Yearly Status Report - 2018-2019

Part A	
Data of the Institution	
1. Name of the Institution	**INDIAN ACADEMY DEGREE COLLEGE AUTONOMOUS**
Name of the head of the Institution	**Dr.E.Jerome Xavier**
Designation	**Principal**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**08067458904**
Mobile no.	**9448252019**
Registered Email	**principal_iadc@indianacademy.edu.in**
Alternate Email	**ejeromexav@yahoo.co.in**
Address	**HENNUR CROSS, HENNUR MAIN ROAD**
City/Town	**BANGALORE**
State/UT	**Karnataka**
Pincode	**560043**

2. Institutional Status

Autonomous Status (Provide date of Conformant of Autonomous Status)	**17-Sep-2016**
Type of Institution	**Co-education**
Location	**Urban**
Financial Status	**private**
Name of the IQAC co-ordinator/Director	**Ms. Sangeetha Annie George**
Phone no/Alternate Phone no.	**08067458934**
Mobile no.	**9886033478**
Registered Email	**iqac@indianacademy.edu.in**
Alternate Email	**principal_iadc@indianacademy.edu.in**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://www.indianacademy.edu.in/AQAR2017-18.pdf

4. Whether Academic Calendar prepared during the year

4. Whether Academic Calendar prepared during the year	**Yes**
if yes,whether it is uploaded in the institutional website: Weblink :	https://www.indianacademy.edu.in/wp-content/uploads/2020/03/Calendar%20of%20the%20Event%202018-19.pdf

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity Period From	Validity Period To
1	**A**	**3.09**	**2009**	**15-Jun-2009**	**14-Jun-2014**
2	**A**	**3.27**	**2016**	**25-May-2016**	**31-Dec-2021**

6. Date of Establishment of IQAC

09-Sep-2009

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture

Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
International conference on Interfaith harmony	08-Feb-2019 2	150
Annual Academic Audit	31-Jan-2019 1	20
Internal Audits	29-Oct-2018 8	20
Faculty Induction Programme for the newly appointed faculty members	26-Jun-2018 1	20
Annual FDP-SRUJANA 2018	11-Jul-2018 1	106
UG & PG students feedback - Odd Semester	04-Oct-2018 15	3057
UG & PG students feedback - Even Semester	16-Apr-2019 15	3057
[View File](#)		

8. Provide the list of Special Status conferred by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
UGC	PARAMARSH	UGC	2019 547	3000000
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9. Whether composition of IQAC as per latest NAAC guidelines:	Yes
Upload latest notification of formation of IQAC	[View File](#)
10. Number of IQAC meetings held during the year :	4
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	Yes
Upload the minutes of meeting and action taken report	[View File](#)
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No

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

• Organised Faculty Induction programme for the newly recruited staff, Faculty Development Programmes, orientation programmes for the students • Initiated Collaborative programmes with various departments and cells • Introduction of new courses as well as special supplementary examinations thereby strengthening Autonomy • Organised internal audits and Annual Academic Audit, procuring stake holders feedback, obtaining new MoUs • The Institution has applied for ? College with Potential for Excellence ? PARAMARSH scheme by UGC ? NIRF

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13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
No Data Entered/Not Applicable!!!	
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14. Whether AQAR was placed before statutory body ?	**Yes**

Name of Statutory Body	Meeting Date
Governing Body	**11-May-2019**

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	**No**

16. Whether institutional data submitted to AISHE:	**Yes**

Year of Submission	**2019**

Date of Submission	**16-Feb-2019**

17. Does the Institution have Management Information System ?	**Yes**

If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	• **The institution has a fully functional software system "Knowledge Pro" that includes modules pertaining to academics and administration which establishes new benchmarks that guarantee continuous student progression. The academic modules strengthens the teachinglearning process with the help of the sub modules namely ? Staff attendance through bio metric system ? Student portal to view their attendance ?**

Parents login to check student attendance ? Instant messages to parents on overall attendance percentage and student absence during examinations The autonomous examination is automated and streamlined with the help of Knowledge pro software system ? Automated evaluation of Continuous Internal Assessment scores ? Examination seating arrangement through Knowledge pro ? Automated generation of hall tickets based on subject wise attendance criteria ? A fool proof bar code system for conducting the exam and evaluation of answer scripts ? Analysis of student performance in University examinations The automation of the admission has made the admission process fair and transparent module for automation of fee collection process ? Hostel management module The software system aims at simplifying the task of the employees enabling them to focus on institutional progress.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Design and Development

1.1.1 – Programmes for which syllabus revision was carried out during the Academic year

Name of Programme	Programme Code	Programme Specialization	Date of Revision
BBA	BAM	Business Administration	11/04/2019
BCA	CAP	Computer Applications	16/04/2019
MSc	MMB	Micro Biology	13/04/2019
BSc	MIB	Micro Biology	13/04/2019
MSc	MBC	Bio Chemistry	20/04/2019
BSc	ELE 8.1	Electronics	13/04/2019
BSc	PHY	Physics	16/04/2019
MSc	PHY	Physics	16/04/2019
BSc	MAT	Mathematics	16/04/2019
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1.1.2 – Programmes/ courses focussed on employability/ entrepreneurship/ skill development during the Academic year

Programme with Code	Programme Specialization	Date of Introduction	Course with Code	Date of Introduction
BBA	Banking and Insurance	11/04/2019	BBA	11/04/2019

BCom	Banking and Insurance	15/04/2019	B.Com (Banking & Insurance)	15/04/2019
MSc	Microbiology	13/04/2019	M.Sc. Microbiology –Skill development (Research Methodology)	13/04/2019
MSc	Microbiology	09/05/2019	M.Sc. Microbiology – Skill development (Hands-on training cum workshop on HPLC, Fermentation and Bioinformatics)	09/05/2019
BSc	Genetics	12/04/2019	B.Sc. Genetics (GEN) DNA Fingerprinting	12/04/2019
BSc	Electronics	13/04/2019	B.Sc. Electronics ELE 8.1	13/04/2019
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1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the Academic year

Programme/Course	Programme Specialization	Dates of Introduction
BCom	Banking and Insurance	15/04/2019
BBA	Banking and Insurance	11/04/2019
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective Course System implemented at the College level during the Academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
No Data Entered/Not Applicable !!!		

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Advanced Excel	10/12/2018	12
Tally ERP 9.0	15/12/2018	10
Personality Development Programme	10/01/2019	259
IIM-Make Intern (E-	03/05/2019	34

Commerce Digital Marketing)		
Advanced Microsoft Excel and Tally ERP 9.0	29/03/2019	67
Advanced Java	15/02/2019	41
Workshop on DNA Finger printing	16/10/2018	30
Workshop on HPLC, Fermentation and Bioinformatics	09/05/2019	12
Workshop on Animal Cell culture techniques	04/01/2019	3
Workshop on techniques in virology	12/03/2019	5
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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BBA	Business Administration	93
MSc	Microbiology	14
MSc	Biochemistry	24
MA	English	2
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
All the courses are developed after analysing the stakeholders' curriculum feedback. Curriculum review and development is done regularly as per the requirement of academia, industry/profession and society and also to keep pace with developments in respective fields. For effective and continuous improvement in curriculum, results of outcome assessment and stakeholder's feedback serve as input. Feedback of students on faculty, infrastructure learning resources are also sought regularly for ensuring their satisfaction. Accordingly, continuous review of infrastructure and learning resources is carried out by respective committees and the recommendations are integrated in the Annual Planning for upgrading, maintaining and utilizing physical, academic and support facilities. Structured feedback from students, alumni, parents, faculty, employers and experts from academia, industry and research are taken through course/programme review feedback.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BA	Political Science	60	14	12
BBA	Business Administration	200	209	177
BCom	Commerce	440	323	289
BCA	Computer Applications	200	137	125
BA	Political Science	60	14	12
BA	Psychology	50	25	21
BA	Tourism	100	16	9
BSc	CZBt	60	16	13
BSc	CZMb	60	18	13
BSc	GBcBt	60	46	37

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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	742	186	50	19	43

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
No Data Entered/Not Applicable !!!					

View File of ICT Tools and resources

View File of E-resources and techniques used

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Faculty mentors and class teachers regularly review academic progress and counsel students to improve performance and ensure academic growth. Special measures are taken to support advanced as well as slow learners: i. Slow Learners - Adequate Support is provided to slow learners to overcome academic difficulties by: ? Organizing Extra Classes during the semester and also by organizing bridge courses at the beginning of the semester ? Giving practice assignments ? Organizing Guided Self Study Courses classes ? Providing extra reading material to improve basic understanding of subject ? Engaging in social activities/class

activities/institution activities to develop social skills ii. Advanced learners - In order to support the fast learners, it is ensured that: ? They are given additional/challenging assignments/ project work ? They are encouraged to participate in various symposiums, quiz, poster presentation, conferences, inter institution competition etc. ? They are also given opportunities to do mini-project work in the institution or other industries as per their area of interest ? They are encouraged to publish their own research findings in reputed journals. iii. Improvement in student attendance -Student regularity is monitored, mentored on a one on one basis by the class teachers and encouraged to attend classes. The importance of attendance in teaching-learning is reinforced.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
928	112	1:8

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
25	22	3	22	6

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	Dr.Asha Kademane	Assistant Professor	Ph.D
2018	Dr.Venkata Krishna B	Assistant Professor	2nd Prize for best presentation during "National Conference on Computational World in Life Sciences" held at Reva University
2018	Dr.Malaiyarasa Pandian P	Professor	1st prize for best presentation during National conference on "Smart Synergy"-Emerging Trends in Application of Smart Materials held at Maharani Lakshmi Ammanni college, Bangalore
2018	Dr. Vanitha G Ramesh	Associate Professor	Pearl Foundation Educational Excellence Award to Higher Education, Pearl Foudation, Madurai, Tamil Nadu
2019	Dr. Kritika Sinha Nigam	Assistant Professor	Indian Iconic Personality Award, The Glorious Organization for Accelerated to

2018	Mrs. Dilshad Begum	Assistant Professor	KSET Karnataka State
2019	Mrs. Malathi R	Assistant Professor	2nd Prize for best Oral presentation during the National conference on Frontier Areas in Chemical Biology(NACFCB)
2019	Mrs. Pushpa Reddy	Associate Professor	1st Prize for best Oral Presentation National conference on 'Biochemistry-Transcending integrating Life Sciences organised by Department of Life Sciences, Kristu Jayanthi college(Autonomous)

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2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
No Data Entered/Not Applicable !!!				

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2.5.2 – Average percentage of Student complaints/grievances about evaluation against total number appeared in the examinations during the year

Number of complaints or grievances about evaluation	Total number of students appeared in the examination	Percentage
7	1896	0.4

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://www.indianacademy.edu.in/academic-coursescourses-a-z/courses

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
MMB	MSc	Microbiology	14	14	100
MMA	MSc	Mathematics	6	6	100

MCS	MSc	Computer Science	7	7	100
MCH	MSc	Chemistry	25	22	88
MBT	MSc	Biotechnology	10	10	100
MBC	MSc	Biochemistry	11	7	63.60
BA	BA	Humanities	27	23	85.20
CAP	BCA	Computer Applications	63	38	60.30
BAM	BBA	Business Administration	81	71	87.70
BCM	BCom	Commerce	244	213	87.30
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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

 https://www.indianacademy.edu.in/wp-content/uploads/2020/03/Student-Satisfaction-Survey-AQAR2018-19.pdf

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Promotion of Research and Facilities

3.1.1 – The institution provides seed money to its teachers for research

No
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3.1.2 – Teachers awarded National/International fellowship for advanced studies/ research during the year

Type	Name of the teacher awarded the fellowship	Name of the award	Date of award	Awarding agency
No Data Entered/Not Applicable !!!				
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3.2 – Resource Mobilization for Research

3.2.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Students Research Projects (Other than compulsory by the University)	180	KSCST	33000	33000
Interdisciplinary Projects	2	Science Academies	100012	100012
Minor Projects	5	DST	975000	800000
Major Projects	1095	Ministry of Science	1400000	1400000

	Technology		
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3.2.2 – Number of ongoing research projects per teacher funded by government and non-government agencies during the years

5

3.3 – Innovation Ecosystem

3.3.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Workshop on Intellectual Property Rights	IQAC	16/11/2018
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3.3.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
No Data Entered/Not Applicable !!!
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3.3.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsered By	Name of the Start-up	Nature of Start-up	Date of Commencement
No Data Entered/Not Applicable !!!
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3.4 – Research Publications and Awards

3.4.1 – Ph. Ds awarded during the year

Name of the Department	Number of PhD's Awarded
Microbiology	1

3.4.2 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	Genetics	1	4
International	Chemistry	1	2
International	Physics	2	5
International	Biochemistry	1	5
International	Microbiology	3	3
International	English	8	6
International	English	1	7
View File

3.4.3 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Biochemistry	1

English	7
Microbiology	2
Biotechnology	1

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3.4.4 – Patents published/awarded during the year

Patent Details	Patent status	Patent Number	Date of Award
No Data Entered/Not Applicable !!!			
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3.4.5 – Bibliometrics of the publications during the last academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
No Data Entered/Not Applicable !!!						
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3.4.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
No Data Entered/Not Applicable !!!						
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3.4.7 – Faculty participation in Seminars/Conferences and Symposia during the year

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	9	43	25	33
Presented papers	7	21	5	0
Resource persons	2	2	3	3
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3.5 – Consultancy

3.5.1 – Revenue generated from Consultancy during the year

Name of the Consultan(s) department	Name of consultancy project	Consulting/Sponsoring Agency	Revenue generated (amount in rupees)
No Data Entered/Not Applicable !!!			
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3.5.2 – Revenue generated from Corporate Training by the institution during the year

Name of the Consultan(s) department	Title of the programme	Agency seeking / training	Revenue generated (amount in rupees)	Number of trainees
No Data Entered/Not Applicable !!!				

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3.6 – Extension Activities

3.6.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Awareness on Consumer Protection Rights	Department of Business Administration	6	70
Visit to THE ASHLEY FOUNDATION	Department of Business Administration	6	70
Swach Bharath Abyan	Rally on cleanliness	1	10
Gender Issues	Street Play highlighting role of women in society	1	15
Cancer awareness	Dept. Of Microbiology	3	32
World water day awareness programme	Dept. Of Microbiology	4	32
AIDS Awareness day	Dept. Of Microbiology	5	32
Awareness on Hygiene practices	Dept. Of Microbiology	2	20
[View File](#)			

3.6.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
No Data Entered/Not Applicable !!!			
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3.6.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
Adoption of Village	An NGO BIRDS in collaboration with NSS and Dept of Humanities, IADC-A	Workshop and Adoption activities	3	120
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3.7 – Collaborations

3.7.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
No Data Entered/Not Applicable !!!			
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3.7.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
On the job training	Workshop on HPLC, Fermentation and Bioinformatics	Siddaganga Institute Of Technology, Chandana Complex, Tumakuru, Karnataka 572103 Phone: 0816 221 4001	09/05/2019	11/05/2019	M.Sc. students
On the Job Training	DNA Fingerprinting	Centre for Incubation, Innovation, Research and Consultancy (CIIRC®), Thataguni, Bengaluru, Karnataka 560082 Phone: 080 2843 5052	16/10/2018	17/10/2018	B.Sc. students
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3.7.3 – MoUs signed with institutions of national, international importance, other institutions, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
mPower Global	07/12/2019	Value added course in "Advanced Java"	41
Centre for Incubation, Innovation, Research and Consultancy (CIIRC®)	11/04/2019	Samples analysis,workshop, training, internship, research development, sharing research and teaching expertise study materials and conducting training	91

		programmes as required	
Siddaganga Institute Of Technology	11/05/2019	Workshop, training, internship, research development, sharing research and teaching expertise	13

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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
2600000	2789142

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
Seminar halls with ICT facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Classrooms with LCD facilities	Existing
Seminar Halls	Existing
Laboratories	Existing
Class rooms	Existing

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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
Easy Lib	Partially	4.4.4	2010

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	24086	5761523	1161	264670	25247	6026193
Reference Books	4136	1772243	152	72992	4288	1845235
e-Books	11	20500	1	0	12	20500
Journals	67	85000	3	2800	70	87800
e-Journals	4000	15500	2000	4500	6000	20000

Digital Database	2	20500	1	7500	3	28000
CD & Video	811	27620	10	2000	821	29620
Library Automation	1	20000	0	0	1	20000

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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			

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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	299	170	0	8	0	20	64	150	45
Added	0	0	0	0	0	0	0	0	0
Total	299	170	0	8	0	20	64	150	45

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

150 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
No Data Entered/Not Applicable !!!	

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
11500000	12463652	3600000	3919782

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website)

Any books / journals / CDs borrowed from library but not returned within the date, the librarian informs the concerned person and the respective H.O.Ds for necessary procurement of the books. Each librarian maintains the stock register of book, periodicals / journals, CD?s and the cassettes held in their libraries. The list of these books, periodicals / Journals, CD?s cassettes are maintained in the library software (System).Items like CDs are stored in

magazines to prevent damages during storage. Books Journals, Periodicals etc are stored in identified locations in shelves / racks for protection and prevention of unauthorized use / misplacement. For easy and quick identification of books / journals and its location, suitable software is used (Easy LIB). The request for new books / Journals / Periodicals etc is given by academic departments and it is forwarded to the concerned library for cross checking the availability of the same in the library. The concerned librarian after screening indicates the availability of the same on the indent and sends it to the Principal or purchase committee for processing. If it is decided to procure the same, the indent is forwarded to the Chairman for approval. After obtaining approval from the Chairman, the books / journals are purchased. On receipt of the books / journals, the librarian verifies the item received against invoice and also checks for the damages / missing pages. If found satisfactory, the books / journals are taken to stock and necessary entries made. When the books are returned to the library, the concerned librarian examine the books for any damage or missing pages, so that the books are always kept in good condition (ready for use) and kept in the respective location. Library books are issued to students through issue card. The borrower library card is retained in the library for account purpose. Date of issue along with due date for return is stamped on issue slip printed on the back side of the book. The duplicate slip is retained for record purpose. All equipments used in the laboratories are identified with unique member for easy identification. Equipments / computers used in office are identified by equipment description. In case of office Hardware (problem in the system) or Fax or A/C, the office / concerned in-charge. inform the supplier / dealer for necessary action to solve the problem Items like Laboratory chemicals, Glass wares, library books, instruments and other items, the concerned department, raises the purchase requisition giving full information such as description, quantity, make / grade / brand / / the delivery date / price etc and in the case of the book and journals full information such as title of the book, author, edition number, publisher, year, of publication etc are shown in the purchase indent and forward the same along with quotation (if available) to purchase committee for clearance. The purchase committee scrutinizes and approves the requirements. This is then forwarded to the approved list of suppliers upon Chairman's acceptance.

https://www.indianacademy.edu.in/wp-content/uploads/2020/03/Procedures%20and%20policies%20for%20maintaining%20the%20Infrastructure%202018-19.pdf

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Merit scholarship and Fee Concession	322	3468660
Financial Support from Other Sources			
a) National	Scholarship and Arivu Loan	310	5000918
b)International	Nil	0	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability	Date of implemetation	Number of students	Agencies involved

enhancement scheme			enrolled	
Language Lab	16/07/2018	87		IADC-A
Personal Counselling	06/07/2018	25		IADC-A
Mentoring	02/07/2018	2357		IADC-A
Bridge Course	19/07/2018	573		IADC-A
Remedial Classes	22/10/2018	428		IADC-A
Remedial Classes	11/04/2019	511		IADC-A
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2019	PGCET MAT	95	95	0	56
2018	Aptitude training	50	50	0	40
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
12	12	10

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
TCS, Wipro, IBM, Nandi Toyota, ICICI Prudential, Accenture, AEGIS, Trigent Corp technologies , Muthoot Finance, Molecular connections, Visionet, Ca pgemini,Triu ne, Bimal Auto Agency,	176	106	LTI, Wipro, Cognizant, Atos Syntel, Viyaan Academy, ICICI Prudential, Amazon, Capgemini, Fidelity, TTK, Accenture, Target	30	5

247i, HP Enterprises, Phoenix, Resource pro, Asha wellness					

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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2019	12	BSc	Biochemistry	IADC-A, MCC, VIT, St. John's Med. Clg, Ramjas Delhi, Govt. Sci. Clg, Blr	MSc.,MHA
2019	16	BBA	Business Administration	Presidency, Ramaiah, ICAI, Reva.	MBA and CA
2019	13	B.COM	Commerce	IADC-A IASMS	M.COM M.COM (FA) MBA
2019	6	BCA	Computer Science	IADCA- M.Sc CS CMRIT- MCA	M.Sc CS, MCA
2019	1	MSc	Microbiology	Reva University	PhD
2019	2	BA	Humanities	CMR University, Garden City University	M.Sc. Psychology, MTTM

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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
SET	1
GATE	3

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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Sports events-Athletics, Outdoor indoor games	Intercollegiate level	100
Annual Sports-2019 Athletics- Track Field events, Indoor and Outdoor games	Institution level	350

Cultural competitions	Intercollegiate level	95
Annual Inter collegiate fest Yuvtarang-2019	Institution level	790
Annual Intra collegiate fest Spectrum-2018	Institution level	640

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5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	Silver Medal at National level Kickboxing Championship at Himachal Pradesh	National	1	0	17IABBA177	Mr. Vishnu
2018	Silver Medal at National level Kickboxing Championship at Himachal Pradesh	National	1	0	18IABBA080	Ms. Likitha
2018	Bronze medal in National level 2nd Mumbai Taekwondo Championship at Pune	National	1	0	167CC41002	Mr.Dinesh Kumar
2018	Bronze medal in International level 3rd T.I.A International Taekwondo Championship at Pune	International	1	0	167CC41002	Mr.Dinesh Kumar

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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Students' Council and Student clubs of various departments works for the benefit of the students throughout the year and pursues several activities within and outside the college campus. In line with the aim of the institution to create individuals who are responsible and socially conscious citizens,the Student Welfare Office partakes in assessing individuals who have the potential to become future leaders in creating a better society. They are elected by the students and SWO. The SWO organises programmes to train and carve the students to polish their leadership and managerial skills. The major activities planned,organised and executed by the Student Council are Intra collegiate cultural Fest -SPECTRUM, Inter collegiate cultural Fest -YUVTARANG,Annual Day,Sports Day,Teachers Day,National Festivals.They are an integral part in organising the Recognition Day, creating better platforms for fellow students to present and improve themselves in the inter college and intra-college arena with the guidance of the SWO. They are also members of various committees like IQAC. They are engaged in student support activities organised by YRCS, NSS, Sri Aurobindo Centre for Education in Human Values(SACEHV)

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

The institution has a registered Alumni association. The Alumni Association brings all these people together on a single platform and develops synergistic plans to aid and improve Institutional endeavours. Indian Academy Alumni Association (IAAA) was established in the year 2014.The IAAA works to strengthen ties between the Institutions and the alumni, so that the alumni can participate in various activities including cultural and social activities. Indian Academy has shaped many educationists, scientists, writers, managers, entrepreneurs, politicians, teachers etc. IAAA is also a focal point of contact among alumni to interact and network with each other. Alumni are members of BoS, committees like IQAC. They are invited as judges for cultural as well as sports events, to deliver special talks and they also render help in placements.

5.4.2 – No. of registered Alumni:

546

5.4.3 – Alumni contribution during the year (in Rupees) :

43000

5.4.4 – Meetings/activities organized by Alumni Association :

The Alumni Association conducts regular meetings wherein the members freely and closely interact with each other on issues pertaining to development of the college and also their role and contribution. Almost 8 meetings were organised by the IAAA in the year 2018-19Their ideas and suggestions are duly recognized and implemented by the college administration. The HODs also interact with the members of Alumni Association especially on the matters of curriculum design and development of value – added programs. Alumni members give various guest lectures and conduct other activities during their respective department's student club sessions. They also engage in organizing sports events, cultural programmes and in pre placement activities

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The institution has a system in place that focuses on greater freedom, flexibility and individual choice. This is realized through regular interfacing and active participationall stake-holders The governing body plays a major role in strategic planning. One of the main aims of the governing body is to capitalize on the resources and expertise which can be shared across disciplines, introducing lateral mobility to gain cross-discipline experiences The academic council reflectson issues of academic interest either on its own initiative or proposed by the departments and gives directions with regard to instruction, evaluation and improvements in academic standards and research and prescribes new courses of study in the institution. Two new courses namely B. Com (Banking Insurance) and BBA (Banking Insurance)was proposed by the Board of the Studies of the Commerce and Management departments respectively. Upon ratification, B. Com (Banking Insurance) was approved by the Academic Council for implementation. The suggestion for super-supplementary examination proposed by the Controller of Examinations for the students with back-logs in the final years of both UG and PG programmes was successfully implemented in the previous academic year The Board of Studies (BoS) being the basic constituent of the academic system of the institution frames and reframes the content of various courses, reviewing and updating the contentfrom time to time, introducing new courses of study While department-level faculty meetings form a major source of input, Institution-level meetings headed by the Principal for both teaching and non-teaching fraternity promotes active participation and involvement of staff in institutional progress. The sub-committees play a vital role in effective implementation of the activities with the active contribution of students The IQAC offers Professional development training to both staff and students MoUs with Industries and the inclusion of an Industry expert in the BoS plays a vital role in Industry-Academia interface. This enables the institution to understand the Industry needs and tailor the curriculum accordingly Parent-Teachers Association along with the Indian Academy Alumni Association continue to be a significant source of input for the betterment of the Institution

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	The Board of Studies (BoS) identifies areas for revamping the curriculum. The lacunae, inclusions and exclusions are identified. Innovations are brought into the content as well as teaching-learning methods. Novel techniques to be implemented in assessment and evaluation process is also discussed in detail. Integrated curriculum is followed by the departments which is student-centered, problem-based, integrated, community based, elective-driven systematic. The determinants of the curriculum being demands of society, professional needs, social, industrial, educational advances, employability, MHRD guidelines and resources. The BoS comprises Subject Experts from renowned institutions,

	industry experts and meritorious alumni.The academic council which includes eminent academicians play a vital role in approving the resolutions passed by the BoS. The Governing Body ratifies the suggestions proposed by the Academic Council. The departments offer Add-on programs in association with the Indian Academy Center for Professional Excellence (IACPE).
Teaching and Learning	Indian Academy Degree College-Autonomous is committed to offer the finest teaching methods which promotes student learning and ultimately witnesses continuous improvement. The college encompasses state-of-the-art infrastructure which includes ICT enable class rooms. The learning materials such as Power-point presentations, videos, case studies and many more. The teaching-learning activities of the institution functions on the "Bell-to-Bell" principle which suggests that Punctuality is the hall mark of a teacher. The management adequately rewards the teachers who are on-time to college and to classes. In order to enhance the productivity of faculty members, the IQAC organizes Faculty Development Programmes and workshops time-to-time to keep the teachers up-to-date with the current trends and also techniques to excel in teaching. The Principal organizes at least 2 department level meetings in which the importance of effective teaching and focus on results is reiterated. Department meetings are conducted on a monthly basis which focuses mainly on teaching learning process. Faculty Performance reports(FPR) are to be filled by the faculty members every month. The FPR includes an entry which emphasizes the special teaching methods opted during the month. Details pertaining to student mentoring by the teachers is also needs to be recorded in FPR. This definitely is one among the good practices of the Institution. Faculty Induction Programmes (FIP) orients the new faculty members on the values of the institution and the significance of their roles. Involvement of Parents in the Teaching learning process helps to mould the students into fine citizens of future. Student-centered learning has always been the focus of the

	institution. Innovative methods adopted by the faculty including flipped learning sessions and case-based practical learning offers an experiential learning platform to the students
Examination and Evaluation	Examination-evaluation is a transparent process. The details of which are made available to the students through Student hand book and exam manuals. Apart from this, the class teachers and the subject teachers ensure that the students are educated about the evaluation system and the significance of Continuous Internal Assessment (CIA) along with its split-up. The Principal meets the students at least once in a semester to reiterate on the importance of examination evaluation. This is surely a motivation to both the students and the teachers. The autonomous system ensures that the department-wise list of Board of Examiners(BoE) is comprehensive thereby enabling the timely execution of exam and evaluation process. The Evaluation processes consist of Continuous Internal Assessment (CIA) and End Semester Examinations (ESE). The bar-coded answer scripts guarantee confidentiality. Final exam results are published within three weeks of examination. Transcripts are printed with high security features including the photograph of the students.
Research and Development	Research-pedagogy incorporated within the institution, especially within the PG departments, positively influence research. It considers the connection between teaching and research in which research is enhanced by teaching The research-supportive curriculum exposes students to the importance of research and even if they do not participate in research, it helps them gain an appreciation for research methodology in their area of study The college has UGC 12B, 2(f) status, is recognized as research centre in Life Science and recognized as Star College by the Centre of DBT, New Delhi The research committee comprises experienced faculty members with doctoral degree who efficiently coordinate research activities within the institution. The research proposals are scrutinized and screened by the committee before

		submission to external bodies thereby ensuring quality. The Management funds research projects to encourage Faculty members to pursue research projects. This scheme builds research culture within the college and motivates faculty members to write research proposals and earn research grants from funding agencies. Faculty members actively engage themselves in research publications mainly into scopus indexed and science citation indexed journals Research related Workshops are organized periodically Dr. Amrita Roy, Faculty, Department of Biotechnology has received Early Career Research grant from DBT-SERB
	Library, ICT and Physical Infrastructure / Instrumentation	Extended working hours of the centrally located fully equipped library spread over two floors suits user requirements for examinations as well as research Orientation is carried at the beginning of every academic year for the newly inducted staff and students on the usage of digital library that promotes usage of online resources The efficient and well-mannered library staff strengthen the institution with e-learning resources and online access to journals, magazines, project work/dissertation/thesis for the students as well as faculty members The full-fledged digital library integrates ICT with library resources and digital library consortia like INFLIBNET,DELNET,J-GATE,SAGE,NPTEL and many more. For additional resources, membership with British Library and National Digital Library is permitted. The library incorporated BRAILLE books for the visually impaired students. Number of hours spent by the student/faculty in the Library is tracked through smart-card integration The Institution encourages the extensive use of ICT and computer-aided teaching/learning, video lectures and powerpoint presentations are extensively used during classes. Wi-Fi enabled campus facilitates usage of Google docs for sharing assignments course content Physical Infrastructure /Instrumentation: The College has separate departments for campusmaintenance and upkeep of infrastructure, facilities and equipment. Each department is manned with technically qualified people. A

		Multimedia Language Lab, Computer Labs and Science Labs provide opportunities for hands-on training. All laboratories are equipped with advanced equipment. Fire extinguishers have been installed across the campus and students and staff have been trained in handling the equipment. In order to ensure safety and security of the campus community, the College is under central surveillance with the installation of CCTVs on campus Exclusive parking facility is provided for both two-wheelers and four-wheelers RO plants supply potable water for the entire college. An exclusive recreation-room with facilities for relaxation is provided to women faculty members of the institution
Human Resource Management		The annual faculty performance appraisal system(AFPAS) is one of its kinds, which incorporates 360 degree feedback. The mechanism followed is flawless and objective. This continues to be one amongst the best practices of the institution which strives to bring out the best in the faculty members. The AFPAS builds an atmosphere of healthy competition and brings out the best in each and every faculty member involved in the process. The roles and responsibilities of the staff are clearly defined. This guarantees smooth functioning of the system as a whole. Substantial funding is allocated for faculty training and support activities Orientation workshops for the newly inducted faculty members align them with the insitutions' vision, mission and value system An exclusive Staff Grievance Redressal Cell addresses internal grievances and concerns of the staff members.
Industry Interaction / Collaboration		The autonomous system understands the importance of industry interaction and encourages participation of Industry experts in the board of studies, academic council and governing council The placement cell understands the recruiters' requirements and creates the essential schedules to provide the required skillsets to the students. The IACPE identifies the resource personnel/companies for offering training programmes on the skill sets through value-added programmes. The main purpose of the value-added

	programmes is to update the students and prepare them for internships and placement. Industry visits organized by departments play an important role in enriching experiential learning. Guest lectures are organized regularly to update the students on industry trends. The invited guests are by Chartered Accountants, Cost Accountants, Tax Experts, Entrepreneurs, HR Managers, scientists etc. MoUs with industries have helped in designing value-added programmes for students
Admission of Students	The collaborative effort of an able and efficient team of faculty members headed by the Principal works on all-round development of the institution. The vision of the institution is to ensure progress of each and every student admitted into the college. As the first step the applicants are counseled by the faculty to create awareness among the students regarding Autonomy, Courses offered, career prospects, campus culture, rules and regulations and various other add-on courses designed for the holistic development of the students The admission department comprises well-qualified staff. The admission process in transparent and merit-based. The candidates undergo pre-admission counseling which helps them to choose the right programme of study based on their skillset and passion. Suitable provisions are made with suggested relaxations in the eligibility criteria to guarantee access tostudents belonging to less privileged sections of the society. As per requirements, it is ensured that at least aminimum number of students from each of the categories such as SC-ST Minorities backgrounds Sportsachievers, etc are given admission opportunities. The institution is registered with the leading education portal, Shiksha.com which connects education seekerswith education, providing different platforms for the aspirants to search, understand and register forcourses in Institution. The institution encourages healthy gender balance in student composition. The online admission systemenables opportunities to students across geographical boundaries. Students are benefitted by the online fee payment option through Banks and

E-governace area	Details
Planning and Development	The calendar of events is designed by the Principal along with the heads of the departments and is made available on the College website to all the stake holders. The academic programme review committee comprises a team of able and efficient of HoDs headed by the Principal monitors the planning and development of academic programmes The department wise BoS members along with the Academic council members play a key role in planning and designing the curriculum
Administration	The online campus administration software system 'Knowledge Pro' acts as a central repository and includes relevant information pertaining to the major stake holders namely students, faculty members and non-teaching staff of the institution. E-governance plays a vital role in Annual Faculty Performance Appraisal
Finance and Accounts	Trained and well-qualified staff diligently carry out the execution of all tasks related to finance and accounts. This makes financial planning stress-free for the management Online fee payment option is welcomed by all the stake holders unanimously
Student Admission and Support	Knowledge Management System has been extended, to include online admission. The institution is registered with the leading education portal, Shiksha.com which helps students in elevating their knowledge.
Examination	The knowledge management system 'Knowledge-Pro' ensures transparency in evaluation of Continuous Internal Assessment scores Seating arrangement process is automated. The answer scripts are bar-coded to ensure confidentiality End-semester examination results are published online within 3 weeks of examination Transcripts and provisional degree certificates are printed with high security features

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	INDRANI VIDHYADHAR	National Conference on emerging trends in Business Management	CHARANS DEGREE COLLEGE	250
2018	REVATHI.S.	National Conference on emerging trends in Business Management	CHARANS DEGREE COLLEGE	250
2019	Sathish P	FDP on Machine Learning	BHARATHIAR UNIVERSITY	1000
2018	DR.PADMA PRIYA.V.	Workshop on teaching English at the UG level : Teaching materials, pedagogy, Testing and Evaluation	JAIN COLLEGE	200
2019	MALASA.M.R.	One day UGC sponsored National conference on Advances in Nano electronics and materials	P.C.JABIN SCIENCE COLLEGE	940
2018	DR. LATHA.S.	Workshop on teaching English at the UG level : Teaching materials, pedagogy, Testing and Evaluation	JAIN COLLEGE	200
2018	JEYALAKSHMI SRINIVAS	National Symposium on trends and challenges in Contemporary Indian Writing	KLE COLLEGE	200
2018	GEETHA RAVI.M.	National Symposium on trends and challenges in Contemporary Indian Writing	KLE COLLEGE	200

2018	DR. MAHINDRA KUMAR	Vidheshi Bhasha mohu se praadeshik Bhasha sankat me - Hindi ke sankat me	INTERNATIONAL INSTITUTE OF BUSINESS STUDIES	500
2019	MALATHI.M.R.	National conference on Frontier Areas in Chemical Biology(NACFCB)	DAYANAND SAGAR UNIVERSITY	500

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6.3.2 – Number of professional development / administrative training programmes organized by the Colleges for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2019	Extra Sensory Perception – Unlocking The Power Of Your Intuition For Professional Excellence	Nil	13/03/2019	13/03/2019	120	0
2018	Nil	Solution Preparation	15/10/2018	15/10/2018	2	10
2018	Srujana	Nil	11/07/2019	11/07/2019	120	0
2018	Workshop on Intellectual Property Rights	Nil	16/11/2019	16/11/2019	120	0
2019	Nil	Doubling your productivity - Time management	16/02/2019	16/02/2019	0	20

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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration

Orientation on GST	1	19/03/2019	19/03/2019	1
Extra Sensory Perception – Unlocking the power of your Intuition for Professional Excellence	120	13/03/2019	13/03/2019	1
Srujana	120	11/07/2018	11/07/2018	1
IPR workshop	120	16/11/2018	16/11/2018	1
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
112	112	49	49

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Annual paid vacation is granted to all members of the faculty Group insurance policy available to faculty Salaries are promptly paid Decent Increments are given for all the staff Faculty are felicitated for their outstanding contributions on Teachers' Day Faculty Lounge for Female Staff EPF facility is provided to all the teaching non-teaching staff members who have completed three years of service OOD facility is given to faculty attending conferences, seminars, guest lectures Financial assistance is given to the faculty for participating in conferences, seminars, workshops and staff refresher courses Staff pursuing research are given seed money and permissions/OD whenever required FDPs and orientation programs for Teaching and Non-teaching	Annual paid vacation Casual leaver for 12 days ESI facility is provided for all the non-teaching staff Class IV employees are given two pairs of uniform every year Children of non-teaching staff was given fee waivers Salaries are promptly paid Decent Increments are given for all the staff	Conduct Orientation programmes Organise Student Centric Activities Conduct Entry Level Tests and Bridge courses Help students with remedial and tutorial classes Active student representation in planning, organising and conducting various student centric activities which promotes event management and team building Involving students in Social Service Activities to sensitize them on social responsibility Organise various Academic and Extra-curricular activities for overall development Encourage student participation in various competitions viz. Cultural, Literary and Sports Encourage student research Support in Career Guidance and Placement assistance.It fosters partnerships and linkages with the corporate sector for placement and training

staff are conducted every year. Competent/Highly qualified faculty are given key roles and responsibilities and honored with appropriate designations. Special skillsand talents of faculty are identified and they are encouraged to take up lead role and be frontrunners Gifts are given for Teachers Day Staff re-creation activities like -Picnics are arranged Transport facility provided to staff members Casual leave for 12 days		opportunities. Trained and professional counsellors are available on campus. Student scholarships Curricular Extra Curricular toppers /winners are recognised on Annual Recognition Day Industrial visits/ Experiential learning activities for students Well maintained Canteen and RO water system for maintaining health and hygiene

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

INSTITUTION CONDUCTS BOTH INTERNAL AND EXTERNAL AUDIT INTERNAL AUDIT IS BEING CONDUCTED QUARTERLY AUDIT WORK CARRIED OUT BY THE INTERNAL AUDITORS: 1. Verification of cash book with the relevant cash receipt and cash payment vouchers 2. Verification of bank book with the relevant bank receipts and bank payment vouchers 3. Verification of stock registers at the laboratories 4. Physical verification of the fixed assets 5. Verification of ETDS deducted and remittance of the same to the government 6. Verification of admission of students as per the norms 7. They verify the fee structure of the students and whether the fees are collected as per the fee structure 8. They verify the remittance of cash into the bank on the basis of day to day fee collection EXTERNAL AUDIT IS CONDUCTED BY THE STATUTORY AUDITORS OF THE INSTITUTION External auditors file quarterly ETDS returns on behalf of the institution External auditors verify the correctness of entries in the accounting package. They make the Necessary corrections if required. They file the annual returns of accounts and submit the Audit report.

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
No Data Entered/Not Applicable !!!		
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6.4.3 – Total corpus fund generated

340497751

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	External Senior IQAC Members	Yes	IQAC

		from other Autonomous Colleges and from Bangalore University		
Administrative	Yes	Chartered Accountant	No	

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

The Parent – Teacher Association (PTA) is the key to improve the educational system at grassroots level. The members of PTAs are more concerned with protecting and promoting the interest of the students as well as for the growth and developmental activities of the institution through mechanisms such as constructive feedback. Regular Interfacing of parents with authorized regulatory organizations like LIC NAAC on Autonomous system has produced a constructive impact.

6.5.3 – Development programmes for support staff (at least three)

The Womens' Cell invites medical practitioners and organizes guest talks for the female staff of the institution E-gurukul programme offers basic training on computer on MS-office to the support staff once in 6 months Picnics are arranged for support staff Relevant training is organized on calibration of equipments

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Star College Status by DBT, New Delhi. 2. Adoption of village through NGO 3. Mentoring of 5 Institutions under the Paramarsh UGC Scheme for the process of First cycle of accreditation 4. MoUs with institutions 5. Academic Reforms including review and updating of syllabus 6. Examination Reforms

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b)Participation in NIRF	Yes
c)ISO certification	No
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	Faculty Induction Programme for the newly appointed faculty members	26/06/2018	26/06/2018	26/06/2018	20
2018	Annual FDP-SRUJANA 2018	11/07/2018	11/07/2018	11/07/2018	106
2018	UG PG students feedback - Odd Semester	04/10/2018	04/10/2018	18/10/2018	3057

2019	UG PG students feedback - Even Semester	16/04/2019	16/04/2019	30/04/2019	3057
2018	AQAR 2017-18 was prepared and uploaded in the NAAC website	03/10/2018	03/10/2019	24/12/2018	0
2018	Internal Audits	29/10/2019	29/10/2019	07/11/2019	20
2019	Annual Academic Audit of all the departments was carried out	31/01/2019	31/01/2019	31/01/2019	20
2018	Participation in NIRF	28/11/2018	28/11/2018	28/11/2018	0

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Special talk on Health and Hygiene	29/11/2018	29/11/2018	90	0
Self Defence program for girl students	13/02/2019	13/02/2019	160	0
A talk on Peer pressure	25/02/2019	27/02/2019	130	40
A program on ethical disposal of sanitary pads	01/03/2019	01/03/2019	155	0
A talk by Gynecologist	11/03/2019	11/03/2019	170	0
Women's day activities	02/03/2019	08/03/2019	400	0

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources

- Continue to Observe "Energy Conservation Day" every second Saturday of every month • Green Audit is conducted to monitor the energy consumption • Solid

waste is collected, segregated and composted in the facilities available in the campus. Faculty members, students, administrative and housekeeping staff are oriented in the process • Planting and nurturing saplings of bio-fuel and avenue plants in and around the college on a regular basis • A well defined rain water harvesting system is set up in the premises and is functional.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	1
Provision for lift	Yes	1
Ramp/Rails	Yes	1

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	1	02/03/2019	1	Visit donation to Refuge Foundation	Ration and groceries provided to destitute and orphan kids	28

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7.1.5 – Human Values and Professional Ethics

Title	Date of publication	Follow up(max 100 words)
No Data Entered/Not Applicable !!!		

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Rally	29/08/2018	29/08/2018	153
Guest Lecture on Secret of Self Improvement	14/09/2018	14/09/2018	70
Quiz Competition	06/10/2018	06/10/2018	48
World Students Celebration-APJ Abdul Kalam Birthday	15/10/2018	15/10/2018	251
Gandhi Jayanthi Celebrations	16/10/2018	16/10/2018	49
National youth Day Celebrations	17/01/2019	17/01/2019	55

Republic Day Celebrations	26/01/2019	26/01/2019	279
International Conference on Interfaith Harmony	08/02/2019	09/02/2019	54
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Continue to Observe "Energy Conservation Day" every second Saturday of every month 2. Green Audit is conducted to monitor the energy consumption 3. Solid waste is collected, segregated and composted in the facilities available in the campus. Faculty members, students, administrative and housekeeping staff are oriented in the process 4. Planting and nurturing saplings of bio-fuel and avenue plants in and around thecollege on a regular basis 5. A well defined rain water harvesting system is set up in the premises and is functional

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

1. MPR – Monthly Performance Report- Faculty 1.1 Context: In the Context of Teaching-Learning Process, the multi-faceted role of faculty members and their contribution to curricular, Co-Curricular Extra-Curricular activities, this novel practice is adopted by the Institution 1.2 Objective: ? To enable the faculty members to monitor their performance on a monthly basis. ? To measure the contributions of Individuals beyond curriculum- Co-Curricular extra-Curricular activities. ? To help the faculty to reflect on the multi-dimensional role they need to play in the present context of Higher Education. ? To provide collective information about the Institution to the regulatory bodies such as UGC, NAAC and Bangalore North University. 1.3 Practice: At the end of each month every faculty member is expected to record and reflect on his/her academic performance by filling in a standard format. The report covers areas such as: Total Teaching hours, Substitution of Missed Classes (if any), Curricular Co-Curricular activities organised, Student support activities such as Mentoring Career Guidance, Guest lectures Industrial Visits organized by the faculty, etc. Faculty support Initiatives such as Conferences attended, Papers presented/ published are recorded. 1.4 Impact of the Practice: The faculty members take efforts to get involved in club activities, student mentoring, extension activities etc. 1.5 Obstacles: Involving all the faculty members in every activity is a big constraint. On account of time constraints planning execution of activities is strenuous. 1.6 Resources required: Training the faculties in multiple areas like: • Counselling/Mentoring • Research Initiatives • Guiding Internships projects 2. MPR -Monthly Performance Report- Department 2.1 Context: The Performance of the department in multiple areas to be collected to create documents which can be presented to regulatory authorities. 2.2 Objectives: ? To monitor the HoD's role in carrying out the departmental activities the guidance he/she provides to the faculty/dept. ? To have a regular update on various tasks in addition to classroom teaching, implemented by the individual members of the dept. ? To foster holistic development of students through extension activities, Industrial visits, projects/Internship etc. 2.3 Practice: The department envisages guest lectures, workshops Industrial visits for the students through faculty members. It insists the faculty member records all tasks accomplished by the students under their guidance. 2.4 Impact: • The documentation process of all the tasks carried out by the department is regularized. • Standardisation of the documentation process across all the disciplines. • The quality of programs implemented has improved over a period of time. • The number of student enrichment programs is on a progressive scale. 2.5 Obstacles: Due to paucity of

time it becomes difficult to implement multiple programs within a short period of time. 2.6 Resources required: Developing competencies skills among faculty members

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link
https://www.indianacademy.edu.in/wp-content/uploads/2020/03/Best%20Practices-%20AQAR%202018-19.pdf

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Indian Academy Degree College-Autonomous is guided by the Vision Mission of our founding fathers which is reflected in the Mission statement of the Institution. The Structural Academic ambience of the Institute is certainly supportive in stimulating the intellectual ethical growth of student staff communities. The academic community is known to be distinctively crystal clear in terms of student staff diversity. The Institution embraces students from every caste, creed, color, states nations. This diversity reflects even in the selection of teaching, non-teaching administrative fraternities. The unwavering commitment of faculty members to excellence in education is the hallmark of our Institution. Being aware of the fact that our students belong to different economic strata the college adopts an accommodative approach to facilitate inclusive education towards the weaker sections of the society. While student diversity course diversity remains the special feature of the Institution in line with the National Education Policy of MHRD, inclusiveness is given priority from the last academic year. The Institution caters to the academic economic needs of the economically weaker sections, differently-abled, Girl child education minorities too. The Institution is conferred with STAR college status from the Department of Bio-Technology (DBT), Delhi. This scheme has enabled the Institution to provide academic and physical infrastructure for achieving excellence in teaching unique exposure of undergraduate students to experimental science. The Information Communication Technology facility is adopted across all the functionalities in the campus. Each classroom is equipped with ICT facility to enable efficient effective Teaching-Learning Process. The Wi-Fi enabled campus facilitates student-centric learning. In order to monitor the consistency and involvement of the faculty members in academic activities and to enable them to measure their performance, the institution has adopted two novel practices of updating and maintaining Monthly Performance Report at the Individual Department level. This practice helps faculty members to review, reflect recuperate on a regular basis. It also creates a healthy intellectual competitiveness among the faculty members departments. The student support cells instituted at the college shoulders various community service driven activities with the objective of transforming students to become socially responsible citizens. The student support cells include National Service Scheme (NSS), National Cadet Corps (NCC), Youth Red Cross Society, Women's Cell, Sri Aurobindo Centre for Education in Human Values the Student Welfare Council are actively engaged in conducting these activities.

Provide the weblink of the institution
https://www.indianacademy.edu.in

8.Future Plans of Actions for Next Academic Year

1. The Institution is nominated by the UGC for 'Paramarsh' Scheme, which bestows upon IADC-A the responsibility of mentoring 5 Institutions aspiring for NAAC accreditation. The Institution shall play a catalytic role in preparing the

Mentee Institutions for the 1st cycle of NAAC accreditation by 2020-21. 2. Pursuing the admission of research students for the Ph.D programme offered by the college under the affiliation of Bangalore North University 3. Initiating a two year post-graduate programme in tourism and travel – MTTM 4. The Institution is gearing up to acquire the status of 'College with Potential for Excellence' (CPE) conferred by UGC. 5. Acquisition of new land and construction of buildings for research purpose 6. Preparing all the stake holders for the third cycle of accreditation process