



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>	
	St.Philomena's College (Autonomous), Mysuru
• Name of the Head of the institution	Dr.Ruth Shanthkumari
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	08214240973
• Alternate phone No.	08214240926
• Mobile No. (Principal)	9986541208
• Registered e-mail ID (Principal)	stphilos1946@gmail.com
• Address	Post Box No.30, Bannimantap, Mysore -Bengaluru road,
• City/Town	Mysore
• State/UT	Karnataka
• Pin Code	570015
<b>2.Institutional status</b>	
• Autonomous Status (Provide the date of conferment of Autonomy)	28/07/2011
• Type of Institution	Co-education
• Location	Urban

• Financial Status	<b>Self-financing</b>				
• Name of the IQAC Co-ordinator/Director	<b>Mr.Ronald Prakash Cutihna</b>				
• Phone No.	<b>08214240929</b>				
• Mobile No:	<b>9880191303</b>				
• IQAC e-mail ID	<b>stphilosiqac2017@gmail.com</b>				
<b>3.Website address (Web link of the AQAR (Previous Academic Year)</b>	<a href="https://www.stphilos.ac.in/wp-content/uploads/2022/02/AQAR-2019-20-final.pdf">https://www.stphilos.ac.in/wp-content/uploads/2022/02/AQAR-2019-20-final.pdf</a>				
<b>4.Was the Academic Calendar prepared for that year?</b>	<b>Yes</b>				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://stphilos.ac.in/wp-content/uploads/2022/01/2019-20-final-1.pdf">https://stphilos.ac.in/wp-content/uploads/2022/01/2019-20-final-1.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 2</b>	<b>A</b>	<b>3.58</b>	<b>2014</b>	<b>05/05/2014</b>	<b>04/05/2019</b>
<b>Cycle 3</b>	<b>B++</b>	<b>2.94</b>	<b>2020</b>	<b>11/03/2020</b>	<b>10/03/2025</b>
<b>6.Date of Establishment of IQAC</b>			<b>01/05/2004</b>		
<b>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.)?</b>					
Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount	
<b>St.Philomena's College</b>	<b>CPE/CE</b>	<b>UGC</b>	<b>01/04/2015</b>	<b>2CR</b>	
<b>8.Provide details regarding the composition of the IQAC:</b>					
• Upload the latest notification regarding the composition of the IQAC by the HEI	<a href="#">View File</a>				

<b>9.No. of IQAC meetings held during the year</b>	<b>4</b>
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10.Did IQAC receive funding from any funding agency to support its activities during the year?</b>	<b>No</b>
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
Took part in National Institutional Ranking Framework (NIRF) 2021	
Conducted Orientation Programme for the students and Teacher Induction Programme for faculty	
Collected On-line Feedback from students on Teacher Evaluation	
Feedback on curriculum from all the stakeholders Oversees developmental activities to improve the academic performance of the Institution	
IQAC constantly encourages the staff members to enhance the quality of teaching by conducting faculty development workshops/programme Equipping and training the faculty for online teaching-learning and evaluation.	
<b>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:</b>	

Plan of Action	Achievements/Outcomes
<p>? To conduct Orientation Programme for the teachers and students</p>	<p>Orientation Programme was conducted to the entire teaching faculty on recent advancements pertaining to teaching methods &amp; 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, 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</p>
<p>? To enhance research and publication activities among faculty and students</p>	<p>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. Twofaculties were awarded PhD degree and five faculty cleared NET/SLET.</p>
<p>? To subscribe to online e-resources database</p>	<p>The learning resource centre subscribed to J-Gate, the leading electronic gateway to global e-resources</p>
<p>? To encourage faculty members to enhance their pedagogical skills and upgrade their knowledge level in their chosen fields.</p>	<p>Three institutional level workshops were conducted on Research Methodology/Pedagogical skills/Writing skills. More than ten faculty members were deputed</p>

	<p>to attend conferences/workshops related to Teaching methods.</p> <p>Professional enrichment Programme was conducted to the entire teaching faculty on recent advancements pertaining to teaching methods &amp; other pedagogical skills. Effective Teaching Ethos Based on the Legacy of St. Philomena's College, Mysore. Three Days of Faculty Development Programme was conducted. Internal Quality Assurance Cell (IQAC) in Association with Campus Technology Organized Faculty Development Programme on Technology supported teaching and evaluation</p>
? 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 2021	Took part in NIRF2021
? 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
<b>13.Was the AQAR placed before the statutory body?</b>	<b>Yes</b>

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Planning and Evaluation Committee	22/02/2021

**14. Was the institutional data submitted to AISHE ?**

Yes

- Year

Year	Date of Submission
2020-21	31/03/2022

#### **15. Multidisciplinary / interdisciplinary**

After the approval of CBCS and LOCF Curriculum in UG & PG programmes, accordingly the admission process was revamped. Under this, Multidisciplinary/ interdisciplinary courses were offered to UG & PG students. Skill Enhancement Courses and Open Elective Courses (OE) were also offered to the students. The students were given freedom to choose their language courses and Open Elective courses cutting across the stream to enhance the learning experience of the students.. Many Open Elective courses were pooled in from the various departments. To make this implementation fully functional proper training programmes were given to faculty members on teaching learning and assessment.

#### **16. Academic bank of credits (ABC):**

Academic Bank of Credits reflects the accomplishment of academic excellence as an educational milestone. The institution has affiliated to University of Mysore, Mysuru and students are instructed to complete Course Registration for each semester using the UUCMS portal and the credits will be displayed according to the rules and regulations of Evaluation

#### **17. Skill development:**

The institution has established Skill Development Centre (SDC) to promote and instill the skill oriented education. The Skill Development Centre offers the Skill Enhancing and Value Added Courses to the students in addition to their regular curriculum.

Students are given the option to select any of the skill enhancement or the value-added courses, provided the course content of these courses is not a part of the regular program curriculum. The SDC is authorized to conduct the evaluation process and issue the course certificates. The credits earned by the students from these courses will be mentioned separately on their marks cards as transcripts.

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

For the promotion of educational standards, the institution encourages online courses. As an institution known as a trove of culture and language owing to the presence of diversity of students from various states and nations, the institution encourages to imbibe Indian culture and integrity through various activities and programs.and the teachers of Indian languages such as Kannada, Hindi, Malayalam,Tamil and Urdu conduct online classes very regularly.

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

The Outcome Based Education is the primary objective of our institution. Syllabus is framed with the aim of promoting the required Program Outcome, Course Outcome and Program Specific Outcome into the curriculum to ensure educational effectiveness. The institution offers various opportunities for the students to inculcate employability skills for the modern competitive world. Apart from curriculum, the institution promotes students to take competitive examinations. The institution creates various academic intellectual deliberations for the curriculum framework, teaching instructional methodologies and evaluation work in coordination to accomplish quality and skill based education. The institution has created a renowned and intellectual galaxy for the society through education.

**20.Distance education/online education:**

In the modern epoch students are captivated with distant education and online mode of learning courses because of multi-tasking as the instinct nature of contemporary students. UGC encourages students to take an effective participation in online courses for the achievement of pragmatic experience and competence building among students. Adhering to the UGC guidelines, the institution is offering various online Diploma Courses On Human Resource Management and Marketing Management. Digital revolution has globally changed the education system and to promote research inclination, subject analysis, competitive temperament and professional credibility online certificate courses are encouraged by the institution.

## Extended Profile

### 1.Programme

1.1	<b>49</b>
Number of programmes offered during the year:	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

### 2.Student

2.1	<b>2227</b>
Total number of students during the year:	
File Description	Documents
Institutional data in Prescribed format	<a href="#">View File</a>

2.2	<b>535</b>
Number of outgoing / final year students during the year:	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.3	<b>809</b>
Number of students who appeared for the examinations conducted by the institution during the year:	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

### 3.Academic

3.1	<b>1370</b>
Number of courses in all programmes during the year:	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

3.2	<b>135</b>
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Number of full-time teachers during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	<a href="#">View File</a>	
3.3	149	
Number of sanctioned posts for the year:		
<b>4.Institution</b>		
4.1	127	
Number of seats earmarked for reserved categories as per GOI/State Government during the year:		
4.2	117	
Total number of Classrooms and Seminar halls		
4.3	366	
Total number of computers on campus for academic purposes		
4.4	540.58	
Total expenditure, excluding salary, during the year (INR in Lakhs):		
<b>Part B</b>		
<b>CURRICULAR ASPECTS</b>		
<b>1.1 - Curriculum Design and Development</b>		
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.		
<p>St. Philomena's College continues to contribute significantly in the field of Higher Education for the last seven decades. The Autonomous status provides liberty to design and offer need-based, industry-relevant and society-driven courses. Though located in the urban environs, the majority of students come from rural locales. Mysore being an important hub of education provides the scope to address rural segments. By offering many value added courses, the college initiates adaptive reckoning, design mindset, computational thinking, effective communication in students. Moreover, field visits, internships and social exposures widens the horizon related</p>		

to national and world affairs, ethics, environment and sustainability. All programmes offered are supported by Programme Educational Objectives (PEOs), Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs). Each new curriculum is geared to conscientize the students regarding Gender sensitivity, Sustainable Environment, local, national and global development through the Learning Outcome Based Curriculum Framework (LOCF). The IQAC approach paves way for constant upgradation of shared understanding of the syllabus and structuring an institutional vision with regard to curriculum design. Accordingly, both UG and PG programmes get revised in tune with UGC syllabi enabling the students for research and various career prospects.

File Description	Documents
Upload additional information, if any	<a href="#">View File</a>
Link for additional information	Nil

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

12

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	No File Uploaded
Details of syllabus revision during the year	<a href="#">View File</a>
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

858

File Description	Documents
Curriculum / Syllabus of such courses	<a href="#">View File</a>
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

77

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)	<a href="#">View File</a>

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

37

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)	<a href="#">View File</a>

## 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	<a href="#">View File</a>
Any additional information	No File Uploaded

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

55

File Description	Documents
List of value-added courses	<a href="#">View File</a>
Brochure or any other document relating to value-added courses	No File Uploaded
Any additional information	No File Uploaded

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

1123

File Description	Documents
List of students enrolled	<a href="#">View File</a>
Any additional information	No File Uploaded

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

202

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	<a href="#">View File</a>
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**

B. Any 3 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	<a href="https://www.stphilos.ac.in/feedback-process/">https://www.stphilos.ac.in/feedback-process/</a>
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	<a href="https://www.stphilos.ac.in/feedback-process/">https://www.stphilos.ac.in/feedback-process/</a>
Any additional information	No File Uploaded

TEACHING-LEARNING AND EVALUATION	
<b>2.1 - Student Enrollment and Profile</b>	
<b>2.1.1 - Enrolment of Students</b>	
<b>2.1.1.1 - Number of students admitted (year-wise) during the year</b>	
806	
File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>
<b>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)</b>	
826	
File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>
<b>2.2 - Catering to Student Diversity</b>	
2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.	
<p>The students' formative assessment is done by conducting different evaluation processes like group discussion, seminars. MCQ.s, tests, assignments, self-study, projects, research, teamwork, digital literacy, leadership, environmental, moral, ethical awareness, other cutting-edge issues, and regular class test. The performance from all the activities of the students enables the teachers to identify the Advanced and the Slow Learners. In addition to that, the students' learners' level is also assessed</p> <ol style="list-style-type: none"> <li>1. The personal interface by the faculty of departments with the students during the admission.</li> <li>2. Participation in extension activities</li> <li>3. Participation in the Co-Curricular activities/sports Achievements, - N.S.S/N.C.C</li> <li>4. Peer learning</li> <li>5. Framing Questions</li> </ol>	

6. Publication of research articles in peer-reviewed journals
7. Industrial/ Research institutions Visit
8. Internships
9. Field Visits
10. By deputing the students for various HEI's for seminars and workshops.
11. Value Added courses for the students to learn to add on skills

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

### 2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
10/09/2020	2227	135

File Description	Documents
Upload any additional information	No File Uploaded

### 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:

Institution's teaching methodology supports student centric approach. This transforms them to be committed and engaged from being passive recipients. Inteacher centric approach fundamental qualities of teaching and expecting a uniform learning outcome is at stake.

The Courses offered emphasize course objectives, programme specific objectives and programme outcomes. This primarily assists the students in self-appraising their performance and progress, at the end of the course. Lacunae pointed out through feedback systems and surveys on the course/curriculum and teachers, is effectively addressed.

In-house and external activities

Experiential learning

- Expert lectures
- Assignments
- Seminars
- Hands on lab experience
- Viva voce
- Solving numerical problems
- Internships
- 
- Participative learning
- Group discussions
- Field work/visit
- Industrial visits
- Study tour
- Extensional activities
- Team leadership
- Role play/role model
- Sports
- Competitions
- NSS
- NCC
- Cultural events
- Problem solving methodology
- Project works
- Quizzes
- Case studies
- Research activities
- Learning, analyzing and reasoning techniques
- Teamwork and organizing skills

Activities taken up - Butterfly Park, Waste management, Paper recycling, Photography and video, Philoline, Decoration, Hands on experience in the labs, Green audit, Various competitions and committees

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

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

**Response**

In addressing to the emerging needs, teachers used digital gadgets



in executing effective e-education in online mode. Apart from the conventional way of chalk and talk pedagogy, the teachers made use of the multimedia projectors interfaced with a desktop computer ably supported by the institution's Local Area Network (LAN) spruced up with internet connectivity, in the designated smart classrooms in the offline mode. The rich curriculum was discussed at length employing digital study materials

#### ICT tools

- BSNL300 Mbps Leased Line internet
- NMEICT internet connections
- Biometric attendance
- RFID tags
- 24x7 CCTVsurveillance cameras
- Wi-Fi with 400 access points
- Firewallby Sophos
- 400desktop computers
- 20 LCD multimedia projectors
- Scanners, multi-functional,inkjet and laser printers
- DSLR and Video cameras,gimbal, tripods, professional tripod, AVconverters
- DVRs and TVs
- Intercom
- Edusat
- Diesel generators, UPS
- 

#### Software, Open Educational Resources

- Windows OS
- Microsoft Office
- Linux OS
- Adobe package
- Scilab, Matlab
- Nudi, Baraha
- VMware
- Library automation software
- [www.stphilos.ac.in](http://www.stphilos.ac.in)
- Question Bank software
- LMS by Campus Technology
- Google Meet
- Google products and MOOCs

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	Nil
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

135

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	<a href="#">View File</a>
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

#### Response

Academic calendar is distinctly designed and drafted. To reach out to the quest for excellence, teaching pedagogies, ICT skills, catering to global needs, stressing National development and enriching academic activities are invested.

#### Preparation and Adherence of Academic Calendar

##### At institutional level

- Chronological academic calendar
- Review of pros and cons of the previous year
- Components - dates of commencement and conclusion of semesters, seminars, conferences, guest lectures, workshops, industrial visits, internships, field visits, extension activities, co-curricular activities, cultural fests, sports, Public and General holidays, theory and practical examinations, vacations, festivals
- Direct teaching/working days
- Ensuring error free running

- Scheduling exams by COE
- Academic Calendar to students
- Work diaries to teachers

**At departmental level**

- Delivery through periodic meetings
- Program Outcomes and Course Outcomes outlined
- Discussion and drafting timetable, workload, requirements
- Work diary - task assigned and accomplished
- Scrutiny by Vice-Principal
- 

**At Teachers' level**

- Covering syllabus
- Designing reading material
- Printing laboratory manuals
- Preparedness for blended learning.
- Enumerating teaching methods.
- Question bank
- Attendance Registers
- IA mark preparation
- Attending strategic meetings

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	<a href="#">View File</a>

**2.4 - Teacher Profile and Quality**

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

**121**

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	<a href="#">View File</a>
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**

34

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	<a href="#">View File</a>
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)

928

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	<a href="#">View File</a>
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

197

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	<a href="#">View File</a>
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

00

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

#### Response

Institution's EMS has improved after amalgamating IT related reforms. Reforms included different approaches, components involved in assessments and usage of the in-house ICT software. The EMS has

- given a new dimension
- shown positive impact
- helped in integrating all the components
- Plans to adopt digital evaluation system
- 

#### Procedures

- Uploading CIA marks college website
- Online examination application forms
- Candidates apply by online
- Eligible can access examination admission process
- Online payment of fees
- Downloading hall tickets
- BOS present the question papers
- Printing Question Papers by ICT software
- Coding answer scripts
- External examiners are constituted
- Schemes of evaluation
- Central valuation
- Feeding marks
- Publishing results in website
- Answer scripts - Revaluation, reviewing, viewing photocopy
- On request the valued answer scripts will be forwarded to the students by email too
- The student enjoys the option of choosing a third evaluation, if contested

Thus, the institution is successful in implementing e-governance to the maximum extent

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

## 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

The curriculum is designed to meet the concerns, needs, and interests of students, teachers as well as societal expectations. The core and elective courses are introduced with a special focus on technical, communication, and subject-specific skills through practical, research, and other innovative transactional modes to develop their employability skills. The overall curriculum is focused on the cognitive, affective, and psychomotor behavior of the students. On completion of the program, the student will acquire competency in communication skills, critical thinking, psychological skills, affective skills, problem-solving, analytical, reasoning, research, teamwork, digital literacy, leadership, environmental, moral, ethical awareness, and other cutting-edge issues. Thereby the foundation for lifelong learning is laid. The faculty members are given hands-on training in batches

to identify, design, and apply appropriate assessment methods for Programme Educational Objectives (PEOs), Programme Outcomes (POs), Programme Specific Outcomes (PSOs), Cognitive Domain Levels (CDLs) on Bloom's Taxonomy. Each course is defined with a specific Course Objectives (COs), Course Learning Outcomes (CLOs), Mapping of (CLOs) with PSOs, and Cognitive Domain Levels (CDLs). Keywords at the end of each module to map the Course Learning Outcomes with Programme Specific Outcomes and Cognitive Domain Levels.

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	<a href="https://stphilos.ac.in/syllabus-2018/">https://stphilos.ac.in/syllabus-2018/</a>

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

The various programme curriculums offered by the institution are designed in such a way that each course clearly defines learning outcomes a student could achieve on completion of the programme as per the vision and mission of the institution.

The curriculum further reflects the students' competency acquired in communication skills, critical thinking, psychological skills, affective skills, problem-solving, analytical, reasoning, research, teamwork, digital literacy, leadership, environmental, moral, ethical awareness, and other cutting-edge issues.

The co-curricular activities enable the students to aware of the course learning outcomes. The various teaching methodologies and assessment strategies focus on competency-based education and the program outcome. Besides-

1. Continuous Comprehensive and Summative assessment ensures that the student achieves the PSO's and CO's .This provides an opportunity for the faculty, students, and parents to critically evaluate the learning outcome.
2. The components of CCA are related to the PSO's and CO's specify the skills and applicability students could achieve on completion of the program.
3. Affiliated University, Governing and Academic Council, BOS, Academic Auditing by the management assess the students' progression and ensure that they are resource-intensive.
4. The feedback analysis received from the students employed and perusing higher education and research reflects the learning outcome achieved.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	<a href="https://stphilos.ac.in/syllabus-2018/">https://stphilos.ac.in/syllabus-2018/</a>

### 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

1303

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	<a href="#">View File</a>
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. Research scholars engage in their studies within these centers, guided by supervisors acknowledged 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.

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	<a href="https://stphilos.ac.in/wp-content/uploads/2019/05/The-Mysore-Diocesan-Education-Society.pdf">https://stphilos.ac.in/wp-content/uploads/2019/05/The-Mysore-Diocesan-Education-Society.pdf</a>
Any additional information	No File Uploaded

### 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)

147303

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	<a href="#">View File</a>
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

**1**

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)	<a href="#">View File</a>
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)****0.745**

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	<a href="#">View File</a>
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****3**

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	<a href="#">View File</a>

**3.2.3 - Number of teachers recognised as research guides****01**

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	No File Uploaded
Institutional data in Prescribed format	<a href="#">View File</a>

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

3

File Description	Documents
Supporting document from Funding Agencies	<a href="#">View File</a>
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 been striving hard to create a viable ecosystem for the innovation and the entrepreneurship. The college aims at creating awareness, educating the stakeholders, nurturing the ambience and inculcating the innovation culture among the students and the entire faculty members of the campus.

The intended objective was achieved by regularly organizing workshops, webinars, conducting suitable competitions and having series of interaction with the experts. Management funded interdisciplinary research projects were too extended such way that the institution could establish the much needed community impact.

During the pandemic, several departments rose up to the occasion by engaging them with novel community initiatives to ensure the timely transfer of knowledge from the campus to the community by utilizing the ICT infrastructure of the institution.

Students produced videos and created booklets to build up the awareness on healthy eating habits, mental well-being and knowledge of the traditional medicinal plants and herbs.

The management went out of the way to lend its supporting hands to the Group D employees of the institution by donating food materials like rice, dhal etc to make sure that the families of its support staff are fed during the pandemic.

File Description	Documents
Upload any additional information	No File Uploaded
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

13

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	<a href="#">View File</a>
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	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 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**

02

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	<a href="#">View File</a>
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**

37

File Description	Documents
List of research papers by title, author, department, and year of publication	<a href="#">View File</a>
Any additional information	No File Uploaded

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

11

File Description	Documents
Upload any additional information	<a href="#">View File</a>
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**

00

File Description	Documents
Any additional information	No File Uploaded
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

00

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
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	<a href="#">View File</a>
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

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	<a href="#">View File</a>
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 Organization for the Development of People (ODP), supported by Caritas India, St. Joseph's Hospital and St. Philomena's College (Autonomous) will jointly organize Cancer Awareness, Detection and Cure campaign on Thursday, February 4, 2021. February 4 is observed as World Cancer Day every year throughout the world since 2000. It is an initiative of the Union for International Cancer Control (UICC) and the date was fixed at the World Cancer Summit Against Cancer for the New Millennium, which was held in Paris. Cancer is one of the most dreaded diseases of the 20th century. It is the second leading cause of death globally, causing about 1 in 6 deaths. But the good news is that cancer is curable if detected in early stages. Biologically, cancer involves abnormal growth of cells because of uncontrolled multiplication of cells when the body's normal control mechanism stops working. The Diocese of Mysore under the leadership of Most Rev. Dr. K. A. William, the Bishop of Mysore has initiated a massive cancer eradication campaign.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
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****1**

File Description	Documents
Number of awards for extension activities in during the year	<a href="#">View File</a>
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)****2**

File Description	Documents
Reports of the events organized	<a href="#">View File</a>
Any additional information	No File Uploaded

**3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year****235**

File Description	Documents
Reports of the events	<a href="#">View File</a>
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****74**

File Description	Documents
Copies of documents highlighting collaboration	<a href="#">View File</a>
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)**

6

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	<a href="#">View File</a>
Any additional information	No File Uploaded

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

The institution is keen in addressing to the emerging needs of technology in the backdrop of handling and executing the effective e-education. The gloomy pandemic crisis demanded all the stakeholders to change the gears by shifting to the e-platform. The extensive usage of ICT enabled teaching involving the available online educational resources (OER) was the order of the day. Teachers wielding the state-of-the-art digital gadgets sprung into the arena of e-learning, on a war foot basis, wherever and whenever the situations warranted. Apart from the conventional way of chalk and talk pedagogy, the teachers made use of the multimedia projectors interfaced with a desktop computer ably supported by the institution's Local Area Network (LAN) spruced up with internet connectivity, in the designated smart classrooms in the offline mode. The rich curriculum was discussed at length employing study materials loaded in power point slides (ppt), word documents (doc), portable document formats (pdf), excel sheets (xlsx), etc.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://stphilos.ac.in/facilities/">https://stphilos.ac.in/facilities/</a>

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

Established systems and procedures for maintaining and utilizing physical, academic and support facilities. A team comprising the Physical Education Director, and Sports Secretary and maintenance staff looks after the sports facilities like the Indoor stadium, multi gym and the outdoor stadium. Regular watering and rolling of the grounds, deweeding and making the track are some of the tasks like yoga in the sports ground and cultural activities in the College auditorium. The multi gym is maintained by a professional gym instructor.

The gym contains state-of-the-art facilities and equipment including tread mill, CV machines, fixed machines, free weights and a multi-gym. Students as well as the faculty can make use of the facilities of the gym. For beginners, training is given in the use of equipment by an expert instructor. The department of Physical Education oversees the functioning of the Gymnasium.

File Description	Documents
Geotagged pictures	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://stphilos.ac.in/about-us-2/infrastructure/">https://stphilos.ac.in/about-us-2/infrastructure/</a>

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

61

File Description	Documents
Upload any additional information	No File Uploaded
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

54057813

File Description	Documents
Upload audited utilization statements	No File Uploaded
Details of Expenditure, excluding salary, during the years	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

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

St. Philomena's College library is fully automated using Integrated Library Management Software called EASYLIB (Entire Automation System for Libraries). 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. It is a fully automation system for the library to manage all its resources and services. The issues and returns of books are done using the circulation module of this software. WEB OPAC (WEB Online Public Access Catalogue) facility is available and which allows the readers searching the books & 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. St. Philomena's College 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/>

N-LIST (<http://nlist.inflibnet.ac.in/>) of the INFLIBNET Centre.

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	No File Uploaded
Paste link for additional information	<a href="https://stphilos.ac.in/library/">https://stphilos.ac.in/library/</a>

**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	<a href="#">View File</a>
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)**

432440

File Description	Documents
Audited statements of accounts	<a href="#">View File</a>
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)	<a href="#">View File</a>

**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**

200

File Description	Documents
Upload details of library usage by teachers and students	<a href="#">View File</a>
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

#### Policy

The institution ensures that the students, employees, external persons and entities working for the institution get access to relevant and useful information online. Inappropriate use of the college Information System like marketing, selling products or services is checked.

Appropriate control measures are in place to prevent unauthorized user access. Objectionable materials like pornographic videos are blocked. Emerging technologies which are useful for the purpose of learning and administration are incorporated periodically.

Data available on the information System is the sole property of the institution. Accordingly the students, employees or other entities who access the data have no right to modify, delete, process or transfer on the Information System.

The content of communication using the Information System will not contain personal opinions or political beliefs either explicitly or implicitly. The information will be accessed by the members only for the purpose of the activities and programs of the institution

Members shall not export software, technical/Scientific Information or technology in violation of international or country export control laws. The information system ensures the institution's commitment to its values and policies practiced over the decades, as well as compliance with the laws and regulations of the concerned authority.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

**4.3.2 - Student - Computer ratio**

Number of Students	Number of Computers
2227	366

File Description	Documents
Upload any additional information	<a href="#">View File</a>

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

A. 750 Mbps

File Description	Documents
Details of bandwidth available in the Institution	<a href="#">View File</a>
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	<a href="https://stphilos.ac.in/PG%20E-Contents/">https://stphilos.ac.in/PG%20E-Contents/</a>
List of facilities for e-content development (Data Template)	<a href="#">View File</a>

**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)**

54057813

File Description	Documents
Audited statements of accounts	<a href="#">View File</a>
Upload any additional information	No File Uploaded

**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.**

HODs and other in-charges request for required Maintenance work to be done to the Principal. Principal then presents the proposal before the college management, who takes the final decision on priority basis. Principal assigns the work to the concerned personnel. Regular maintenance work in the college takes place immediately, while longer projects are executed during vacation. Physical Education department maintains the sports facilities and equipment in the college.

Stock checking is carried out annually, and stock books are maintained by the different departments. Library provides reprography facility.. Weeding of old books, binding, pest control and other maintenance measures are undertaken periodically.

3 personnel on a daily wage basis maintain cleanliness and upkeep of physical infrastructure. The upliftment of the physical infrastructure and equipment's is done through contracts on required basis where required.

The maintenance of electrical items is voluntarily carried out by competent non-teaching staff of the respective departments. Any major repair work is carried out by professionals from outside the college.

Coordinated effort of Management, Principal and the College staff on the various committees for academic and administrative planning has resulted in enhancement and strengthening of infrastructure for excellent academics, research, co and extracurricular activities.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://stphilos.ac.in/class-rooms/">https://stphilos.ac.in/class-rooms/</a>

**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**

116

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	<a href="#">View File</a>
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**

559

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Institutional data in prescribed format	No File Uploaded

**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**

C. Any 2 of the above



File Description	Documents
Link to Institutional website	<a href="https://stphilos.ac.in/international-yoga-day-2/">https://stphilos.ac.in/international-yoga-day-2/</a>
Details of capability development and schemes	<a href="#">View File</a>
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

439

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

**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	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>
Upload any additional information	No File Uploaded

<b>5.2 - Student Progression</b>	
<b>5.2.1 - Number of outgoing students who got placement during the year</b>	
66	
<b>File Description</b>	<b>Documents</b>
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	No File Uploaded
<b>5.2.2 - Number of outgoing students progressing to higher education</b>	
137	
<b>File Description</b>	<b>Documents</b>
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	<a href="#">View File</a>
Any additional information	No File Uploaded
<b>5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year</b>	
<b>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</b>	
4	
<b>File Description</b>	<b>Documents</b>
Upload supporting data for students/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
<b>5.3 - Student Participation and Activities</b>	
<b>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</b>	
0	

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
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

Students are the main stakeholders of the institution and hence management is strongly committed to ensure their participation in decision making.

The students representatives in different committees along with the faculty coordinators and members are responsible to plan and execute cultural, sports and all other association activities in consultation with Principal and management.

Associations/Club Secretaries and Class representatives take responsibility in executing their role.

Student representatives in IQAC, Student Grievance Cell, Placement Cell, Cell against Sexual Harassment, Anti Ragging Committee , Nature club, Sports committee ensures their active involvement in major deliberations and activities. The pandemic year saw the various committees discharging its duties effectively. The committees and various associations took

their activities online to ensure that the students were given the platform to tap their skills and exhibit their talents. The committees engaged with students to celebrate national days, Fresher's Day, inter-class cultural competition Cultural week and the Inter collegiate cultural extravaganza. The committees took the lead in connecting and providing support to students spread across the globe. Social media platforms were effectively used to spread the spirit of positivity, need for physical fitness and mental wellbeing.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://stphilos.ac.in/college-committee/">https://stphilos.ac.in/college-committee/</a>

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

0

File Description	Documents
Report of the event	No File Uploaded
List of sports and cultural events / competitions organised per year	<a href="#">View File</a>
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

Due to prevailing pandemic situation of Covid 19 the executive committee could meet only two times during the academic year 2020 - 21.

##### Meeting Extracts:

##### Meeting 01

- On 05 Feb, 2021 the executive committee had a meet in College Auditorium at 5.00 PM discussing about - Contribution and participation of alumni in Platinum Jubilee celebration - general opinion about starting a trust in the name of college Alumni Association - keeping the situation at a glance committee decides to make arrangements for Vaccination for all the members of the committee.

##### Meeting 02

- On 15 Apr, 2021 the second meet was held in College Auditorium at 5.15 PM discussing about - having a well-planned celebration of Platinum Jubilee by introducing different panels and celebration bearing the title "Philos Milan".

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

#### 5.4.2 - Alumni's financial contribution during

E. <2 Lakhs

the year	
File Description	Documents
Upload any additional information	<a href="#">View File</a>
<b>GOVERNANCE, LEADERSHIP AND MANAGEMENT</b>	
<b>6.1 - Institutional Vision and Leadership</b>	
6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution	
<p><b>Response:</b></p> <p><b>Vision:</b> 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.</p> <p><b>Mission:</b> 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.</p> <p>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.</p>	
File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://stphilos.ac.in/vision-mission/">https://stphilos.ac.in/vision-mission/</a>
6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management	

The college practises a culture of participative management and decentralization in its day-to-day activities. Regular staff meetings and departmental meetings are held and decisions are arrived at, taking into consideration the suggestions of the stakeholders thereby ensuring inclusiveness. The departments are given freedom to design the curriculum, frame the syllabus and structure internal assessment methodology. They also assume responsibility for mentoring, personal and career counselling and conducting curricular and co-curricular activities. Various committees, with senior faculty members as conveners, are constituted with each member of the staff included in at least one committee. Successful conduct of events like Seminars, Conferences, Convocations, Athletic meets is ensured by delegating responsibilities to various committees. In this manner, a harmonious, collaborative and inclusive participation of all the stakeholders is ensured.

File Description	Documents
Upload strategic plan and deployment documents on the website	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for additional Information	<a href="https://stphilos.ac.in/governance/">https://stphilos.ac.in/governance/</a>

## 6.2 - Strategy Development and Deployment

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

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
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	<a href="https://stphilos.ac.in/wp-content/uploads/2019/05/Strategic-plan-new-1.pdf">https://stphilos.ac.in/wp-content/uploads/2019/05/Strategic-plan-new-1.pdf</a>
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.

St. Philomena's College, managed by the Mysore Diocesan Education Society, follows a system of decentralized administration. It has a Governing Body with representatives from the UGC, State Government, Affiliated University, Management, Principal and Senior teachers under the Chairmanship of the Bishop of Mysore. The College Council which conducts regular academic meetings consists of the Principal, the VicePrincipal, Controller of Examinations, PG Director, Asst. 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 a Director and an Assistant 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. It also approves the budget of the autonomous grant of the preceding academic year and the proposed budget estimate for the succeeding year.

File Description	Documents
Paste link to Organogram on the institution webpage	<a href="https://stphilos.ac.in/wp-content/uploads/2019/05/organogram.pdf">https://stphilos.ac.in/wp-content/uploads/2019/05/organogram.pdf</a>
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) Document	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Details of implementation of e-governance in areas of operation	<a href="#">View File</a>
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 management recognizes that the growth of the institution depends on the well being and strength of its employees. Dignity is ensured for every type of job and the interdependence and respect for each other is evident in the day-to-day functioning. There are a number of welfare measures in place for all staff members. Take home salary of our employees means the salary for which they sign in the acquittance register. Much before the government introduced banking facilities for its staff, the college management ensured accountability and transparency by transferring the salaries to employees' bank accounts in the campus branch. 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.

File Description	Documents
Upload any additional information	No File Uploaded
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

14

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)	<a href="#">View File</a>

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

2

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	<a href="#">View File</a>
Upload any additional information	No File Uploaded

### 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.)

37

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	<a href="#">View File</a>
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)

1,00,000

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 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. Teaching-Learning during Pandemic

In view of the prevalent pandemic situation, the institution switched over to initiative of embracing technology-enabled teaching learning process. The institution opted for Microsoft Teams as the online platform to ensure that the academic process was executed without any hindrance. IQAC conducted training sessions for the faculty to familiarize them about the platform and the mentors on board to deliver the curriculum to the students through online sessions. The faculty development program also focused on the various tools that could be used to enhance the effectiveness of the online teaching-learning process. The online academic year was successfully completed and the institution proposes to strengthen the online teaching given its potential and reach.

## 2. Institutional Development Plan

With the institution successfully completing three cycles of accreditation, as pointed out by the peer committee members of the previous cycle, there was a need to strategize the future growth of the institution. IQAC recommended the formulation of the Institutional Development Committee to prepare the IDP, a strategic roadmap for institutional development in line with the recommendations of the peer committee stressing much on the research and development. IDP draft based on the SWOC analysis and Strategic Goals identified has been put forward. This will enable the institution to develop initiatives, assess progress and achieve the goals. The IDP will be deliberated by all the concerned stakeholders and subject to regular review based on the changing policy and institutional need.

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

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 -2020 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	<a href="https://stphilos.ac.in/igac/">https://stphilos.ac.in/igac/</a>

**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**

A. Any 4 or all of the above

**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	<a href="https://stphilos.ac.in/minutes-of-the-meeting-atr/">https://stphilos.ac.in/minutes-of-the-meeting-atr/</a>
Upload e-copies of accreditations and certification	No File Uploaded
Upload details of quality assurance initiatives of the institution	<a href="#">View File</a>
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

Appropriate measures, novel initiatives and fitting activities that safeguard the safety of the men and women (Staff, students and supporting staff) are executed by the institution wherever and whenever required. Additionally, to make them feel safe in the campus expert lectures, sensitization programmes and regular follow up mechanisms are carried out. The strategic areas stressed are Safety and Security, Female and Male Security personnel - Institution has deployed female security staff in the inner and the outer ring of fencing in addition to the male security staff. Real time Surveillance - The entire campus is covered up with highly secured Surveillance system armed with high resolution night vision cameras transmitting the 24X7 recordings to the control room thus restricting the entry of unwanted. Thus, confidence of feeling secured inside the campus is instilled in men and women. Hostels - Exclusive hostels for boys and girl students are run on the campus. The inmates of the hostels are bound by strict rules and regulations and monitored by wardens ID cards - During the office hours of the institution both the staff and the students should compulsorily wear the ID cards and need to present it whenever the security staff demands.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://stphilos.ac.in/international-womens-day-celebration-2/">https://stphilos.ac.in/international-womens-day-celebration-2/</a>

**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	<a href="#">View File</a>
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)

Electronic goods are put to optimum use. The minor repairs are set right by the laboratory assistants and technical staff members. E-waste maintenance is considered as pivotal role of the institution. There is a facility for the e-waste collection and disposed in appropriate manner. The sophisticated laboratories are well maintained with illustrative instructions regarding chemicals and appropriate usage.

**Liquid Waste Management:** Perceptive usage of water is ensured in the campus. With 3 hostels and 500 inmates in the campus there is a good quantity of water used for maintaining the greenery and vegetable garden. Slim flush tanks in the toilets reduce water wastage. To check breeding of mosquito larvae small guppy fishes are put into the water bodies such as lotus plants. Most of the liquid waste except that from the sewage and laboratories is managed and reused for the gardening purpose. Drip irrigation is installed and maintenance of plumbing is taken care of by a full time plumber in the campus to minimize water wastage. The institution is not using any hazardous chemicals in laboratories. 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.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	<a href="#">View File</a>
Geotagged photographs of the facilities	No File Uploaded
Any other relevant information	<a href="#">View File</a>

**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**

B. Any 3 of the above

File Description	Documents
Geotagged photographs / videos of the facilities	<a href="#">View File</a>
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**

B. Any 3 of the above

File Description	Documents
Geotagged photos / videos of the facilities	<a href="#">View File</a>
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**



<p><b>7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:</b></p> <ol style="list-style-type: none"> <li><b>1. Green audit</b></li> <li><b>2. Energy audit</b></li> <li><b>3.Environment audit</b></li> <li><b>4.Clean and green campus recognitions/awards</b></li> <li><b>5.Beyond the campus environmental promotional activities</b></li> </ol>	<p><b>D. Any 1 of the above</b></p>
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<b>No File Uploaded</b>
Certificates of the awards received	<b>No File Uploaded</b>
Any other relevant information	<b>No File Uploaded</b>

<p><b>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></p>	<p><b>B. Any 3 of the above</b></p>
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File Description	Documents
Geotagged photographs / videos of facilities	<a href="#">View File</a>
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	<a href="#">View File</a>
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).

Harmonious coexistence with healthy and fruitful interaction is the hallmark and characteristic of St.Philomena's college campus. This is the prevailing atmosphere among the teachers as well as students, even with diverse background.

Educating and empowering students from less privileged background has been the mission of St.Philomena's since seven and half decades. Admitting students from poor social and financial background include, academically poor students too. No student is denied education because of his/her religious affinity. The management adhere to the vision and mission of the founding members of the institution in their policy decisions and sustains the ethos. It's a campus where everyone immaterial of their background enjoys respect and home feeling. The young people misc, mingle and interact with people of diverse faith, culture and language with ease..We have had students from more than 30 countries and almost all the states of India, especially the North Eastern states. After the pandemic started and restrictions imposed in travelling, the international students numbers have reduced. We still have rich diversity among the students and teachers.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>

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	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized**

D. Any 1 of the above

File Description	Documents
Code of Ethics - policy document	<a href="#">View File</a>
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 education and 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	<a href="#">View File</a>
Geotagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

### BEST PRACTICE 1

<https://stphilos.ac.in/best-practice/>

### BEST PRACTICE 2

<https://stphilos.ac.in/best-practice-2-3/>

File Description	Documents
Best practices in the Institutional website	<a href="https://stphilos.ac.in/best-practice/">https://stphilos.ac.in/best-practice/</a>
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)

The vision statement is realized by adapting to the exigencies of the time and challenges. To cater to the intellectual needs of the students and evolving curriculum with a futuristic as well as contemporary in nature need to be in place. Our curriculum is designed with the vision of delving into deeper knowledge and research. A highly resourceful Academic Council members who meet and deliberate in depth and subject experts to frame the syllabus and shared this. A team of well informed and competent teachers who handle the sessions make sure that information and knowledge pooled from all quarters and disbursed in a hybrid mode. The unique program on Life Coping Skills mandatory for every student ensures a human face to education. The syllabus and the delivery in the most unconventional way ensure the personal development of the student on

all fronts especially the emotional stability. There are ample means to update the knowledge and information with the library facility collection of valuable books, Infilbnet, e-resources are at the disposal of students and teachers. Both the academic and cultural activities encourage team work which is important in healthy mingling and exchange of ideas.

File Description	Documents
Appropriate link in the institutional website	<a href="https://stphilos.ac.in/institutional-distinctiveness/">https://stphilos.ac.in/institutional-distinctiveness/</a>
Any other relevant information	No File Uploaded

### 7.3.2 - 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.

- Initiated to start research centers to meet the requirement of the students to accomplish professional competence.
- Installing a Skill Development Centre to run skill-based additional courses to enhance the quality and employability of the stakeholders.
- 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 components.
- 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.