Name of the University | ST ALOYSIUS COLLEGE LIGHT HOUSE HILL ROAD, MANGALORE KARNATAKA,MANGALORE,D KARNATAKA,Karnataka,575022 |
| Institute Type | Unaided - Private | | |

| | | | | | |
|---|---|---|---|---|---|
| Change in Name of the Institute | No | Change in Type of Institute | No | Change in Address of the Institute | No |
| Change in Management in Case of Trust | Not Applicable | Change of Name Approved | Not Applicable | Change in Site Approved | Not Applicable |

To conduct following courses with the intake indicated below for the academic year 2014-15

Application Number: 1-2018307910

Page 1 of 3

Note: This is a Computer generated Letter of Approval. No signature is required.

Letter Printed On: 11 June 2014

Printed By: AS0002111

All India Council for Technical Education
(A Statutory body under Ministry of HRD, Govt. of India)
7th Floor, Chandralok Building, Janpath, New Delhi-110 001
PHONE: 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-India.org

| Application Id : 1-2015237087 | | | Name | Institute Type | Affiliating Body | Approved Intake | Approved Intake for 2015-16 | Approved Intake | Approved Intake | Remarks/Conditions if any for approved intake |
|---|---|---|---|---|---|---|---|---|---|---|
| Program | Shift | Level | | | | | | | | |
| MANAGEMENT | 1st Shift | POST GRADUATE | VARIETIES IN BUSINESS ADMINISTRATION | FULL TIME | Mangalore University, Mangalore | 240 | 240 | NA | NA | 1. |
| MCA | 1st Shift | POST GRADUATE | MASTERS IN COMPUTER APPLICATIONS | FULL TIME | Mangalore University, Mangalore | 120 | 120 | NA | NA | 1. |

- Validity of the course details may be verified at www.aicte-india.org>departments>approvals

The above mentioned approval is subject to the condition that ST ALOYSIUS COLLEGE (ST ALOYSIUS INSTITUTE OF MANAGEMENT & INFORMATION TECHNOLOGY) shall follow and adhere to the Regulations, guidelines and directions issued by AICTE from time to time and the undertaking / affidavit given by the institution along with the application submitted by the institution on portal and subsequently uploaded / updated the documents / faculty / other data on portal as per the time schedule which will be intimated by AICTE.

In case of any inconsistency in content in this Computer generated Extension of Approval Letter, the content/information as approved by the Executive Council / General Council as available on the record of AICTE shall be final and binding.

Strict compliance of Anti-Ragging Regulation: Approval is subject to strict compliance of provisions made in AICTE Regulation notified vide F. No. 37-3/Legal/AICTE/2009 dated July 1, 2009 for Prevention and Prohibition of Ragging in Technical Institutions. In case Institution fails to take adequate steps to Prevent Ragging or fails to act in accordance with AICTE Regulation or fails to punish perpetrators or incidents of Ragging, it will be liable to take any action as defined under clause 9(4) of the said Regulation.

(Dr. Rajendra P. Joshi)
Member Secretary, AICTE

Copy to:

1. The Regional Officer,
All India Council for Technical Education

Application Number: 1-2015237087 Page 2 of 2

Note: This is Computer generated Letter of Approval. No signature is required. Letter Printed On: 1 June 2015

Printed by: ARAVIND11

All India Council for Technical Education
(A Statutory body under Ministry of HRD, Govt. of India)
7th Floor, Chandralok Building, Janpath, New Delhi-110 001
PHONE: 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-india.org

Health Centre Building,
Bangalore University Campus,
Bangalore - 560 009, Karnataka

2. The Director Of Technical Education,
Karnataka

3. The Registrar,
Mangalore University, Mangalore

4. The Principal / Director,
ST ALOYSIUS COLLEGE ( ST ALOYSIUS INSTITUTE OF MANAGEMENT & INFORMATION TECHNOLOGY )
KULSHAR POST
SHARDA NAGAR, 2ND CROSS
MADDOKTTU ADT
MANGALORE - 575007
MANGALORE,[ KARNATAKA][IN]
Karnataka,575007

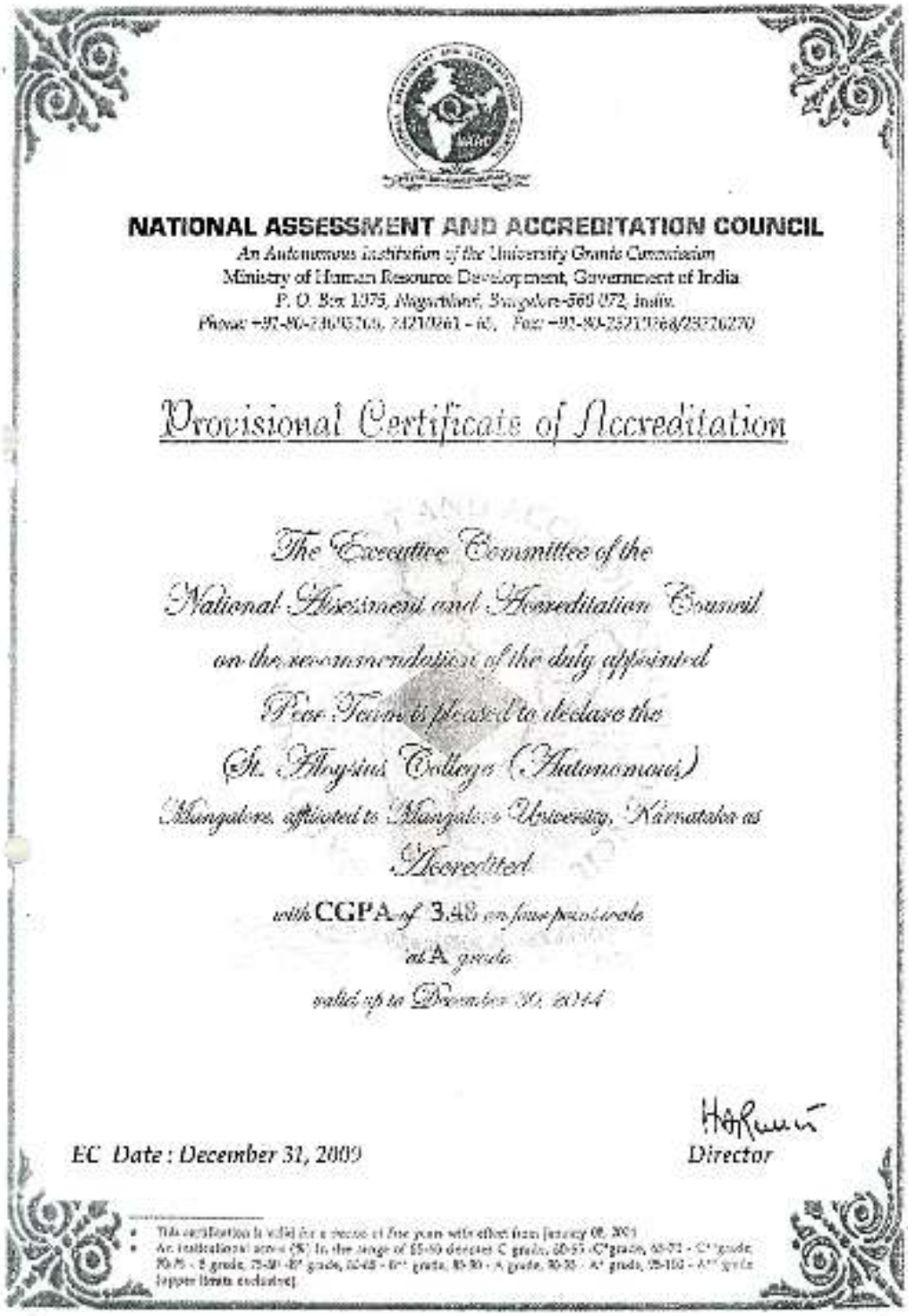
5. The Secretary / Chairman,
MANGALORE JESUIT EDUCATIONAL SOCIETY
ST ALOYSIUS COLLEGE
LIGHT HOUSE HILL ROAD, PASTIPA KANADA
MANGALORE,[ KARNATAKA][IN]
Karnataka,575003

6. Guard File(AICTE)

Application Number: 1-6019997997 Page 3 of 3

Note: This is a Computer generated Letter of Approval hence signature is not required. Letter Printed On:11 June 2014

Printed By: AE3903111



**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

*An Autonomous Institution of the University Grants Commission*
Ministry of Human Resource Development, Government of India
P. O. Box 1075, Nagarabhavi, Bangalore-560 072, India.
Phone: +91-80-2321 0261 - 65, 2321 0263 - 65, Fax: +91-80-2321 0268/2321 0270

## Provisional Certificate of Accreditation

The Executive Committee of the
National Assessment and Accreditation Council
on the recommendation of the duly appointed
Peer Team is pleased to declare the
(St. Aloysius College (Autonomous))
Mangalore, affiliated to Mangalore University, Karnataka as
Accredited
with CGPA of 3.48 on four point scale
at A grade
valid up to December 31, 2014

EC Date : December 31, 2009

Director

- This accreditation is valid for a period of five years with effect from January 01, 2010.
- An institutional score (%) in the range of 55-60 denotes C grade, 60-65 C+ grade, 65-75 - B grade, 75-80 - B+ grade, 80-85 - A grade, 85-90 - A+ grade, 90-100 - A++ grade (upper limits exclusive).

Peer Team Report

on

Institutional Assessment and Re-accreditation

of

# St.Aloysius College (Autonomous)

Mangalore, Karnataka 575 003

Visit Dates: 21st – 23rd December, 2009

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

An Autonomous Institution of the University Grants Commission

P.O. Box No. 1075, Nagarbhavi, Bangalore - 560 072, INDIA

Peer Team Report on Institutional Assessment and Accreditation of
**St.Aloysius College (Autonomous)**
Light House Hill Road, Mangalore, Karnataka 575 003

| Section 1: General Information | |
|---|---|
| 1.1 Name & Address of the Institute : | St.Aloysius College (Autonomous)<br>Light House Hill Road, Mangalore, Karnataka. 575 003 |
| 1.2 Year of Establishment: | 23-01-1880; Autonomous from 07-06-2007 |
| 1.3 Current Academic Activity at the Institution (Numbers) : | |
| • Faculties/schools: | Arts, Commerce, Science, Management, Computer Application and Social Work. UG-6; PG-4 |
| • Department/ Centres. | UG 23 ; PG 13 |
| • Programmes/Courses Offered | UG: 06 (BA, BSc, BCom, BCA, BSW, BBM)<br>PG: 13 (MA, MSc, MCom)<br>Research: 01, Certificate: 16, Diploma: 07 Total: 43 |
| • Permanent Faculty Members: | Sanctioned:189 Filled: 189<br>Part time/Temporary/Contract: 09 |
| • Permanent Support Staff: | Sanctioned: 86 Filled: Administration: 77<br>Technical : 09 |
| • Students: | 4084 |
| 1.4 Three major features in the institutional Context (As Perceived by the peer Team ): | • A minority Jesuit run 130 year old institution with an impressive list of outstanding alumni that became autonomous in 2007 after the first accreditation by NAAC in 2001.<br>• Two campus multidisciplinary UG, PG college offering research level programmes in Arts, Science, Commerce, Business Management, Social Work and Computer Applications with own FM Radio station and TV studio.<br>• Separate campus for professional, management and IT courses at PG level. |
| 1.5 Dates of visit of the peer Team ( visit schedule is included as Annexure): | 21st – 23rd, December, 2009<br>Detailed visit schedule attached |
| 1.6 Composition of the Peer Team which undertook the on-site visit : | |
| Chairperson | Prof.(Mrs.) Kanta Ahuja<br>Former Vice Chancellor, Rajasthan University<br>Sector S, JA -10,Jawahar Nagar, Jaipur - 302 004 Rajasthan |
| Member | Prof. D. Chandrashekharam Reddy<br>Head of the Dept. of Aquaculture<br>Sri Venkateswara University, Tirupati - 517 502 Andhra Pradesh |
| Member Coordinator | Prof. Rajan Varughese<br>Director and Principal<br>Marthoma College of Management and Technology<br>Asramam Campus, Perumbavoor, Ernakulam 683 542 Kerala |
| NAAC Officer | Dr. Jagannath Patil, Deputy Advisor, NAAC, Bangalore |

| Section II : CRITERION WISE ANALSIS | |
|---|---|
| *2.1 Curricular Aspects:* | |
| 2.1.1 Curriculum Design & Development: | • Structures for BOS and Academic Council put in place. Courses revised in 2007 after becoming autonomous.<br>• A curriculsory foundation course in value education that has courses in Gender Equity, Indian Constitution, Human Rights, Environment and Ethical and cultural values.<br>• Alumni and industry represented in Academic Council. |
| 2.1.2. Academic Flexibility: | • Optional combinations at UG level are available as per University rules.<br>• Add-on, diploma, and certificate courses can be taken by students along with regular degree programme.<br>• College also runs IT skill enhancement certificate courses for PU students. |
| 2.1.3. Feedback on Curriculum: | • Effective use of formal feedback mechanism on curriculum from stakeholders including, students, faculty, alumni, parents and employers..<br>• External experts in the BOS and outside experts from Universities and industry are consulted for course updating exercises.<br>• IQAC is involved while framing of the syllabi. |
| 2.1.4. Curriculum update: | • Curriculum updated in 2007 and continuous attempts are made to incorporate new components subject to the University approval.<br>• The Board of Studies works as per UGC guidelines on framing and revision of curriculum.<br>• Programmes have been introduced in emerging areas like Biotechnology, Bioinformatics, Software Technology, and Communication and Media Studies. |
| 2.1.5. Best Practices in Curricular Aspects: | • Curriculum has been designed and updated to meet the aspirations of the student community.<br>• A fair amount of flexibility is in place for the students to choose the subject/programmes.<br>• Curriculum is revised on a regular basis taking into account the feedback from all the stakeholders. |
| **2.2. Teaching- Learning and Evaluation:** | |
| 2.2.1. Admission process and Student Profile: | • Admissions to UG programmes are based on merit but not through entrance tests.<br>• Admission to MBA, MCA and professional courses is being |

| | |
|---|---|
| | done as per Government rules and university regulations.<br>• Students from socially and economically disadvantaged sections are offered preferential admission. |
| 2.2.2. Catering to diverse needs: | • Remedial classes are offered to slow learners<br>• Bridge courses are offered to enhance the communication skills in English, and other soft-skills.<br>• Advanced learners are identified and incentives given. |
| 2.2.3. Teaching- Learning Process: | • Extensive use of ICT for knowledge updating.<br>• Frequent visits to the villages and industry to give hands-on experience to enhance the knowledge base.<br>• Introduction of project work and frequent group discussions, weekly seminars and guest lectures encourage and motivate students. |
| 2.2.4. Teacher Quality: | • Selection and appointment of faculty is based on merit and as per norms.<br>• Out of 198 faculty members only 32 have Ph.D. and 29 have M.Phil. qualification. 46 government aided faculty with UGC scales<br>• There is a need for the new faculty to attend orientation courses to update their teaching skills. |
| 2.2.5. Evaluation process and Reform: | • Structured teacher evaluation by students and periodical self-appraisal by teachers are in place.<br>• Computerized and transparent centralized evaluation system for timely declaration of results<br>• Evaluation is based on internal assessment tests, seminars, quiz programmes, assignments and end-semester examinations. |
| 2.2.6. Best practices in Teaching-Learnin and Evaluation: | • Extensive use of ICT including audio-visual aids and language labs for enhancing knowledgebase.<br>• Continuous student-teacher contact throughout the day and maintenance of high standard in internal evaluation.<br>• Arrangement of field trips, community awareness programmes and introduction of project work along with seminars and group discussions. |
| **2.3. Research, consultancy and extension** | |
| 2.3.1. Promotion of Research: | • Good facilities are provided for carrying out research.<br>• Management support for teachers to pursue research activities needs to be further enhanced.<br>• Efforts have to be made to get extramural research funding. |

| | |
|---|---|
| 2.3.2. Research and publication output: | • The number of research articles published in journals with good impact factor is less.<br>• Some of the faculty have visited institutions abroad and got trained in advanced fields of Applied Biology.<br>• The enrollment into M.Phil. and Ph.D. programmes is not sufficient enough. |
| 2.3.3. Consultancy: | • Consultancy has not developed to a meaningful level except in the areas of Applied Biology and Social Work.<br>• The outcome of the research achievements is not being put to use effectively |
| 2.3.4. Extension Activities: | • A home for children from remand homes and abandoned by parents is a unique activity.<br>• Besides NSS and NCC and social awareness activities, there is good student participation in diverse range of social activities managed and sponsored by the College Trust<br>• Synergy in activities of Department of Social Work, Psychology and Sociology.<br>• A Centre for Social Concern has been functional.<br>• 'Samaj' – Community FM Radio owned and operated by the College offers a number of programmes for the rural community in which local people also participate. |
| 2.3.5. Collaborations: | • Research collaborations with Royal Technical University, Sweden and Max Planck Institute, Germany have been established.<br>• Linkages for curriculum development and teaching-learning pedagogy with the Campus Connect programme of the Infosys as well as with other major IT/BPO companies have been established.<br>• Internship and on-the-job training is provided by leading companies and banks. |
| 2.3.6. Best Practices in Research, Consultancy, Extension: | • Appointment of a research coordinator and constitution of a research advisory Committee.<br>• Publication of multidisciplinary journal – "Explorations" to promote research culture.<br>• A home for children from police remand home that provides opportunities for field work and extension activities. |

| 2.4: Infrastructure and Learning Resources: | |
|---|---|
| 2.4.1. Physical Facilities for learning | • Spacious building complex that includes a well endowed new campus for professional PG courses.<br>• Good physical infrastructure that caters to the needs of current enrollment of over 4000 students with scope to provide for a larger intake of students.<br>• Extensive ICT infrastructure that includes WiFi broadband internet facilities, ceiling mounted LCD projectors in classrooms, seminar halls and a captive power supply system. |
| 2.4.2 Maintenance of Infrastructure. | • Active involvement of students, teachers and non-teaching staff for maintenance and cleanliness.<br>• Well maintained infrastructure facilities supported by qualified and experienced staff.<br>• Adequate budget allocation for maintenance. |
| 2.4.3. Library as a learning resource: | • Spacious, well stocked and well furnished open access Libraries with additional stocks in the departments.<br>• Bar-coding of the books is initiated, on-line catalogue is available and access to DELNET and AIRC are available.<br>• Reprographic facilities available as part of library. |
| 2.4.4. ICT as learning resources: | • The College has adequate number of computers with broadband internet connectivity distributed in 8 computer laboratories, teaching departments and library and research laboratories.<br>• Students of professional courses have laptops for class room use.<br>• The College has a website but is not interactive for use as a learning resource. |
| 2.4.5. Other Facilities: | • The College has hostels for boys and girls with good facilities in both the campuses.<br>• The College has well maintained canteen and parking facilities. It also has facilities for housing of teaching and non-teaching staff.<br>• Sports and games facilities are adequate. |
| 2.4.6. Best Practices in Infrastructure and Learning Resources: | • Development of additional infrastructure facilities in the second campus.<br>• Extensive use of ICT as a tool to update skills.<br>• Optimal utilization of library and laboratories. |

| | |
|---|---|
| **2.5. Student Support and Progression:** | |
| 2.5.1. Student progression: | • Very good results in all courses. Nearly 50 percent of students proceed for higher studies.<br>• Yearly progress of students shows improvement from the time of admission to the time of graduation. This is monitored by the college.<br>• Many students are employed with reputed companies. |
| 2.5.2. Student Support: | ▪ Nearly 250 students receive Government scholarships under different categories every year. Merit scholarships are given to some students by the management.<br>▪ On Campus Placement cell, career, academic and personal counseling services are available.<br>▪ The College website provide the necessary information and supports the students in having access to the examination results.<br>• Mid-Day meals served to 300 disadvantaged students. |
| 2.5.3. Student Activities: | ▪ The College has many subject associations and clubs for extra and co- curricular activities of the students.<br>• It regularly organizes a number of State, University and National level academic, skill development and cultural festivals.<br>• Students actively participate in sports and games, NCC and NSS activities and have represented the College at the University and National level competitions and have won several prizes. |
| 2.5.4. Best Practices in Student Support and Progression: | ▪ Class Guides, Mentors and remedial programmes are available.<br>▪ Training in event management through conduct of State, University and National level academic, skill development and cultural festivals. |
| **2.6. Governance and Leadership**<br>2.6.1. Institutional vision and Leadership | • The institution has the vision and mission to make this college a premier learning centre.<br>• Long history of extending quality education by adding new components in response to fast changing environment.<br>• Dedicated and service oriented management that has been responding to community needs. |
| 2.6.2.Organizational Arrangements: | • A well defined functional organizational structure at various levels.<br>• Excellent internal coordination amongst the Principal, Registrar, Governing Body and teaching and non-teaching community.<br>• Processes have been initiated to ensure quality through IQAC and such other administrative bodies and Committees. |

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| 2.6.3. Strategy development and Deployment: | • A Perspective plan is prepared and implemented to take the autonomous college to a deemed university status.<br>• Proactive use of autonomy in the introduction of Choice Based Credit system.<br>• Reforming of the examination system to offer value based education. |
| 2.6.4. Human Resource Management | • Effective use of available human resources for achieving better results.<br>• Sufficient autonomy is in place to combine the aided and self-financing streams of the College.<br>• The College encourages faculty to develop their communication and research skills.<br>• Two well organized cooperative societies to take care of the welfare of teaching and non-teaching staff. |
| 2.6.5. Financial Management and Resources: | • Resources have been mobilized through fees for self-financing courses, borrowing and contributions.<br>• Approximately Rs.1.72 crore UGC Grants received during the post accreditation period. |
| 2.6.6. Best Practices in Governance and Leadership | • Strong administration and automated examination system.<br>• Participatory decision making and shared governance.<br>• Commendable efforts in resource mobilization |
| **2.7 Innovative Practices** | |
| 2.7.1. Internal quality Assurance System: | • IQAC is setup and takes initiatives in the quality assurance programmes of the institution.<br>• Academic audit introduced. |
| 2.7.2. Inclusive Practices: | • No discriminatory practices in the College.<br>• Foundation courses in value education include awareness of social exclusion issues.<br>• Remedial classes and tutorials for socially disadvantaged students. Assistance and scholarship to needy students. |
| 2.7.3. Stakeholder Relationships: | • Healthy relationship amongst the stake holders.<br>• Regular feedback from stakeholders obtained. |
| **Section III: Overall Analysis** | |
| 3.1. Institutional Strengths: | • 150 years of history, traditions, and unique identity recognized by all sections of society.<br>• Biology, bio-technology, commerce and IT and management courses are strong. |

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| | • Financial support by the management for the development of the College is very good<br>• The development of the second campus with modern facilities is additional strength.<br>• Well structured student support and progression system. |
| 3.2. Institutional Weaknesses: | • Faculty qualifications are not in line with expected levels. Only 32 faculty out of 198 have Ph.D. qualification.<br>• Liberal Arts and Social Science component is not very strong.<br>• Very small number of PG courses in traditional subjects.<br>• Issues related to controls exercised by the affiliating University and UGC policy to deny research assistance to self-financing courses have to be tackled at all levels. |
| 3.3. Institutional Challenges: | • Resolving the conflict between the need to raise resources through fees and to admit meritorious students has to be resolved to admit a larger number of PG students. Strategies for attracting more brilliant students in existing and new programmes have to be worked out.<br>• Requiring research qualification for all the faculty members.<br>• Strengthening of the existing placement facilities and career counseling is required.<br>• Implementation of performance based appraisal system recommended by UGC. |
| 3.4. Institutional Opportunities: | • Starting new electives in emerging areas.<br>• Introducing choice based system and modular structure of courses.<br>• Transition to a university level institution would be a major challenge.<br>• Establishing more collaborations and linkages with industries and organizations.<br>• More use of ICT enabled teaching-learning methods by faculty members and students.<br>• Development of research culture by all faculty members through research projects and publications. |
| **Section IV: Recommendations for Quality Enhancement:** | |
| | • Update teacher quality by managing, in an equitable manner, the remuneration and incentive structures for faculty recruitment and development in order to induct and retain faculty with good academic and research qualifications.<br>• Establishing more collaborations and linkages with industries and industry organizations, universities and funding agencies other than UGC. |

- Encourage research for Ph.D/M.Phil, research projects, consultancy and publication by extending study leave, merit pay, some reduction in work load of young teachers with research interests.
- Academic audits of specific centres /departments by external experts may be periodically undertaken as part of IQAC.
- Implementing an Enterprise Resource Planning (ERP) solution for the total automation of the administration.
- Placement and Career Guidance Cell may be further strengthened.
- A corpus fund may be created to meet the future developmental activities.
- Student concerns in the context of changing socio-cultural-economic scenario may be looked into from different perspectives especially with reference to Value Education courses.

**I have read the Report and ~~agree with~~ the Report**

ST. ALOYSIUS COLLEGE MANGALORE-575003

Signature of the Principal with date and seal

Principal
ST. ALOYSIUS COLLEGE
MANGALORE-575 003

**Signature of the Peer Team with Date**

Dr.(Mrs.) Kanta Ahuja (Chairperson) 23/12/2009

Prof. D.Chandrashekhara Reddy (Member) 23/12/09

Prof. Rajan Varughese (Member Coordinator) 23/12/09

**Signature of the NAAC Officer:**

Dr.Jagannath Patil, Dreputy Adviser, NAAC

**Recommendations of NAAC Peer Team of second cycle of Accreditation and their implementation**

| Recommendations/Implementation |
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| • Update teacher quality by managing, in an equitable manner, the remuneration and incentive structures for faculty recruitment and development in order to induct and retain faculty with good academic and research qualifications.<br>▪ Management has taken efforts in recruiting qualified staff.<br>▪ In order to attract talented teachers, management has introduced a salary system for all the teachers based on specific norms.<br>▪ In order to avail adhocism in teacher recruitment, teachers are appointed on regular and permanent basis except that they have to be under prohibition for a maximum period of 2 years.<br>▪ Incentive schemes have been introduced for acquiring NET/SLET/KSET and Ph.D qualification.<br>▪ Research grants are given to teachers for motivating them to involve in research. FIP leave is granted even for management teachers. Seed money is provided for research projects.<br>▪ Special recognition is given for achievers among teachers.<br>• Establishing more collaborations and linkages with industries and industry organizations, universities and funding agencies other than UGC.<br>▪ College has established links with several other organizations other than UGC.<br>▪ MoUs are signed with Institutions and Industries.<br>▪ Industry representation on BOS.<br>▪ Guest lectures are arranged.<br>▪ DBT, DST, BRNS, State Government, MHRD are the agencies through which funding is received by the College.<br>• Encourage research for Ph. D / M. Phil, research projects, consultancy and publication by extending study leave, merit pay, some reduction in work load of young teachers with research interests.<br>▪ College has evolved a specific research policy for encouraging teachers for involving in research.<br>▪ Four research journals are published from the College.<br>▪ Teachers are given study leave, merit pay and such facilities.<br>▪ At present – 11 major and 115 minor research projects are being carried out by our staff members. Publications with good impact factor have increased.<br>▪ Sixteen staff are recognized research guides.<br>• Academic audits of specific centres / departments by external experts may be periodically undertaken as part of IQAC.<br>▪ IQAC has external experts which periodically conducts academic audits of all the departments.<br>▪ A three member external expert committee has conducted academic audit of the |

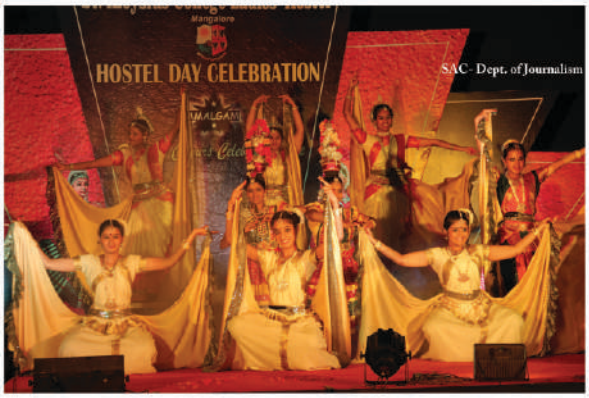
departments.
  - Another 3 member expert committee has been constituted for strategic planning with regard to long term growth of institute.
- Implementing an Enterprise Resource Planning (ERP) solution for the total automation of the administration.
  - Steps have been initiated as recommended for the automation of the administration.
    1. The office administration has been fully computerized.
    2. Networking system is established.
    3. Examination system is computerized.
    4. Wi-Fi, Internet facilities are provided.
    5. On-line attendance introduced, library network has been strengthened.
    6. A new website has been constructed.
- Placement and Career Guidance Cell may be further strengthened.
  - Two placement cells have been established with 3 placement officers.
  - Number of placements has increased.
  - Director of HRD has been appointed for the Skill development programme. Language Lab is established to improve language skills.
- A corpus fund may be created to meet the future developmental activities.
  - Steps are initiated to raise Corpus Fund by involving alumni, Philanthropists and benefactors.
  - More endowment funds are created.
- Student concerns in the context of changing socio-cultural-economic scenario may be looked into from different perspectives especially with reference to Value Education courses.
  - Value Education course has been more systematized.
  - Value inculcation has been integrated in the curriculum.
  - Social extension programmes are introduced for sensitizing students such as rural exposure, Sahaaya, Village adoption and Sahodaya.

*Al- SOLARIUM - Our in-house observatory*

*Bidding farewell to graduating students*

*Encouraging students to keep campus clean and picturesque*

*State-of-the-art conference room*




*A glorious night on hostel day*

## *Various College Fests and Departmental Seminars*

## *St Aloysius College and AIMIT*

*Admin Building - Known as A Block*

*Xavier Block for Science and Research*

*PG Block formerly known as IT Block*

*Beautiful, serence AIMIT campus at Beeri*

*Institute of Konkani near high school*

*The Centenary Ground for sports activities*

*Annual Graduation Day Ceremony*

*Spreading awareness through various camps*

*Governing body meeting*

*Playing our part in fight against injustice*