YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	**ST. PHILOMENA'S COLLEGE (AUTONOMOUS), MYSURU**
• Name of the Head of the institution	**Dr. Alphonsus D'souza**
• Designation	**Principal**
• Does the institution function from its own campus?	**Yes**
• Phone No. of the Principal	**08214240921**
• Alternate phone No.	**08214240926**
• Mobile No. (Principal)	**9986541208**
• Registered e-mail ID (Principal)	**principal@stphilos.ac.in**
• Address	**Post Box NO.30 Bannimantap, Mysuru**
• City/Town	**Mysuru**
• State/UT	**Karnataka**
• Pin Code	**570015**
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	**28/07/2011**
• Type of Institution	**Co-education**
• Location	**Urban**

• Financial Status	**UGC 2f and 12(B)**
• Name of the IQAC Co-ordinator/Director	**Ronald Prakash Cutinha**
• Phone No.	**08214240929**
• Mobile No:	**9880191303**
• IQAC e-mail ID	**spciqac@stphilos.ac.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://stphilos.ac.in/aqar-report-2020-21/
4.Was the Academic Calendar prepared for that year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://stphilos.ac.in/academic-calendar-2021-22/

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	**A**	**3.58**	**2014**	**05/05/2014**	**04/05/2019**
Cycle 3	**B++**	**2.94**	**2020**	**11/03/2020**	**10/03/2025**

6.Date of Establishment of IQAC	**01/05/2004**

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

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Institution	**CPE/CE**	**UGC**	**01/04/2015**	**2 CR**

8.Provide details regarding the composition of the IQAC:

• Upload the latest notification regarding the composition of the IQAC by the HEI	View File	

9.No. of IQAC meetings held during the year	**04**

• Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?	**Yes**
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded

10.Did IQAC receive funding from any funding agency to support its activities during the year?	**No**
• If yes, mention the amount	

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

? Took part in National Institutional Ranking Framework (NIRF) 2022
? Conducted Orientation Programme for the students and Teacher Induction Programme for faculty
? Conducted interactive session on NEP-2020 for the faculty. ? Oversees developmental activities to improve the academic performance of the Institution
? Collected On-line Feedback from students on Teacher Evaluation ? Equipping and training the faculty for online teaching-learning and evaluation.
? Feedback on curriculum from all the stakeholders ? IQAC constantly encourages the staff members to enhance the quality of teaching by conducting faculty development workshops/programme

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

Plan of Action	Achievements/Outcomes
? To conduct Orientation Programme for the teachers and students	Orientation Programme was conducted to the entire teaching faculty on recent advancements pertaining to teaching methods & other pedagogical skills. Orientation Programme was conducted for the students in the beginning of the academic year for the complete personality development in the following areas for: • First semester students on acquaintance of the campus, NEP-2020, significance of higher education, time management skills, library usage, language skills etc. • Third semester students on emotional management and other life skills. • Fifth semester students on employability skills, soft skills, facing an interview, preparation of CV and Group Discussion
? To enhance research and publication activities among faculty by conducting FDP	More than forty two research papers were presented in National level/state level seminar/conferences and eighteen research articles were published by various faculty members. Three faculties were awarded PhD degree and sixfaculty cleared NET/SLET.
? To subscribe to online e-resources database	The learning resource centre subscribed to J-Gate, the leading electronic gateway to global e-resources
? To apply to the UGC for the extension of autonomous status of the college	The IQAC successfully submitted the UGC the proposal for the extension of autonomous status of the III Phase (Cycle)

? To encourage faculty members to enhance their pedagogical skills and upgrade their knowledge level in their chosen fields.	Threeinstitutional level workshops were conducted on Research Methodology/Pedagogical skills/Writing skills. More than ten faculty members were deputed to attend conferences/workshops related to Teaching methods. Six days Faculty Development Programme was conducted to the entire teaching faculty on 'Promoting research among Academicians'
? To support/encourage various departments to organize invited talks/seminars, workshops, conferences etc.	Many departments conducted various academic activities like invited talks, seminars, workshops and field visits.
? To collect the online feedback on teachers from the students.	An online portal was created to collect feedback on teachers from the students through a simple questionnaire format. The data collected from this method was analyzed and referred to the Management.
? To take part in NIRF 2022	Took part in NIRF2022
? To conduct an interactive Parent - Teacher meetings	An interactive Parent-Teacher meetings were conducted stream wise on Saturdays and feedback and others suggestions were received.
? Implementation of online admission process at both UG and PG level	Students from distant location get benefited through online admission process

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

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
PLANNING & EVALUATION COMMITTEE	03/03/2022

14.Was the institutional data submitted to AISHE ?	Yes

- Year

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

15.Multidisciplinary / interdisciplinary

As notified by the Karnataka State Higher Educational Council and as per the regulations laid down by the University of Mysore, the institution implemented the NEP 2020 to all the streams opting the 2A framework structure. After a series of deliberations with the teachers, management the NEP 2020 was implemented 'in toto'. Accordingly the admission process was revamped. Under this, Discipline Specific Core (DSC) courses, Ability Enhancement Compulsory Courses (AECC) with a stress on two languages (L) system (L1 and L2), Skill Enhancement Courses -Value Based (SEC-VB) and Skill Enhancement Courses -Skill Based (SEC-SB) and Open Elective Courses (OE) were offered to the students. The students were given freedom to choose their language courses and Open Elective courses cutting across the stream. Many Open Elective courses were pooled in from the various departments. To make the implementation of NEP 2020 fully functional SEC courses covering dance, music, sports etc were too introduced to enhance the learning experience of the students.

16.Academic bank of credits (ABC):

As per the recommendations of the NEP 2020, the institution created the Academic Bank of credits and the institution was enrolled with the Unified Universities and Colleges Management System (UUCMS). This was done in accordance with the policy of NEP 2020 to align with the provision of introducing the multiple entries and multiple exits system and to improve the quality of education further reducing the drop off rate of the students. The students were updated regarding the credits of the courses they have opted, the credits to be earned, the entries to be made in the UUCMS website.

17.Skill development:

The Internal Quality Assurance Cell (IQAC) in collaboration with other departments has organized Faculty development programmes, students induction programmes (orientation programmes), skill development programmes, guest lectures, seminars, extensional

activities, experiential learning activities, research activities, various other curricular and co curricular activities to upscale and lift up the academic atmosphere in the institution and to improve the quality and the skills of the students, teaching faculty members. Appropriate feedbacks were collected from the various stakeholders to check the flow of the teaching and learning system through suitable feedback forms. Regular meetings were conducted to take stock of the academic atmosphere whenever required. Appropriate activities and courses from NSS, NCC, Rangers and Rovers, Cultural Committee were provided to the students under SEC programme.

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

In order to promote the Ancient Indian Knowledge system, its culture under AECC, the departments of Kannada, Hindi, Malayalam, Tamil and Urdu offer core and interdisciplinary courses to students from the different states of the country. Apart from the departments of languages, departments of Economics, Commerce, Sociology, Political Science, History and Mathematics teach the fundamentals and ideas of the Indian economy, Indian management skills, the Indian social values, the Indian political administration, the rich Indian history and heritage and the Vedic mathematics.

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

The Postgraduate programmes of the institution were taken as a sample study by switching over form the Learning Outcomes-based Curriculum Framework (LOCF) to the Outcome Based Education (OBE). Programmes from a few Postgraduate departments were subjected to the preparation of outcomes namely Program Outcomes (PO), Course Outcomes (CO), assignment of proper weights. The teachers handling the postgraduate courses were involved in the preparation of the OBE system and were trained in understanding the concept of OBE, the mapping and the attainment calculation. It was decided to extend the same to the other PG programmes too.

20.Distance education/online education:

The institution having been just recovered from the clutches of the pandemic situation continued the trend of offering the curriculum through the blended mode as suggested by the regulators. Both online and offline classes were conducted to ensure that the delivery of the teaching learning mechanism was fruitful and error free.

Fostering Value Based Education is the vision of the institution and the institution has a wide range of courses for educational accomplishment of this vision.

Extended Profile

1.Programme

1.1	**20**
Number of programmes offered during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.Student

2.1	**2136**
Total number of students during the year:	

File Description	Documents
Institutional data in Prescribed format	[View File](#)

2.2	**607**
Number of outgoing / final year students during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.3	**4219**
Number of students who appeared for the examinations conducted by the institution during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

3.Academic

3.1	**1261**
Number of courses in all programmes during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

3.2	**140**

Number of full-time teachers during the year:	

File Description	Documents
Institutional Data in Prescribed Format	View File

3.3 Number of sanctioned posts for the year:	**147**

4.Institution	
4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	**127**
4.2 Total number of Classrooms and Seminar halls	**117**
4.3 Total number of computers on campus for academic purposes	**376**
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	**771.82**

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

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

St Philomena's College (Autonomous) Mysore, has made an impeccable remark in the sphere of education over the past seven decades. Considering the demands and challenges of time, the college has been consistently evolving to achieve excellence. The college has been offering various Undergraduate, Postgraduate, Diploma and Ph. D programmes. The curriculum is well structured considering the relevance to the local, national, regional and global developmental needs. Programme Outcomes, Programme Specific Outcomes and Course Outcomes are clearly defined. The autonomous status provides opportunity for the revision of syllabi from time to time through

the Board of Studies consisting of faculty from respective departments and external experts.

Implementation of NEP-2020 during 2021-22 brought transformation in the education sector with greater focus on holistic development, interdisciplinary approach, employability and skill enhancement. The papers offered include Disciple Specific courses, Open Elective courses, Skill Enhancement courses, Ability Enhancement courses, Languages and Value Based courses. The students are trained in life skills, Environmental Studies, Financial Education and Investment Awareness, Value Added courses, Artificial Intelligence, Digital Fluency and Indian Constitution. These programmes are offered adhering to the regulations of UGC, Karnataka State Higher Education Council and University of Mysore.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	Nil

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

00

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

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

918

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

1.2 - Academic Flexibility

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

198

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	**No File Uploaded**
Any additional information	**No File Uploaded**
Institutional data in prescribed format (Data Template)	View File

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

46

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

1.3 - Curriculum Enrichment

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

St. Philomena's College, since its inception has been enriching the learning experience of students and striving to realise its vision

of providing education to all the students irrespective of gender, caste and faith. Life skills, Value Based courses and Extension activities are integrated into the curriculum to ensure holistic development of students.

Keeping up with contemporary issues like gender equality and degradation of human values, a suitable curriculum has been developed by departments like Life-Skills, Sociology and Christianity. With the motto of producing skilful and self motivated youths with professional ethics essential to face the challenges of modern society, programmes such as B.Com, BBA, BBATH, BA Journalism and Mass communication, B. Sc Computer Science etc. are offered.

The curriculum designed by the departments like Environmental studies, Botany, Chemistry, Physics and Zoology address issues like environmental sustainability and involve important measures to protect Mother Earth by preserving its diverse flora and fauna for the generations to come. Thus, the education at St. Philomena's College is distinctive in every aspect as the institution stands tall on the roots of value based education with a rich legacy of 76 years of transforming young minds into responsible citizens of the world.

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

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

101

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

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

4464

File Description	Documents
List of students enrolled	[View File](#)
Any additional information	**No File Uploaded**

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

930

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

1.4 - Feedback System

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

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://stphilos.ac.in/feedback-process/
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	**No File Uploaded**
Any additional information	**No File Uploaded**

1.4.2 - The feedback system of the Institution comprises the following

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

File Description	Documents
Provide URL for stakeholders' feedback report	https://stphilos.ac.in/feedback-process/
Any additional information	**No File Uploaded**

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

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

816

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	View File

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

577

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

2.2 - Catering to Student Diversity

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

St. Philomena's College is dedicated to embracing the principles of inclusive education by adapting teaching styles to accommodate students' diverse abilities. The college consistently strives to assess students' learning levels in relation to the class content. Teachers actively seek feedback and encourage questions from students, ensuring a collaborative learning environment. If necessary, teachers revise certain concepts and employ timely assessments to gauge students' progress. Considering the heterogeneity of their classrooms, teachers adopt a flexible pace for covering the curriculum, tailoring it to meet the individual needs of students. Additionally, teachers establish support systems to assist students who may encounter challenges in comprehending academic materials due to various reasons. These support systems include offering additional classes and doubt-clearing sessions, providing helpful guidelines for exam preparation, and offering suggestions to enhance learning and writing skills. To address the

needs of slow learners, the college conducts remedial classes and bridge courses. Advanced learners are encouraged to pursue MOOC (Massive Open Online Course) offerings. Moreover, students are motivated to participate in competitive exams such as NET, PGCET,MAT,Civil Service Exams, CAT, and others.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/06/2021	2136	145

File Description	Documents
Upload any additional information	[View File](#)

2.3 - Teaching- Learning Process

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

The faculty employs a variety of teaching methods tailored to the learners' needs and the subject matter being taught. In addition to traditional lecture-based teaching, interactive, collaborative, and ICT-enabled approaches are also utilized. Engaging techniques such as PowerPoint presentations, slide shows, and relevant videos are incorporated to make the learning process more interesting. Oral presentations, subject quizzes, news analysis, educational games, research data analysis, and discussions are employed to encourage active participation and foster understanding of current affairs. The college's ICT-enabled teaching resources include Wi-Fi-enabled classrooms, LCD screens, a Language Lab, and e-learning materials. Virtual classrooms are utilized to connect students with guest lectures from distinguished individuals, enriching their knowledge in specific subjects. The institution stays abreast of emerging trends and embraces modern pedagogical practices to enhance the teaching and learning experience. Adequate equipment is available to support faculty members and students, including Wi-Fi connectivity throughout the campus. Case study analysis and discussion methods

are employed, promoting experiential learning and facilitating quizzes on theoretical topics. Additionally, all postgraduate courses at the college incorporate internships and project work in the final semester.

File Description	Documents
Upload any additional information	**No File Uploaded**
Link for additional Information	https://stphilos.ac.in/lms/

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

The institution implements modern teaching methods aligned with emerging trends to enhance the overall learning experience. It provides the necessary resources and equipment to support both faculty members and students. The campus is equipped with Wi-Fi connectivity, enabling ICT-enabled teaching in classrooms equipped with LCD projectors, a Language Lab, and various eLearning resources. Additionally, the college boasts abundant computer availability, a well-equipped library, and high-speed internet access.

Faculty members undergo training sessions to ensure efficient utilization of teaching tools. Teaching and learning methodologies encompass a range of approaches, including the integration of ICT tools for illustrations and special lectures, field studies, case studies, project-based methods, and experimental techniques. The use of cutting-edge software for computational techniques is also encouraged across relevant disciplines. ICT components are seamlessly integrated into the curriculum, incorporating both free and commercial software for computation and simulation purposes.

Furthermore, our college website features dedicated software QnSmart, which serve as Learning Management Systems (LMS). These platforms facilitate the monitoring of students' learning progress through online quizzes, submission of assignments, and other interactive features. Access to a digital library and databases further supports the teaching-learning process, enabling students to explore a wide range of digital resources.

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

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

2.3.3.1 - Number of mentors

62

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	**No File Uploaded**

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

The College prepares an academic calendar, which is printed in the Handbook and distributed to both students and teachers. Calendar provides important information such as the opening date of the academic year, mid-semester examinations, end-semester examination dates, holidays, semester breaks, and other relevant events. The process of creating the academic calendar involves the following steps:Planning and Evaluation Committee: The committee organizes a meeting to draft an action plan for the upcoming academic year. They discuss and outline the schedules for various meetings, including the Board of Studies (BOS), Academic Council, and Governing Council.Academic, Co-curricular, and Extra-curricular Activities: The committee also plans and schedules academic, co-curricular, and extra-curricular activities well in advance for each academic year.Teaching Plan: A teaching plan is developed to outline the course content and its distribution over the allocated lecture hours. This plan aims to maintain a consistent and uniform pace of teaching across different subjects.Monitoring Course Coverage: The concerned Head of the Department monitors the coverage of the course on a regular basis, typically once in a fortnight. Any deviations from the plan are discussed with the respective faculty members, and if necessary, special class work is scheduled to address any gaps or

clarifications.Implementation Monitoring

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	[View File](#)

2.4 - Teacher Profile and Quality

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

145

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

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

36

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	[View File](#)
Any additional information	**No File Uploaded**

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

1338

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

2.5 - Evaluation Process and Reforms

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

3-7 Days

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	**No File Uploaded**

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

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	**No File Uploaded**
Upload any additional information	**No File Uploaded**

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

Continuous Internal Assessment consists of three components namely Class tests, Seminars/Quiz/ Assignments &Problem Solving Skills. The College has incorporated software called Qn Smart which generates the question papers basedon the question banks prepared by the teachers incorporating Blooms Taxonomy. This has brought objectivity to the evaluationprocess and has improved the quality of the question papers andbrought about tremendous improvement in the examination system.Logisys is another software used by the college

which enable us to declare theresults on time so that the students could progress to highereducation for continuing their learning process.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional Information	https://stphilos.ac.in/examination/

2.6 - Student Performance and Learning Outcomes

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

In full adherence to the principles of Outcome-Based Education (OBE), the department responsible for a particular program formulates the Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (Cos) through extensive consultations with the faculty members and the Board of Studies.

The Program Specific Outcomes (PSOs) outline the specific skills and achievements that students are expected to fulfill at a micro level and by the completion of the program. Typically, the Deans, in collaboration with the chairpersons and subject experts from individual departments, prepare two to four PSOs, which are then submitted to the academic section for approval.

On the other hand, the Program Outcomes (POs) represent broad statements that define the professional achievements aimed for by the program. These outcomes are intended to be achieved by students upon their program completion. POs encompass various interconnected areas of knowledge, skills, and personal traits that students are expected to acquire throughout their academic journey.

Furthermore, Course Outcomes (Cos) have been established for all courses and are made available to students through the display of syllabi. These outcomes articulate the specific learning objectives and outcomes associated with each course.

By meticulously formulating and aligning these outcomes, the institution ensures a structured and comprehensive educational framework that emphasizes the acquisition of knowledge, skills, and personal development in accordance with the principles of Outcome-Based Education.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Link for additional Information	https://stphilos.ac.in/syllabus-2018/

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

The college consistently assesses students' performance using various methods to determine the extent to which they achieve program outcomes and course objectives. Teachers generate discussions and pose questions in the classroom to evaluate students' learning outcomes. The spontaneity and accuracy of their responses serve as effective and rapid indicators of their comprehension and alignment with the intended outcomes. Through class discussions, teachers gain insights into students' achievement of outcomes such as the ability to apply theoretical knowledge to personal experiences, articulate ideas, communicate effectively, tolerate ambiguity, and critically analyze conflicting theories. Additionally, the end-of-semester examination results serve as a significant measure of students' attainment of desired outcomes. Departments also monitor students' progress towards pursuing further studies.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional Information	https://stphilos.ac.in/syllabus-2018/

2.6.3 - Pass Percentage of students

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

672

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	[View File](#)
Upload any additional information	**No File Uploaded**
Paste link for the annual report	**Nil**

2.7 - Student Satisfaction Survey

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

https://stphilos.ac.in/feedback-process/

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

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

The College has a Post Graduate Studies and Research Centre, with four departments recognized as research centres (Chemistry, Physics, Social Work, and Journalism and Mass Communication) by the University of Mysore. The College actively encourages faculty members to pursue Ph.D. degrees, and a dedicated research committee oversees their research endeavours.To facilitate research activities for both faculty and students, the College offers comprehensive infrastructure and an enabling environment. High-speed internet with a 360 MBPS leased line and campus-wide Wi-Fi connectivity ensure seamless access to online resources. Each research center is equipped with essential software, computers, and LCD facilities to support research tasks. Conference and seminar halls equipped with LCD projectors are available for events like seminars, colloquia, and viva-voce examinations. The library is continually enriched with research journals and books. INFLIBENT facilities are accessible to both faculty and students to aid their research efforts. The College employs Drill bit plagiarism software to check students' PhD theses, research publications, and project/internship data Research Methodology is introduced as a compulsory course in the PG curriculum. Faculty and students regularly publish their research articles in UGC CARE-listed journals, as well as author ISBN-numbered books and book chapters.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	**No File Uploaded**
Provide URL of policy document on promotion of research uploaded on the website	https://stphilos.ac.in/research-2/
Any additional information	View File

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

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

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File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	**No File Uploaded**
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	**No File Uploaded**
Any additional information	**No File Uploaded**

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

00

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

3.2 - Resource Mobilization for Research

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

00

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

3.2.2 - Number of teachers having research projects during the year

00

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

04

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	No File Uploaded
Institutional data in Prescribed format	View File

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

00

File Description	Documents
Supporting document from Funding Agencies	[View File](#)
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

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

The College has established a conducive environment for Research and Innovation through the recruitment and development of qualified staff, proactive efforts in knowledge creation and dissemination, and the establishment of advanced infrastructure. Here are the specifics:

1.Research Facilities

To support research endeavors for both faculty and students, the College provides comprehensive infrastructure and a supportive atmosphere. This includes high-speed internet with a 360 MBPS leased line and campus-wide Wi-Fi connectivity, ensuring seamless access to online resources. Furthermore, the College offers required software, computers, instruments, and LCD facilities to assist with research tasks. The library is continuously enriched with research journals and books, and INFLIBENT facilities are available to both faculty and students to enhance their research efforts. The College employs Drill bit plagiarism software to scrutinize students' Ph.D. theses, research publications, and project/internship data. Excellent studios and workshops are available to facilitate creative research, and all research facilities are accessible to faculty members and research scholars.

Human Resource DevelopmentThe College recruits both dynamic and experienced faculty members, ranging from young talents to renowned experts who mentor and guide students. Faculty members regularly update their knowledge through participation in conferences, seminars, and lecture series.

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

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

28

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

3.4 - Research Publications and Awards

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

A. All of the above

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

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

3.4.2.1 - Number of PhD students registered during the year

8

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	<u>View File</u>
Any additional information	**No File Uploaded**

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

39

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

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

9

File Description	Documents
Upload any additional information	<u>View File</u>
Paste link for additional information	**Nil**

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

3.4.5.1 - Total number of Citations in Scopus during the year

8

File Description	Documents
Any additional information	<u>View File</u>
Bibliometrics of the publications during the year	**No File Uploaded**

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

Index of the University

3.4.6.1 - h-index of Scopus during the year

8

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

3.5 - Consultancy

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

00

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

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

00

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	[View File](#)
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

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

The Institute has made its noteworthy contribution to the society and environment by participating in promoting an Institution-Neighborhood-Community network. Major emphasis is given to student engagement, service orientation, and holistic development of students contributing to good citizenship.The students along with faculty members from different departments visited neighboring localities and conducted various activities regularly. The college has conducted the activities like Awareness Programme on Water and Soil Testing, World Environment Day Celebration, Vanamahotsava Day, Visit to the Old Age Home, Volunteers for Health Camp, Waste Management, Palliative Care Services, Elder Abuse Awareness Day.These Extension activities in the neighborhood community terms of impact and sensitizing students to social issues and holistic development The extension activities have given the participants exposure to cases of unjust deprivation and have created strong motivation for alleviation of this injustice. Apart from this the significance of clean surroundings, hygiene, sanitation in the neighborhood, garbage disposal, and sensitizing the community at large to these vital issues. All these initiatives have gone a long way in the holistic development personality of the participants of these ProgramsBlood donation camps strengthen the sense of empathy and compassion among donors and also instill in them a sense of commitment and ethical responsibility.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

4

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

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

13

File Description	Documents
Reports of the events organized	[View File](#)
Any additional information	No File Uploaded

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

1021

File Description	Documents
Reports of the events	[View File](#)
Any additional information	No File Uploaded

3.7 - Collaboration

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

124

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

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

04

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

Response: A conducive environment for effective teaching and learning is assured at St. Philomena's College. The institution has sufficient, spacious, well-lit, properly ventilated and equipped classrooms with modern teaching aids to accommodate the student population comfortably.Laboratories for subjects that require practical learning are provided with well-equipped laboratories with necessary equipment, instruments, and safety measures to facilitate hands-on learning and experimentation.Fully equipped Computer labs, Business labs, Mathematics lab and Data Analysis Center are accessible for both faculties and students.A well-stocked library with a diverse collection of books, journals, periodicals, and digital resources is made available throughout the year. The institution has sufficient bandwidth supporting high-speed and reliable internet connectivity.For hosting conferences, seminars, workshops, and other events, institution has larger spaces Indoor stadium, auditoriums and conference halls with good audio and video facilities and other amenities.Fantastic sports facilities are

provided for various indoor, outdoor games and activities. A spacious football ground, indoor stadium and gym attracts sports lovers.Well-maintained, safe, and comfortable hostel facilities separate for both boys and girls are available within the college campus and it create a home away from home for the students. Lift and ramp facilities are made available at the required place.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

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

St. Philomena's Educational Institutions has always given the most importance for the overall development of each student giving a blend of academic and co-curricular opportunities. Hence, along with strong academic concern, adequate facilities for cultural activities, yoga, sports, and games are given propriety.The institution has dedicated space and facilities to promote cultural activities like music, dance, drama, and art. A well-equipped auditorium and a spacious multipurpose indoor stadium is available to conductprograms, competitions and cultural events throughout the year.A full time yoga faculty is appointed by the college to promote yoga and meditation.College offers to students a variety of sports facilities to cater to different interests and talents. This includes playgrounds for outdoor sports like football, cricket, basketball, etc., and spaces for indoor sports like badminton, table tennis, etc.A well-equipped gymnasium is available to promote fitness and physical well-being among students and staff.A full time Physical director is available to coach and direct the students to improve their skills and excel in their chosen fields.The institution encourages student's active participation in the various intercollegiate sports and cultural competitions. Annual sports and cultural 'Philo Fest' is organized to provide a platform for the students and faculties to showcase their talent.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

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

103

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

77071973

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

4.2 - Library as a Learning Resource

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

College Library is fully automated using Integrated Library Management Software called EASYLIB It performs various functions related to library while helping to improve operations, user satisfaction and achieve the dreams of having a state of the art library. The issues and returns of books are done using the circulation module of this software. WEB OPAC facility is available which allows the readers searching for books and journals through Author, Title, Publisher, Accession Number, subject, Class No., Keywords, etc and helps them to know the status of availability of

the books in the library. The users can also get the list of new arrivals to the library instantaneously. The library currently uses Web version of the Easylib- library automation software. To access the St. Philomena's College Library OPAC please click the link below:http://27.34.244.194:1234/easylib.The Central Library has incorporated the latest technology and increased its e-resources collection. It is a member of the UGC E-resources project namely, N-LIST (http://nlist.inflibnet.ac.in/) of the INFLIBNET Centre. The NLIST Project provides full text access to more than 6,000 e-journals and 30,00,000 e-books to students, faculty and researchers. In addition to that, link to scholarly open access journals/database is also available on the Library webpage. https://stphiloslibrary.weebly.com

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	[View File](#)
Upload any additional information	No File Uploaded

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

525862

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

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

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

220

File Description	Documents
Upload details of library usage by teachers and students	[View File](#)
Any additional information	**No File Uploaded**

4.3 - IT Infrastructure

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

- **The institution enjoys a 300 Mbps Leased Line internet connection provided by Bharat Sanchar Nigam Limited (BSNL) for seamless connectivity**
- **NMEICT (The National Mission on Education through Information and Communication Technology) internet connections were too added up as additional/reserve media to strengthen the reach of ICT, uninterruptedly**
- **Biometric attendance recording systems are mounted at three entry points to record the attendance of the employees of the institution**
- **Radio Frequency enabled RFID tags provided to the students are scanned at the entry points to identify the intruders and such trespassers will be handled by the 24x7 security personnel posted there**
- **24x7 Closed Circuit TV (CCTV) surveillance cameras strategically installed at vulnerable zones ensures the safety of the stakeholders**
- **The Wi-Fi enabled campus is efficiently supported by nearly 400 access points of variable capacities to cater to the needs of all the stakeholders who are assigned with login credentials**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2136	**376**

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

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

A. ?50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	[View File](#)
Upload any additional information	**No File Uploaded**

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

A. All four of the above

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://stphilos.ac.in/lms/
List of facilities for e-content development (Data Template)	[View File](#)

4.4 - Maintenance of Campus Infrastructure

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

77071973

File Description	Documents
Audited statements of accounts	[View File]()
Upload any additional information	[View File]()

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

The College enshrines an aesthetic, eco-friendly campus of flora and fauna with an infrastructure that can be the pride of a self-reliant institutionwith its landscaped environs, infrastructure is in fact one of the strengths of the college.Spacious conference halls, ICT enabled classrooms, laboratories, libraries with a collection of archival value and a research center. Spacious sports grounds, outdoor and multi-purpose indoor stadiums, air-conditioned auditorium, a multi- facility gymnasium, a state of the art multimedia studio are some of the other facilities in the campus.Management representatives and a supervisor oversee the day to day campus maintenance of the college.Laboratory equipment's are well maintained by the respective lab attenders.The Botany and Zoology department have well maintained Museum with rare specimen. Green house and butterfly park are the center of attraction. Proper waste management is in practice. Lifts, and other amenities such as Air conditioners, CCTV cameras, water purifiers, generators, UPSs etc. are regularly checked and maintained. College website, Wi-Fi, computers are maintained very well by qualified and competent system administrators. Software is licensed and regularly upgraded as per the requirements. Sports ground and other sports facilities like the Indoor stadium, multi gym and the open air theater is maintained and used maximum.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://stphilos.ac.in/about-us-2/infrastructure/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

346

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded

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

346

File Description	Documents
Upload any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

A. All of the above

File Description	Documents
Link to Institutional website	https://stphilos.ac.in/value-added-courses/
Details of capability development and schemes	View File
Any additional information	No File Uploaded

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

59

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

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

5.2 - Student Progression

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

31

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

5.2.2 - Number of outgoing students progressing to higher education

131

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
Details of students who went for higher education	<u>View File</u>
Any additional information	**No File Uploaded**

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

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

00

File Description	Documents
Upload supporting data for students/alumni	<u>View File</u>
Any additional information	**No File Uploaded**

5.3 - Student Participation and Activities

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

14

File Description	Documents
e-copies of award letters and certificates	<u>View File</u>
Any additional information	**No File Uploaded**

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

Having the motto of creating good leaders for the better nation the management of St Philomena's College frames its policies keeping in mind the students, our primary stakeholders. These stake holder are given opportunities in various committees those are framed for the smooth functioning of the college which was discussed and made aware

for the students during Parent Teachers interaction during Induction Program.

St Philomena's College is also called as a Global Village as we have students from different Countries like: Africa, Maldives, South East Countries . . . .and also we have students from different states of our country. All these students and the students who belong to the locality are made do realise the quality of leadership through involving them in different committees like: Cultural Committee, Sports Committee, Different Clubs like Nature Club, Red Cross Club, NSS …etc are part of the different activities that happens regularly in the college, these students serves as volunteersand render their timely help.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://stphilos.ac.in/college-committee/

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

22

File Description	Documents
Report of the event	No File Uploaded
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

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

St Philomena's College has the legacy of 75 Years and thousands of students have passed through this Prestigious Institution. Old Student Association of this college is active from past 5 decade as an unregistered body helping the growth of this college, this organisation serves as a bridge between the past and present weaving a rich tapestry a memory and connection between students who spread across the world.

The OSA impact extends beyond mere social gatherings, Alumini with

their wealth of experience, offer invaluable insights and mentorship to current students. They serve as a role models, guiding the next generation towards success.

Moreover, the OSA plays a pivotal role in supporting the institution's growth and development. Alumni contribution and collaboration bolsters academic programs, in celebrating Platinum Jubliee ensuring that their alma mater remains at the forefront of education.

Old Students Association has contributed an amount of 33000 Mr Dilip Rs. 10000/- Dr Anil Thomas Rs. 10000/ Mr Mohanlal Jain Rs 2550/- Mr K P Ventkatesh Rs 2000/- Dr Mujeeda Banu Rs. 1000/- for the celebration of College Platinum Jubliee held on 23 December, 2021 with these represtatives of OSA has been part of Graduation day and Convocation day which happen in our college regularly

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

5.4.2 - Alumni's financial contribution during the year   E. <2 Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Response:

Vision: To Impart quality and value based education to all sections of society without bias or discrimination by means of which character is formed, the intellect is expanded and youth are empowered to face life and its challenges.

Mission: To transform young men and women who come to learn not just from books, but also from life and the experience of working and

playing together to impart life skills which will enable them to become good citizens with integrity, self-reliance and discipline. Decentralization is practised in all matters of administrative, academic and financial governance. Any administrative or academic matter is thoroughly discussed and deliberated in a participative and democratic manner.

The various bodies responsible for governance are: The Governing Body is the apex body headed by the Bishop and comprising of representatives from the management, nominees from the UGC, Affiliating University and the Government, the College Principal and senior faculty members. The Governing body gives the final approval on all matters proposed by other functionaries such as members of the staff, heads of departments, the Principal and the Rector, in a hierarchical fashion.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://stphilos.ac.in/about-us-2/vision-and-mission/

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

Case study: Practicing decentralization and participative management.

The Government of Karnataka has made significant strides in advancing education by successfully implementing the transformative New Education Policy (NEP) for Higher Education Institutions (HEIs).

Embracing this visionary initiative, the University of Mysore has taken a proactive step by mandating the implementation of the NEP in undergraduate programs for the academic year 2021-22.

St. Philomena's College made an effective execution of NEP implementation under the able guidance of insightful management representatives, the college engaged in extensive and fruitful discussions, carefully considering all aspects and implications.

To implement NEP committee was constituted under the effective leadership of the Academic Dean. The committee acted as an advisory body in planning, organizing and in the execution of NEP. The Deans

of various streams worked in close association with Academic Dean. The Heads of the Department (HOD) coordinated with the faculties and reported to the Deans of the respective streams.

The challenging task of working out a feasible system that can be implemented effectively, with all the intricacies involved, required the committed and consistent effort of all the departments. Numerous meetings were held both at the college level and department level to discuss the modalities of the system. The syllabi adopted from the UOM were approved by the Academic Council and implemented for the academic year 2021-22.

File Description	Documents
Upload strategic plan and deployment documents on the website	[View File](#)
Upload any additional information	No File Uploaded
Paste link for additional Information	https://stphilos.ac.in/governance/

6.2 - Strategy Development and Deployment

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

The college aspires for a better future and has come up with its Vision 2025 with a long-term goal to become a degree awarding college of international standard and to establish a state-of-the-art research centre. A strategic/perspective plan and deployment document has been formulated to reach this goal based on thorough discussion by the principal with the college council and also SWOC analysis and stakeholders' feedback.

Curriculum development, student capability enhancement, faculty and staff development, research, collaborations and linkages, extension services, infrastructure development, resource mobilisation and utilisation, environmental concern through sustainable green initiatives and quality assurance and quality enhancement.

Strategic Plan: Student progression and welfare

Activity:

PGCET, Banking entrance, IAS, KAS coaching classes conducted by Competitive Examination Cell in the year 2021.

Objective:

To facilitate students of our college to build their career in Government sector or to train them for the Higher Education.

The Outcome:

In the first batch, four students cleared PGCET and one student cleared MAT.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	https://stphilos.ac.in/governance/
Upload any additional information	**No File Uploaded**

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

The College Council which conducts regular academic meetings consists of the Principal, the Vice Principal, Controller of Examinations, PG Director, Deans of Arts, Science, Commerce and Languages, senior teachers and management appointed staff. The college's internal audit system IQAC plays a pivotal role in ensuring quality in the college activities. The Heads and Co-ordinators of all PG Departments work under the PG Director.The Examination Cell led by the Controller of Examinations consists of an Assistant Controller, Chief Superintendent, and an Examination Committee.The Finance Committee with a representative from the Governing Body decides the fee structure, infrastructural needs, funds received and the expenditure incurred.Every department has a Board of Studies which meets at least once a year to revise the curriculum with the Head of Department as the Chairperson, members nominated by the affiliating University, management nominees, special invitees from industry and research institutes, and other senior staff members of the department.The Academic Council consists of the Principal as Chairperson, nominees from the affiliating University, heads of all the departments, senior teaching staff, experts from fields like industry, commerce, law, education, medicine, engineering, etc. nominated by the governing body, member secretary nominated by the Principal and distinguished academicians as special invitees

File Description	Documents
Paste link to Organogram on the institution webpage	https://stphilos.ac.in/wp-content/uploads/2019/05/organogram.pdf
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

The Institution has a legacy of harmonious functioning and co-existence of its employees immaterial of educational or economic status. There are a number of welfare measures in place for all staff members. This also enables the employees to avail bank loans and other credit facilities from institutions and business establishments. Every employee drawing a gross salary of Rs.21,000/- and below enjoys Employee State Insurance (ESI) benefits. Employees drawing a gross salary of Rs.15000/- and below at the time of joining have a Provident Fund to fall back on after their service and to help in availing loan facilities. There is also a family welfare fund, group insurance (GSLIC) and accident insurance, all of which take care of the financial welfare of the staff. Hostel facility is available in the campus for outstation employees. Fee concession is available for the children of employees who wish to pursue UG or PG academic programs at the college. St. Joseph's

Hospital run by the same management, is easily accessible both for medical treatment and medical emergencies. Loans and advances to the tune of Rs. 37399/- have been distributed to the staff during the academic year 2021-22.

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

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

15

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

05

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	No File Uploaded
Upload any additional information	View File

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

77

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

For all income and expenditure, one internal audit per year is done and receipts and payment statements are audited by recognized chartered accountants. Utilization certificates for grants received from UGC, duly audited by chartered accountants, are submitted to the UGC. The auditors study the required guidelines and different heads of income and expenditure given in the budget or financial statements. They assess the strength of the internal check and vouch the grant-in aid from the government to ensure their proper utilization. The establishment expenses are vouched and ensured that the capital expenditure has not been treated as revenue expenditure or vice versa. External Audit: Two external audits are done per year. The audited accounts for funds received from the Government (State and Centre) and income and expenditure incurred for aided courses are scrutinized by the auditors from the Department of Collegiate Education and the office of the Auditor General of Karnataka and Government of India. Whenever there are any objections raised, clarifications are given with supporting documents and vouchers to justify the expenses incurred.

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

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

00

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

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

A detailed annual budget for expenditure is prepared by the Finance Committee before the beginning of each academic year and presented to the Governing Body which in turn allocates funds based on the priorities and significance of the projects. Financial plans are made towards infrastructure improvement such as building additional ICT-enabled class rooms, laboratories and space for other amenities. There has been a regular increase in the salaries and allowances paid to the staff over the past five years because of this financial planning. The amount from fee collection is deposited in fixed deposits till it can fetch a substantial amount of bank interest. In addition, the college generates funds by way of registration fees, sponsorship and donations during conduct of conferences, seminars and workshops. Major and minor research projects sanctioned by various funding agencies like VGST, UGC, DST to the faculty also contribute to the building up of resources. Regular and substantial revenue is generated by renting out the playground, auditorium and the indoor stadium (with its in-house gym) to others, when not used by the college. Parking fees from students, rent from canteen, ATM and on campus bank branch also provide a steady income to the institution

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

6.5 - Internal Quality Assurance System

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

1. Took part in National Institutional Ranking Framework (NIRF) 2022

2. Conducted Orientation Programme for the students and Teacher Induction Programme for faculty
3. Conducted interactive session on NEP-2020 for the faculty.
4. Collected On-line Feedback from students on Teacher Evaluation
5. Feedback on curriculum from all the stakeholders
6. IQAC constantly encourages the staff members to enhance the quality of teaching by conducting FDP
7. Equipping and training the faculty for online teaching-learning and evaluation.
8. Oversees developmental activities to improve the academic performance of the Institution

IQAC facilitatedthe establishment of Competitive cell with an objective to facilitate students of our college to build their career in Government sector and to train them for the Higher Education. The cell was formed with a coordinator and the committee members who meet up frequently to organise different career building programs and to arrange coaching classes for competitive exams. The cell has MoU with TIMES institution for conducting PGCET and Banking coaching classes.

IQAC also facilitatedthe establishment of Skill Development Centre (SDC) with an objective to offer Skill Enhancement and Value Added Courses to all the students and to ensure that the graduates acquire appropriate skills beyond their curriculum to meet the need of local and national employers or to become an entrepreneur.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://stphilos.ac.in/iqac/

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

The institution periodically reviews the effectiveness of the teaching learning process through feedback from different

stakeholders and academic audit; internal and/or external. This forms the basis for the IQAC to identify the gaps in the process and to conduct faculty enrichment activities. The following are two such initiatives facilitated by the IQAC.

CAPACITY BUILDING ACTIVITIES

The teaching profession is challenging, requiring constant training and mental, emotional and spiritual rejuvenation. The IQAC aims to enrich teachers' academic knowledge and pedagogical methods in subject areas, to move towards a skill-based curriculum, to differentiate between mechanical and conceptual learning and identify learning gaps by conducting seminars and workshops periodically. The key aspects are

· Understanding NEP basics/ Internal Assessment / Summative Assessment and grading

· Recent trends in teaching, learning and evaluation

· Best practices in Higher Education Institutions

· Use of ICT in teaching.

· Encouraging a culture of research.

ONLINE FEEDBACK COLLECTION FROM STUDENTS ON TEACHER EFFICIENCY
Teacher evaluation by students, as well as other agencies, is a significant input to improve the teaching quality. Feedback from students is taken annually through an online portal (available across the LAN) to help monitor the teaching and professional development of individual teachers. This is reviewed by IQAC following which the management identifies the areas of improvement in teaching learning progress and necessary measures are sought to be implemented.

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

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used   A. Any 4 or all of the above

for improvement of the institution
Collaborative quality initiatives with other
institution(s) Participation in NIRF Any other
quality audit recognized by state, national or
international agencies (such as ISO
Certification)

File Description	Documents
Paste the web link of annual reports of the Institution	https://stphilos.ac.in/iqac/6/
Upload e-copies of accreditations and certification	No File Uploaded
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

"The college is guided by the visionary zeal of providing value-based education to everyone irrespective of religion, caste, creed or sex by which the character is formed, intellect is expanded and one can stand on his/her own feet" is an evident for the accomplishment of gender equity and sensitization as primary objective. Gender equity, equality and sensitivity are concepts highlighted in recent times whereas the college has been practicing these since its inception.The institution ensures equal opportunities and special facilities for women. There is no discrimination in employment of staff or admission of girl students. The institution conducts 'Orientation Programme' every academic year to remark the greater responsibilities of the institution inclusive of gender sensitization.Programmes like "Adolescent Education Programme organized by the Social Work Department for the social trainees, Extension Activity to create awareness on Menstrual Cycle and Hygiene by the Department of Biochemistry relational to adulteration in food items through different adulterant tests and blood grouping test,Orientation Visit to Government Children Home for Girls by Social Work DepartmentObservance of International Women's Day, Exposure Visit by the Social Work Department to create awareness on "Social Work concerns for Women and Child Development

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	**Nil**

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

D. Any 1of the above

File Description	Documents
Geotagged Photographs	[View File](#)
Any other relevant information	**No File Uploaded**

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

St. Philomena's College earmarks and standpoints as stature of the green campus are evident and discernible to illustrate the eco-friendly institution and endeavour for the sustainability of environment and promote waste management as an instrumental for global cause. The institution conducts various awareness programs to create plastic-free campus and adheres to the waste recycling.

Solid- Waste Management:Dustbins are placed in prominent places like classrooms, academic section, cafeteria, and administrative space of the institution with instructions. The wastes generated in the campus are paper, metals, dry leaves, wooden wastes, glass, wrappers, and organic wastes from canteen. The garbage pails for collection of solid wastes are located at prominent places in the campus. Our objective is to create awareness and encourage every individual in campus to be responsible and committed to be the integral part of the green campus. Plastic wastes are handed over to Mysuru City Municipal Corporation for the appropriate disposal. There is an incinerator to manage the combustion as waste treatment to burn the wastes produced in the campus. Pits are ensured timely and effectively to manage dried leaves of the campus embedded with numerous trees.

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

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

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	**No File Uploaded**

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

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

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	**No File Uploaded**
Any other relevant documents	**No File Uploaded**

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

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

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

D. Any 1 of the above

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

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

B. Any 3 of the above

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

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

The visionary statement of the institution reiterates "The college is guided by the visionary zeal of providing value-based education to everyone irrespective of religion, caste, creed or sex by which the character is formed, intellect is expanded and one can stand on his/her own feet." This is an evident of institution's educational framework,representation of historical and academic legacy as a higher educational institution and reflects the cultural, linguistic and social diversity.Our institution strives and ensuresthe accomplishment of cultural, social, economic, linguistic and religious harmony in the campus. Programs conducted by the various departments and committees of the institution reverberates the inclusive environmentAdmissions are done based on the rules and regulations framed by the government and authoritative bodies to ensure the appropriate policy for admission to reach all strata of the society.Institution as Cultural SpectacularWe have students from numerous states of India and different countries remarking Unity in Diversity. The institution has never encountered any conflict among students in spite of inclusive and diversified students.Cultural Committee of the institutionorganizes various programs and competitions co-relational to cultural pluralism and oneness through singing, dancing and other cultural and literary inherent talent of our students to create temperament of unity.

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

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

The organization is dedicated to achieve its goal of offering a top-notch education to deserving candidates at a fair price, while also embracing cultural, regional, and linguistic diversity and promoting harmony among students from various states who speak different languages and come from a wide variety of cultural backgrounds. It works to instill in children the values of loyalty, cooperation, and solidarity as well as to make them aware of social ills and environmental concerns. Institutional initiatives/efforts to foster an inclusive environment the goal of the student admissions policy is inclusivity. All qualified applicants are accepted, regardless of caste, creed, religion, gender, or economic standing. Various types of students are given opportunities in accordance with legislative restrictions.

- **St Philomena's College is very conscious of inculcating human values and civic sense among all its stakeholders. Foundation Courses such as "Indian Constitution, Gender Equity, Environmental Science and Human Rights" help the students to realise their worth, social responsibilities, civic sense and sensitivity to life and nature.**
- **Programmes on Civil Rights, Child Rights, Constitution Day, Independence Day, National Integration Day, Education on Child Sexual Abuse are conducted**

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

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on   **D. Any 1 of the above**

the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

File Description	Documents
Code of Ethics - policy document	[View File](#)
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

- **Independence Day and Republic Day are celebrated in an official manner. NCC and NSS units conduct flag hoisting ceremony with parades, thereby instilling patriotism. Cultural festivals of different states like Pongal and Onam are celebrated to bolster the cultural and traditional integration.**
- **In commemoration of International Yoga Day, public performances of yoga are arranged on June 21 on and off the campus. Awareness programmes are arranged to promote the importance of yoga for health, harmony, peace, and inner well-being.**
- **NCC remembers the valor of our soldiers by celebrating Kargil Diwas Day on 26th July, saluting the martyrs of the Kargil War.**
- **The Institution celebrates National Science Day on 28th February, emphasizing on the importance of science educationand various competitions and activities are conducted.**
- **Every year on 5th September, the Institution celebrates Teachers' Day to honour teachers for their significant contributions in shaping the life of students. As a mark of respect and gratitude to teachers, the Student Council organises a grand function in the campus.**
- **International Women's Day is celebrated annually to promote**

the values of gender equity and women's rights. The celebration is an occasion to remember the contributions and achievements of women and project outstanding women as role models.

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

7.2 - Best Practices

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

Best Practice 1

https://stphilos.ac.in/best-practice-1/

Best Practice 2

https://stphilos.ac.in/best-practice-2-2/

File Description	Documents
Best practices in the Institutional website	https://stphilos.ac.in/best-practices/
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

St.Philomena's College was an inception to remark educational and intellectual accomplishment with strong motto of providing education culminated with values and intellect. The contemporary epoch is ruled by multidisciplinary and our institution reiterates the cultural diversification.Institution known for its historical and academic legacy as a higher educational institution reflects the cultural, linguistic and social diversity. This cultural diversity is the heart of the institution and manifestation of academic and

cultural excellence.Students with varied social and economic background with vistas of language and culture are the distinctiveness of the institution.We have students from various countries and different states of India.Institution as a stature of Cultural Diversity: The institution is commended by other institutions for its trove of cultural diversity; the institution has educationally captivated students from various states of India and other countries with its unique educational framework. The institution has got diversity of students and green campus as its distinctiveness.Green Campus: The institution's environment concern is evident in voluminous and lush green campus bedecked with various trees and birds nesting so many species. The butterfly garden is a source of life for all varieties of butterflies in the campus and evident for the sustainability of eco-friendly campus.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

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

St Philomena's College (Autonomous) Mysore, has made an impeccable remark in the sphere of education over the past seven decades. Considering the demands and challenges of time, the college has been consistently evolving to achieve excellence. The college has been offering various Undergraduate, Postgraduate, Diploma and Ph. D programmes. The curriculum is well structured considering the relevance to the local, national, regional and global developmental needs. Programme Outcomes, Programme Specific Outcomes and Course Outcomes are clearly defined. The autonomous status provides opportunity for the revision of syllabi from time to time through the Board of Studies consisting of faculty from respective departments and external experts.

Implementation of NEP-2020 during 2021-22 brought transformation in the education sector with greater focus on holistic development, interdisciplinary approach, employability and skill enhancement. The papers offered include Disciple Specific courses, Open Elective courses, Skill Enhancement courses, Ability Enhancement courses, Languages and Value Based courses. The students are trained in life skills, Environmental Studies, Financial Education and Investment Awareness, Value Added courses, Artificial Intelligence, Digital Fluency and Indian Constitution. These programmes are offered adhering to the regulations of UGC, Karnataka State Higher Education Council and University of Mysore.

File Description	Documents
Upload additional information, if any	[View File]()
Link for additional information	Nil

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

00

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

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

918

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

1.2 - Academic Flexibility

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

198

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	**No File Uploaded**
Any additional information	**No File Uploaded**
Institutional data in prescribed format (Data Template)	View File

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

46

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

1.3 - Curriculum Enrichment

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

St. Philomena's College, since its inception has been enriching the learning experience of students and striving to realise its vision of providing education to all the students irrespective of gender, caste and faith. Life skills, Value Based courses and Extension activities are integrated into the curriculum to ensure holistic development of students.

Keeping up with contemporary issues like gender equality and degradation of human values, a suitable curriculum has been developed by departments like Life-Skills, Sociology and Christianity. With the motto of producing skilful and self motivated youths with professional ethics essential to face the challenges of modern society, programmes such as B.Com, BBA, BBATH, BA Journalism and Mass communication, B. Sc Computer Science etc. are offered.

The curriculum designed by the departments like Environmental studies, Botany, Chemistry, Physics and Zoology address issues like environmental sustainability and involve important measures to protect Mother Earth by preserving its diverse flora and fauna for the generations to come. Thus, the education at St. Philomena's College is distinctive in every aspect as the institution stands tall on the roots of value based education with a rich legacy of 76 years of transforming young minds into responsible citizens of the world.

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

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

101

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

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

4464

File Description	Documents
List of students enrolled	View File
Any additional information	**No File Uploaded**

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

930

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

1.4 - Feedback System

1.4.1 - Structured feedback and review of the	**A. All 4 of the above**

syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

File Description	Documents
Provide the URL for stakeholders' feedback report	https://stphilos.ac.in/feedback-process/
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following — A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://stphilos.ac.in/feedback-process/
Any additional information	No File Uploaded

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

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

816

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

577

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

2.2 - Catering to Student Diversity

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

St. Philomena's College is dedicated to embracing the principles of inclusive education by adapting teaching styles to accommodate students' diverse abilities. The college consistently strives to assess students' learning levels in relation to the class content. Teachers actively seek feedback and encourage questions from students, ensuring a collaborative learning environment. If necessary, teachers revise certain concepts and employ timely assessments to gauge students' progress. Considering the heterogeneity of their classrooms, teachers adopt a flexible pace for covering the curriculum, tailoring it to meet the individual needs of students. Additionally, teachers establish support systems to assist students who may encounter challenges in comprehending academic materials due to various reasons. These support systems include offering additional classes and doubt-clearing sessions, providing helpful guidelines for exam preparation, and offering suggestions to enhance learning and writing skills. To address the needs of slow learners, the college conducts remedial classes and bridge courses. Advanced learners are encouraged to pursue MOOC (Massive Open Online Course) offerings. Moreover, students are motivated to participate in competitive exams such as NET, PGCET,MAT,Civil Service Exams, CAT, and others.

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/06/2021	**2136**	**145**

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

The faculty employs a variety of teaching methods tailored to the learners' needs and the subject matter being taught. In addition to traditional lecture-based teaching, interactive, collaborative, and ICT-enabled approaches are also utilized. Engaging techniques such as PowerPoint presentations, slide shows, and relevant videos are incorporated to make the learning process more interesting. Oral presentations, subject quizzes, news analysis, educational games, research data analysis, and discussions are employed to encourage active participation and foster understanding of current affairs. The college's ICT-enabled teaching resources include Wi-Fi-enabled classrooms, LCD screens, a Language Lab, and e-learning materials. Virtual classrooms are utilized to connect students with guest lectures from distinguished individuals, enriching their knowledge in specific subjects. The institution stays abreast of emerging trends and embraces modern pedagogical practices to enhance the teaching and learning experience. Adequate equipment is available to support faculty members and students, including Wi-Fi connectivity throughout the campus. Case study analysis and discussion methods are employed, promoting experiential learning and facilitating quizzes on theoretical topics. Additionally, all postgraduate courses at the college incorporate internships and project work in the final semester.

File Description	Documents
Upload any additional information	**No File Uploaded**
Link for additional Information	https://stphilos.ac.in/lms/

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

The institution implements modern teaching methods aligned with emerging trends to enhance the overall learning experience. It provides the necessary resources and equipment to support both

faculty members and students. The campus is equipped with Wi-Fi connectivity, enabling ICT-enabled teaching in classrooms equipped with LCD projectors, a Language Lab, and various eLearning resources. Additionally, the college boasts abundant computer availability, a well-equipped library, and high-speed internet access.

Faculty members undergo training sessions to ensure efficient utilization of teaching tools. Teaching and learning methodologies encompass a range of approaches, including the integration of ICT tools for illustrations and special lectures, field studies, case studies, project-based methods, and experimental techniques. The use of cutting-edge software for computational techniques is also encouraged across relevant disciplines. ICT components are seamlessly integrated into the curriculum, incorporating both free and commercial software for computation and simulation purposes.

Furthermore, our college website features dedicated software QnSmart, which serve as Learning Management Systems (LMS). These platforms facilitate the monitoring of students' learning progress through online quizzes, submission of assignments, and other interactive features. Access to a digital library and databases further supports the teaching-learning process, enabling students to explore a wide range of digital resources.

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

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

2.3.3.1 - Number of mentors

62

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	**No File Uploaded**

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

The College prepares an academic calendar, which is printed in the Handbook and distributed to both students and teachers. Calendar provides important information such as the opening date of the academic year, mid-semester examinations, end-semester examination dates, holidays, semester breaks, and other relevant events. The process of creating the academic calendar involves the following steps:Planning and Evaluation Committee: The committee organizes a meeting to draft an action plan for the upcoming academic year. They discuss and outline the schedules for various meetings, including the Board of Studies (BOS), Academic Council, and Governing Council.Academic, Co-curricular, and Extra-curricular Activities: The committee also plans and schedules academic, co-curricular, and extra-curricular activities well in advance for each academic year.Teaching Plan: A teaching plan is developed to outline the course content and its distribution over the allocated lecture hours. This plan aims to maintain a consistent and uniform pace of teaching across different subjects.Monitoring Course Coverage: The concerned Head of the Department monitors the coverage of the course on a regular basis, typically once in a fortnight. Any deviations from the plan are discussed with the respective faculty members, and if necessary, special class work is scheduled to address any gaps or clarifications.Implementation Monitoring

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

2.4 - Teacher Profile and Quality

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

145

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

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

36

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	**No File Uploaded**

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

1338

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

2.5 - Evaluation Process and Reforms

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

3-7 Days

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	[View File](#)
Any additional information	No File Uploaded

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

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	No File Uploaded
Upload any additional information	No File Uploaded

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

Continuous Internal Assessment consists of three components namely Class tests, Seminars/Quiz/ Assignments &Problem Solving Skills. The College has incorporated software called Qn Smart which generates the question papers basedon the question banks prepared by the teachers incorporating Blooms Taxonomy. This has brought objectivity to the evaluationprocess and has improved the quality of the question papers andbrought about tremendous improvement in the examination system.Logisys is another software used by the college which enable us to declare theresults on time so that the students could progress to highereducation for continuing their learning process.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://stphilos.ac.in/examination/

2.6 - Student Performance and Learning Outcomes

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

In full adherence to the principles of Outcome-Based Education (OBE), the department responsible for a particular program formulates the Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (Cos) through extensive consultations with the faculty members and the Board of Studies.

The Program Specific Outcomes (PSOs) outline the specific skills and achievements that students are expected to fulfill at a micro level and by the completion of the program. Typically, the Deans, in collaboration with the chairpersons and subject experts from individual departments, prepare two to four PSOs, which are then submitted to the academic section for approval.

On the other hand, the Program Outcomes (POs) represent broad statements that define the professional achievements aimed for by the program. These outcomes are intended to be achieved by students upon their program completion. POs encompass various interconnected areas of knowledge, skills, and personal traits that students are expected to acquire throughout their academic journey.

Furthermore, Course Outcomes (Cos) have been established for all courses and are made available to students through the display of syllabi. These outcomes articulate the specific learning objectives and outcomes associated with each course.

By meticulously formulating and aligning these outcomes, the institution ensures a structured and comprehensive educational framework that emphasizes the acquisition of knowledge, skills, and personal development in accordance with the principles of Outcome-Based Education.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	No File Uploaded
Upload any additional information	No File Uploaded
Link for additional Information	https://stphilos.ac.in/syllabus-2018/

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

The college consistently assesses students' performance using various methods to determine the extent to which they achieve program outcomes and course objectives. Teachers generate discussions and pose questions in the classroom to evaluate students' learning outcomes. The spontaneity and accuracy of their responses serve as effective and rapid indicators of their comprehension and alignment with the intended outcomes. Through class discussions, teachers gain insights into students' achievement of outcomes such as the ability to apply theoretical knowledge to personal experiences, articulate ideas, communicate effectively, tolerate ambiguity, and critically analyze conflicting theories. Additionally, the end-of-semester examination results serve as a significant measure of students' attainment of desired outcomes. Departments also monitor students' progress towards pursuing further studies.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://stphilos.ac.in/syllabus-2018/

2.6.3 - Pass Percentage of students

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

672

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

https://stphilos.ac.in/feedback-process/

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

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

The College has a Post Graduate Studies and Research Centre, with four departments recognized as research centres (Chemistry, Physics, Social Work, and Journalism and Mass Communication) by the University of Mysore. The College actively encourages faculty members to pursue Ph.D. degrees, and a dedicated research committee oversees their research endeavours.To facilitate research activities for both faculty and students, the College offers comprehensive infrastructure and an enabling environment. High-speed internet with a 360 MBPS leased line and campus-wide Wi-Fi connectivity ensure seamless access to online resources. Each research center is equipped with essential software, computers, and LCD facilities to support research tasks. Conference and seminar halls equipped with LCD projectors are available for events like seminars, colloquia, and viva-voce examinations. The library is continually enriched with research journals and books. INFLIBENT facilities are accessible to both faculty and students to aid their research efforts. The College employs Drill bit plagiarism software to check students' PhD theses, research publications, and project/internship data Research Methodology is introduced as a compulsory course in the PG curriculum. Faculty and students regularly publish their research articles in UGC CARE-listed journals, as well as author ISBN-numbered books and book chapters.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	**No File Uploaded**
Provide URL of policy document on promotion of research uploaded on the website	https://stphilos.ac.in/research-2/
Any additional information	View File

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

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

`00`

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	**No File Uploaded**
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	<u>View File</u>
List of teachers receiving grant and details of grant received	**No File Uploaded**
Any additional information	**No File Uploaded**

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

`00`

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

3.2 - Resource Mobilization for Research

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

`00`

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

3.2.2 - Number of teachers having research projects during the year

`00`

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional Information	**Nil**
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

`04`

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	**No File Uploaded**
Institutional data in Prescribed format	View File

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

`00`

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	**Nil**
Any additional information	**No File Uploaded**

3.3 - Innovation Ecosystem

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

The College has established a conducive environment for Research and Innovation through the recruitment and development of qualified staff, proactive efforts in knowledge creation and

dissemination, and the establishment of advanced infrastructure. Here are the specifics:

1.Research Facilities

To support research endeavors for both faculty and students, the College provides comprehensive infrastructure and a supportive atmosphere. This includes high-speed internet with a 360 MBPS leased line and campus-wide Wi-Fi connectivity, ensuring seamless access to online resources. Furthermore, the College offers required software, computers, instruments, and LCD facilities to assist with research tasks. The library is continuously enriched with research journals and books, and INFLIBENT facilities are available to both faculty and students to enhance their research efforts. The College employs Drill bit plagiarism software to scrutinize students' Ph.D. theses, research publications, and project/internship data. Excellent studios and workshops are available to facilitate creative research, and all research facilities are accessible to faculty members and research scholars.

Human Resource DevelopmentThe College recruits both dynamic and experienced faculty members, ranging from young talents to renowned experts who mentor and guide students. Faculty members regularly update their knowledge through participation in conferences, seminars, and lecture series.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

28

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

3.4 - Research Publications and Awards

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

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

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

3.4.2.1 - Number of PhD students registered during the year

8

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	[View File](#)
Any additional information	No File Uploaded

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

39

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

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

9

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

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

3.4.5.1 - Total number of Citations in Scopus during the year

8

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

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

3.4.6.1 - h-index of Scopus during the year

8

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

3.5 - Consultancy

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

00

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

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

00

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

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

The Institute has made its noteworthy contribution to the society and environment by participating in promoting an Institution-Neighborhood-Community network. Major emphasis is given to student engagement, service orientation, and holistic development of students contributing to good citizenship.The students along with faculty members from different departments visited neighboring localities and conducted various activities

regularly. The college has conducted the activities like Awareness Programme on Water and Soil Testing, World Environment Day Celebration, Vanamahotsava Day, Visit to the Old Age Home, Volunteers for Health Camp, Waste Management, Palliative Care Services, Elder Abuse Awareness Day.These Extension activities in the neighborhood community terms of impact and sensitizing students to social issues and holistic development The extension activities have given the participants exposure to cases of unjust deprivation and have created strong motivation for alleviation of this injustice. Apart from this the significance of clean surroundings, hygiene, sanitation in the neighborhood, garbage disposal, and sensitizing the community at large to these vital issues. All these initiatives have gone a long way in the holistic development personality of the participants of these ProgramsBlood donation camps strengthen the sense of empathy and compassion among donors and also instill in them a sense of commitment and ethical responsibility.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

4

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

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

13

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

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

1021

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

3.7 - Collaboration

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

124

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

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

04

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

Response: A conducive environment for effective teaching and learning is assured at St. Philomena's College. The institution has sufficient, spacious, well-lit, properly ventilated and equipped classrooms with modern teaching aids to accommodate the student population comfortably.Laboratories for subjects that require practical learning are provided with well-equipped laboratories with necessary equipment, instruments, and safety measures to facilitate hands-on learning and experimentation.Fully equipped Computer labs, Business labs, Mathematics lab and Data Analysis Center are accessible for both faculties and students.A well-stocked library with a diverse collection of books, journals, periodicals, and digital resources is made available throughout the year. The institution has sufficient bandwidth supporting high-speed and reliable internet connectivity.For hosting conferences, seminars, workshops, and other events, institution has larger spaces Indoor stadium, auditoriums and conference halls with good audio and video facilities and other amenities.Fantastic sports facilities are provided for various indoor, outdoor games and activities. A spacious football ground, indoor stadium and gym attracts sports lovers.Well-maintained, safe, and comfortable hostel facilities separate for both boys and girls are available within the college campus and it create a home away from home for the students. Lift and ramp facilities are made available at the required place.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

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

St. Philomena's Educational Institutions has always given the most importance for the overall development of each student giving a blend of academic and co-curricular opportunities. Hence, along with strong academic concern, adequate facilities for cultural activities, yoga, sports, and games are given propriety.The institution has dedicated space and facilities to promote cultural activities like music, dance, drama, and art. A well-equipped auditorium and a spacious multipurpose indoor

stadium is available to conductprograms, competitions and cultural events throughout the year.A full time yoga faculty is appointed by the college to promote yoga and meditation.College offers to students a variety of sports facilities to cater to different interests and talents. This includes playgrounds for outdoor sports like football, cricket, basketball, etc., and spaces for indoor sports like badminton, table tennis, etc.A well-equipped gymnasium is available to promote fitness and physical well-being among students and staff.A full time Physical director is available to coach and direct the students to improve their skills and excel in their chosen fields.The institution encourages student's active participation in the various intercollegiate sports and cultural competitions. Annual sports and cultural 'Philo Fest' is organized to provide a platform for the students and faculties to showcase their talent.

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

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

103

File Description	Documents
Upload any additional information	No File Uploaded
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

77071973

File Description	Documents
Upload audited utilization statements	**No File Uploaded**
Details of Expenditure, excluding salary, during the years	[View File](#)
Any additional information	[View File](#)

4.2 - Library as a Learning Resource

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

College Library is fully automated using Integrated Library Management Software called EASYLIB It performs various functions related to library while helping to improve operations, user satisfaction and achieve the dreams of having a state of the art library. The issues and returns of books are done using the circulation module of this software. WEB OPAC facility is available which allows the readers searching for books and journals through Author, Title, Publisher, Accession Number, subject, Class No., Keywords, etc and helps them to know the status of availability of the books in the library. The users can also get the list of new arrivals to the library instantaneously. The library currently uses Web version of the Easylib- library automation software. To access the St. Philomena's College Library OPAC please click the link below:http://27.34.244.194:1234/easylib.The Central Library has incorporated the latest technology and increased its e-resources collection. It is a member of the UGC E-resources project namely, N- LIST (http://nlist.inflibnet.ac.in/) of the INFLIBNET Centre. The NLIST Project provides full text access to more than 6,000 e-journals and 30,00,000 e-books to students, faculty and researchers. In addition to that, link to scholarly open access journals/database is also available on the Library webpage. https://stphiloslibrary.weebly.com

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

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

Membership e-books Databases Remote access to e-resources	

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	**No File Uploaded**

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

525862

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

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

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

220

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	**No File Uploaded**

4.3 - IT Infrastructure

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

- o **The institution enjoys a 300 Mbps Leased Line internet connection provided by Bharat Sanchar Nigam Limited (BSNL) for seamless connectivity**
- o **NMEICT (The National Mission on Education through Information and Communication Technology) internet**

> - connections were too added up as additional/reserve media to strengthen the reach of ICT, uninterruptedly
>   - Biometric attendance recording systems are mounted at three entry points to record the attendance of the employees of the institution
>   - Radio Frequency enabled RFID tags provided to the students are scanned at the entry points to identify the intruders and such trespassers will be handled by the 24x7 security personnel posted there
>   - 24x7 Closed Circuit TV (CCTV) surveillance cameras strategically installed at vulnerable zones ensures the safety of the stakeholders
>   - The Wi-Fi enabled campus is efficiently supported by nearly 400 access points of variable capacities to cater to the needs of all the stakeholders who are assigned with login credentials

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2136	376

File Description	Documents
Upload any additional information	No File Uploaded

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

File Description	Documents
Details of bandwidth available in the Institution	[View File](#)
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content	A. All four of the above

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

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://stphilos.ac.in/lms/
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

77071973

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

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

The College enshrines an aesthetic, eco-friendly campus of flora and fauna with an infrastructure that can be the pride of a self-reliant institutionwith its landscaped environs, infrastructure is in fact one of the strengths of the college.Spacious conference halls, ICT enabled classrooms, laboratories, libraries with a collection of archival value and a research center. Spacious sports grounds, outdoor and multi-purpose indoor stadiums, air-conditioned auditorium, a multi- facility gymnasium, a state of the art multimedia studio are some of the other facilities in the campus.Management representatives and a supervisor oversee the day to day campus maintenance of the college.Laboratory equipment's are well maintained by the respective lab attenders.The Botany and Zoology department have well maintained Museum with rare specimen. Green house and butterfly park are the center of attraction. Proper waste management is in practice. Lifts, and other amenities such as Air

conditioners, CCTV cameras, water purifiers, generators, UPSs etc. are regularly checked and maintained. College website, Wi-Fi, computers are maintained very well by qualified and competent system administrators. Software is licensed and regularly upgraded as per the requirements. Sports ground and other sports facilities like the Indoor stadium, multi gym and the open air theater is maintained and used maximum.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://stphilos.ac.in/about-us-2/infrastructure/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

346

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded

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

346

File Description	Documents
Upload any additional information	No File Uploaded
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students'	A. All of the above

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

File Description	Documents
Link to Institutional website	https://stphilos.ac.in/value-added-courses/
Details of capability development and schemes	View File
Any additional information	No File Uploaded

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

59

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

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

5.2 - Student Progression

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

31

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

5.2.2 - Number of outgoing students progressing to higher education

131

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
Details of students who went for higher education	View File
Any additional information	**No File Uploaded**

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

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

00

File Description	Documents
Upload supporting data for students/alumni	[View File](#)
Any additional information	**No File Uploaded**

5.3 - Student Participation and Activities

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

14

File Description	Documents
e-copies of award letters and certificates	[View File](#)
Any additional information	**No File Uploaded**

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

Having the motto of creating good leaders for the better nation the management of St Philomena's College frames its policies keeping in mind the students, our primary stakeholders. These stake holder are given opportunities in various committees those are framed for the smooth functioning of the college which was discussed and made aware for the students during Parent Teachers interaction during Induction Program.

St Philomena's College is also called as a Global Village as we have students from different Countries like: Africa, Maldives, South East Countries . . . .and also we have students from different states of our country. All these students and the students who belong to the locality are made do realise the quality of leadership through involving them in different committees like: Cultural Committee, Sports Committee, Different Clubs like Nature Club, Red Cross Club, NSS …etc are part of the different activities that happens regularly in the college, these students serves as volunteersand render their timely help.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://stphilos.ac.in/college-committee/

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

22

File Description	Documents
Report of the event	No File Uploaded
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

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

St Philomena's College has the legacy of 75 Years and thousands of students have passed through this Prestigious Institution. Old Student Association of this college is active from past 5 decade as an unregistered body helping the growth of this college, this organisation serves as a bridge between the past and present weaving a rich tapestry a memory and connection between students who spread across the world.

The OSA impact extends beyond mere social gatherings, Alumini with their wealth of experience, offer invaluable insights and mentorship to current students. They serve as a role models, guiding the next generation towards success.

Moreover, the OSA plays a pivotal role in supporting the institution's growth and development. Alumni contribution and collaboration bolsters academic programs, in celebrating Platinum Jubliee ensuring that their alma mater remains at the forefront of education.

Old Students Association has contributed an amount of 33000 Mr Dilip Rs. 10000/- Dr Anil Thomas Rs. 10000/ Mr Mohanlal Jain Rs

2550/- Mr K P Ventkatesh Rs 2000/- Dr Mujeeda Banu Rs. 1000/- for the celebration of College Platinum Jubliee held on 23 December, 2021 with these represtatives of OSA has been part of Graduation day and Convocation day which happen in our college regularly

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

5.4.2 - Alumni's financial contribution during the year	E. <2 Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Response:

Vision: To Impart quality and value based education to all sections of society without bias or discrimination by means of which character is formed, the intellect is expanded and youth are empowered to face life and its challenges.

Mission: To transform young men and women who come to learn not just from books, but also from life and the experience of working and playing together to impart life skills which will enable them to become good citizens with integrity, self-reliance and discipline. Decentralization is practised in all matters of administrative, academic and financial governance. Any administrative or academic matter is thoroughly discussed and deliberated in a participative and democratic manner.

The various bodies responsible for governance are: The Governing Body is the apex body headed by the Bishop and comprising of representatives from the management, nominees from the UGC, Affiliating University and the Government, the College Principal and senior faculty members. The Governing body gives the final

approval on all matters proposed by other functionaries such as members of the staff, heads of departments, the Principal and the Rector, in a hierarchical fashion.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional Information	https://stphilos.ac.in/about-us-2/vision-and-mission/

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

Case study: Practicing decentralization and participative management.

The Government of Karnataka has made significant strides in advancing education by successfully implementing the transformative New Education Policy (NEP) for Higher Education Institutions (HEIs).

Embracing this visionary initiative, the University of Mysore has taken a proactive step by mandating the implementation of the NEP in undergraduate programs for the academic year 2021-22.

St. Philomena's College made an effective execution of NEP implementation under the able guidance of insightful management representatives, the college engaged in extensive and fruitful discussions, carefully considering all aspects and implications.

To implement NEP committee was constituted under the effective leadership of the Academic Dean. The committee acted as an advisory body in planning, organizing and in the execution of NEP. The Deans of various streams worked in close association with Academic Dean. The Heads of the Department (HOD) coordinated with the faculties and reported to the Deans of the respective streams.

The challenging task of working out a feasible system that can be implemented effectively, with all the intricacies involved, required the committed and consistent effort of all the departments. Numerous meetings were held both at the college level and department level to discuss the modalities of the system. The syllabi adopted from the UOM were approved by the

Academic Council and implemented for the academic year 2021-22.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	**No File Uploaded**
Paste link for additional Information	https://stphilos.ac.in/governance/

6.2 - Strategy Development and Deployment

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

The college aspires for a better future and has come up with its Vision 2025 with a long-term goal to become a degree awarding college of international standard and to establish a state-of-the-art research centre. A strategic/perspective plan and deployment document has been formulated to reach this goal based on thorough discussion by the principal with the college council and also SWOC analysis and stakeholders' feedback.

Curriculum development, student capability enhancement, faculty and staff development, research, collaborations and linkages, extension services, infrastructure development, resource mobilisation and utilisation, environmental concern through sustainable green initiatives and quality assurance and quality enhancement.

Strategic Plan: Student progression and welfare

Activity:

PGCET, Banking entrance, IAS, KAS coaching classes conducted by Competitive Examination Cell in the year 2021.

Objective:

To facilitate students of our college to build their career in Government sector or to train them for the Higher Education.

The Outcome:

In the first batch, four students cleared PGCET and one student

cleared MAT.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	https://stphilos.ac.in/governance/
Upload any additional information	**No File Uploaded**

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

The College Council which conducts regular academic meetings consists of the Principal, the Vice Principal, Controller of Examinations, PG Director, Deans of Arts, Science, Commerce and Languages, senior teachers and management appointed staff. The college's internal audit system IQAC plays a pivotal role in ensuring quality in the college activities. The Heads and Co-ordinators of all PG Departments work under the PG Director.The Examination Cell led by the Controller of Examinations consists of an Assistant Controller, Chief Superintendent, and an Examination Committee.The Finance Committee with a representative from the Governing Body decides the fee structure, infrastructural needs, funds received and the expenditure incurred.Every department has a Board of Studies which meets at least once a year to revise the curriculum with the Head of Department as the Chairperson, members nominated by the affiliating University, management nominees, special invitees from industry and research institutes, and other senior staff members of the department.The Academic Council consists of the Principal as Chairperson, nominees from the affiliating University, heads of all the departments, senior teaching staff, experts from fields like industry, commerce, law, education, medicine, engineering, etc. nominated by the governing body, member secretary nominated by the Principal and distinguished academicians as special invitees

File Description	Documents
Paste link to Organogram on the institution webpage	https://stphilos.ac.in/wp-content/uploads/2019/05/organogram.pdf
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

The Institution has a legacy of harmonious functioning and co-existence of its employees immaterial of educational or economic status. There are a number of welfare measures in place for all staff members. This also enables the employees to avail bank loans and other credit facilities from institutions and business establishments. Every employee drawing a gross salary of Rs.21,000/- and below enjoys Employee State Insurance (ESI) benefits. Employees drawing a gross salary of Rs.15000/- and below at the time of joining have a Provident Fund to fall back on after their service and to help in availing loan facilities. There is also a family welfare fund, group insurance (GSLIC) and accident insurance, all of which take care of the financial welfare of the staff. Hostel facility is available in the campus for outstation employees. Fee concession is available for the children of employees who wish to pursue UG or PG academic

programs at the college. St. Joseph's Hospital run by the same management, is easily accessible both for medical treatment and medical emergencies. Loans and advances to the tune of Rs. 37399/- have been distributed to the staff during the academic year 2021-22.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

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

15

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	[View File](#)

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

05

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	**No File Uploaded**
Upload any additional information	[View File](#)

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

77

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

For all income and expenditure, one internal audit per year is done and receipts and payment statements are audited by recognized chartered accountants. Utilization certificates for grants received from UGC, duly audited by chartered accountants, are submitted to the UGC. The auditors study the required guidelines and different heads of income and expenditure given in the budget or financial statements. They assess the strength of the internal check and vouch the grant-in aid from the government to ensure their proper utilization. The establishment expenses are vouched and ensured that the capital expenditure has not been treated as revenue expenditure or vice versa. External Audit: Two external audits are done per year. The audited accounts for funds received from the Government (State and Centre) and income and expenditure incurred for aided courses are scrutinized by the auditors from the Department of Collegiate Education and the office of the Auditor General of Karnataka and Government of India. Whenever there are any objections raised, clarifications are given with supporting documents and vouchers to justify the expenses incurred.

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

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

00

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

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

A detailed annual budget for expenditure is prepared by the Finance Committee before the beginning of each academic year and presented to the Governing Body which in turn allocates funds based on the priorities and significance of the projects. Financial plans are made towards infrastructure improvement such as building additional ICT-enabled class rooms, laboratories and space for other amenities. There has been a regular increase in the salaries and allowances paid to the staff over the past five years because of this financial planning. The amount from fee collection is deposited in fixed deposits till it can fetch a substantial amount of bank interest. In addition, the college generates funds by way of registration fees, sponsorship and donations during conduct of conferences, seminars and workshops. Major and minor research projects sanctioned by various funding agencies like VGST, UGC, DST to the faculty also contribute to the building up of resources. Regular and substantial revenue is generated by renting out the playground, auditorium and the indoor stadium (with its in-house gym) to others, when not used by the college. Parking fees from students, rent from canteen, ATM and on campus bank branch also provide a steady income to the institution

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

6.5 - Internal Quality Assurance System

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

quality initiatives (Second and subsequent cycles)

1. Took part in National Institutional Ranking Framework (NIRF) 2022

2. Conducted Orientation Programme for the students and Teacher Induction Programme for faculty
3. Conducted interactive session on NEP-2020 for the faculty.
4. Collected On-line Feedback from students on Teacher Evaluation
5. Feedback on curriculum from all the stakeholders
6. IQAC constantly encourages the staff members to enhance the quality of teaching by conducting FDP
7. Equipping and training the faculty for online teaching-learning and evaluation.
8. Oversees developmental activities to improve the academic performance of the Institution

IQAC facilitatedthe establishment of Competitive cell with an objective to facilitate students of our college to build their career in Government sector and to train them for the Higher Education. The cell was formed with a coordinator and the committee members who meet up frequently to organise different career building programs and to arrange coaching classes for competitive exams. The cell has MoU with TIMES institution for conducting PGCET and Banking coaching classes.

IQAC also facilitatedthe establishment of Skill Development Centre (SDC) with an objective to offer Skill Enhancement and Value Added Courses to all the students and to ensure that the graduates acquire appropriate skills beyond their curriculum to meet the need of local and national employers or to become an entrepreneur.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://stphilos.ac.in/iqac/

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of

operation and learning outcomes at periodic intervals through its IQAC as per norms

The institution periodically reviews the effectiveness of the teaching learning process through feedback from different stakeholders and academic audit; internal and/or external. This forms the basis for the IQAC to identify the gaps in the process and to conduct faculty enrichment activities. The following are two such initiatives facilitated by the IQAC.

CAPACITY BUILDING ACTIVITIES

The teaching profession is challenging, requiring constant training and mental, emotional and spiritual rejuvenation. The IQAC aims to enrich teachers' academic knowledge and pedagogical methods in subject areas, to move towards a skill-based curriculum, to differentiate between mechanical and conceptual learning and identify learning gaps by conducting seminars and workshops periodically. The key aspects are

· Understanding NEP basics/ Internal Assessment / Summative Assessment and grading

· Recent trends in teaching, learning and evaluation

· Best practices in Higher Education Institutions

· Use of ICT in teaching.

· Encouraging a culture of research.

ONLINE FEEDBACK COLLECTION FROM STUDENTS ON TEACHER EFFICIENCY
Teacher evaluation by students, as well as other agencies, is a significant input to improve the teaching quality. Feedback from students is taken annually through an online portal (available across the LAN) to help monitor the teaching and professional development of individual teachers. This is reviewed by IQAC following which the management identifies the areas of improvement in teaching learning progress and necessary measures are sought to be implemented.

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

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)	**A. Any 4 or all of the above**

File Description	Documents
Paste the web link of annual reports of the Institution	https://stphilos.ac.in/iqac/6/
Upload e-copies of accreditations and certification	**No File Uploaded**
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	**No File Uploaded**

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

"The college is guided by the visionary zeal of providing value-based education to everyone irrespective of religion, caste, creed or sex by which the character is formed, intellect is expanded and one can stand on his/her own feet" is an evident for the accomplishment of gender equity and sensitization as primary objective. Gender equity, equality and sensitivity are concepts highlighted in recent times whereas the college has been practicing these since its inception.The institution ensures equal opportunities and special facilities for women. There is no discrimination in employment of staff or admission of girl students. The institution conducts 'Orientation Programme' every academic year to remark the greater responsibilities of the institution inclusive of gender sensitization.Programmes like "Adolescent Education Programme organized by the Social Work Department for the social trainees, Extension Activity to create awareness on Menstrual Cycle and Hygiene by the Department of Biochemistry relational to adulteration in food items through different adulterant tests and blood grouping test,Orientation

Visit to Government Children Home for Girls by Social Work DepartmentObservance of International Women's Day, Exposure Visit by the Social Work Department to create awareness on "Social Work concerns for Women and Child Development

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional Information	Nil

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

D. Any 1of the above

File Description	Documents
Geotagged Photographs	[View File](#)
Any other relevant information	No File Uploaded

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

St. Philomena's College earmarks and standpoints as stature of the green campus are evident and discernible to illustrate the eco-friendly institution and endeavour for the sustainability of environment and promote waste management as an instrumental for global cause. The institution conducts various awareness programs to create plastic-free campus and adheres to the waste recycling.

Solid- Waste Management:Dustbins are placed in prominent places like classrooms, academic section, cafeteria, and administrative space of the institution with instructions. The wastes generated in the campus are paper, metals, dry leaves, wooden wastes, glass, wrappers, and organic wastes from canteen. The garbage pails for collection of solid wastes are located at prominent places in the campus. Our objective is to create awareness and encourage every individual in campus to be responsible and committed to be the integral part of the green campus. Plastic wastes are handed over to Mysuru City Municipal Corporation for the appropriate disposal. There is an incinerator to manage the combustion as waste treatment to burn the wastes produced in the

campus. Pits are ensured timely and effectively to manage dried leaves of the campus embedded with numerous trees.

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

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

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

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

A. Any 4 or All of the above

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: 1. **Green audit** 2. **Energy audit** 3. **Environment audit** 4. **Clean and green campus recognitions/awards** 5. **Beyond the campus environmental promotional activities**	D. Any 1 of the above

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

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.	B. Any 3 of the above

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

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

The visionary statement of the institution reiterates "The college is guided by the visionary zeal of providing value-based education to everyone irrespective of religion, caste, creed or sex by which the character is formed, intellect is expanded and one can stand on his/her own feet." This is an evident of institution's educational framework,representation of historical and academic legacy as a higher educational institution and reflects the cultural, linguistic and social diversity.Our institution strives and ensuresthe accomplishment of cultural, social, economic, linguistic and religious harmony in the campus. Programs conducted by the various departments and committees of the institution reverberates the inclusive environmentAdmissions are done based on the rules and regulations framed by the government and authoritative bodies to ensure the appropriate policy for admission to reach all strata of the society.Institution as Cultural SpectacularWe have students from numerous states of India and different countries remarking Unity in Diversity. The institution has never encountered any conflict among students in spite of inclusive and diversified students.Cultural Committee of the institutionorganizes various programs and competitions co-relational to cultural pluralism and oneness through singing, dancing and other cultural and literary inherent talent of our students to create temperament of unity.

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

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

The organization is dedicated to achieve its goal of offering a top-notch education to deserving candidates at a fair price, while also embracing cultural, regional, and linguistic diversity and promoting harmony among students from various states who speak different languages and come from a wide variety of cultural backgrounds. It works to instill in children the values of loyalty, cooperation, and solidarity as well as to make them aware of social ills and environmental concerns. Institutional initiatives/efforts to foster an inclusive environment the goal of the student admissions policy is inclusivity. All qualified applicants are accepted, regardless of caste, creed, religion, gender, or economic standing. Various types of students are given opportunities in accordance with legislative restrictions.

- **St Philomena's College is very conscious of inculcating human values and civic sense among all its stakeholders. Foundation Courses such as "Indian Constitution, Gender Equity, Environmental Science and Human Rights" help the students to realise their worth, social responsibilities, civic sense and sensitivity to life and nature.**
- **Programmes on Civil Rights, Child Rights, Constitution Day, Independence Day, National Integration Day, Education on Child Sexual Abuse are conducted**

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

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this	**D. Any 1 of the above**

regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

File Description	Documents
Code of Ethics - policy document	[View File](#)
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

- **Independence Day and Republic Day are celebrated in an official manner. NCC and NSS units conduct flag hoisting ceremony with parades, thereby instilling patriotism. Cultural festivals of different states like Pongal and Onam are celebrated to bolster the cultural and traditional integration.**
- **In commemoration of International Yoga Day, public performances of yoga are arranged on June 21 on and off the campus. Awareness programmes are arranged to promote the importance of yoga for health, harmony, peace, and inner well-being.**
- **NCC remembers the valor of our soldiers by celebrating Kargil Diwas Day on 26th July, saluting the martyrs of the Kargil War.**
- **The Institution celebrates National Science Day on 28th February, emphasizing on the importance of science educationand various competitions and activities are conducted.**
- **Every year on 5th September, the Institution celebrates Teachers' Day to honour teachers for their significant contributions in shaping the life of students. As a mark of respect and gratitude to teachers, the Student Council**

organises a grand function in the campus.
- International Women's Day is celebrated annually to promote the values of gender equity and women's rights. The celebration is an occasion to remember the contributions and achievements of women and project outstanding women as role models.

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

7.2 - Best Practices

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

Best Practice 1

https://stphilos.ac.in/best-practice-1/

Best Practice 2

https://stphilos.ac.in/best-practice-2-2/

File Description	Documents
Best practices in the Institutional website	https://stphilos.ac.in/best-practices/
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

St.Philomena's College was an inception to remark educational and intellectual accomplishment with strong motto of providing education culminated with values and intellect. The contemporary epoch is ruled by multidisciplinary and our institution reiterates the cultural diversification.Institution known for its

historical and academic legacy as a higher educational institution reflects the cultural, linguistic and social diversity. This cultural diversity is the heart of the institution and manifestation of academic and cultural excellence.Students with varied social and economic background with vistas of language and culture are the distinctiveness of the institution.We have students from various countries and different states of India.Institution as a stature of Cultural Diversity: The institution is commended by other institutions for its trove of cultural diversity; the institution has educationally captivated students from various states of India and other countries with its unique educational framework. The institution has got diversity of students and green campus as its distinctiveness.Green Campus: The institution's environment concern is evident in voluminous and lush green campus bedecked with various trees and birds nesting so many species. The butterfly garden is a source of life for all varieties of butterflies in the campus and evident for the sustainability of eco-friendly campus.

File Description	Documents
Appropriate link in the institutional website	https://stphilos.ac.in/institutional-distinctiveness-2021-22/
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

Plan of Action for the next academic year

The institution has got its strategic and perspective plans to accomplish exuberant educational milestone in the contemporary educational evolving system.The institution to accomplish excellence in academics, research, and administration has done framework of short term goals and long term goals.

- To meet the educational requirements, the institution planning to provide an opportunity for the students to pursue highereducation, the institution has perspective plans of introducing professional- oriented courses like MBA and MCA, MA in Criminology and M.Sc. in Psychology.

- Initiated to start PG Courses to meet the requirement of the studentsto accomplish professional competence.

- **Establishment of Mathematics Lab for the practical analysis and discernment of problematic mathematics to promote effective learning among students. To facilitate students to understand abstract mathematical component.**

- **Establishment of Commerce and Management Lab to provide practical exposure to the students for the competence development and to assist the students to accomplish requirements of modern education system.**

Establishment of Research Development Cell to provide financial assistance and to encourage the faculty members for the contemporary research work scientific temperament.