



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	ST FRANCIS DE SALES COLLEGE
• Name of the Head of the institution	Dr. Roy P K
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	080-27836165
• Mobile no	9591981031
• Registered e-mail	iqacatsfs@gmail.com
• Alternate e-mail	principal@sfscollege.in
• Address	Electronic City, Bangalore
• City/Town	Bengaluru
• State/UT	Karnataka
• Pin Code	560100
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Semi-Urban
• Financial Status	Self-financing

• Name of the Affiliating University	Bangalore University				
• Name of the IQAC Coordinator	Maya Mathew				
• Phone No.	08027832611				
• Alternate phone No.	080-27836165				
• Mobile	9972495217				
• IQAC e-mail address	iqacatsfs@gmail.com				
• Alternate Email address	iqac@sfscollege.in				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://www.sfscollege.in/pdf/AOAR_20_21.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.sfscollege.in/calenda r.php				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	B++	2.79	2021	19/04/2021	18/04/2026
6.Date of Establishment of IQAC			20/10/2012		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NIL	NIL	NIL	NIL	NIL	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		
9.No. of IQAC meetings held during the year			6		

<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11. Significant contributions made by IQAC during the current year (maximum five bullets)		
1. Successfully completing the second cycle of NAAC Accreditation and scoring B++		
2. Quality Enhancement during the pandemic through online Teaching, Learning and Assessment		
3. Academic and Administrative Audit conducted and the inputs were considered for the successful planning and execution of work for the next year		
4. Research programs and research support provided to both faculty and students		
5. Online Student National Seminar was successfully organised		
12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		

Plan of Action	Achievements/Outcomes
NAAC second cycle	Successfully completed the Process with B++ Accreditation
To conduct FDPs for the faculty	Conducted 2 FDPs for the teaching faculty and 2 for the non-teaching faculty
To boost research and development	Research Cell conducted 22 orientation sessions for the faculty and students
To improve Placements	157 students were placed during the academic year
To enhance Certificate Courses	Online certificate courses were conducted for the first time to create flexibility for students and the number of courses offered were 9
To develop PG Programmes	MBA Programme was added and application for a research Centre was initiated.
To instill the spirit of research acumen	The number of doctoral degree holders increased to 16 and faculties pursuing their doctoral degree increased to 25.
To provide the PG students with more space for research	A new PG block was constructed with world class facilities
To conduct more outreach programmes	21 outreach and extension activities were conducted to support and help the society

13. Whether the AQAR was placed before statutory body?	Yes
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- Name of the statutory body

Name	Date of meeting(s)
Governing Council, SFS College	10/03/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
20-21	02/03/2022

15. Multidisciplinary / interdisciplinary

The institution offers courses from various streams like Commerce, Business Administration, Humanities, Science, and Computer Applications. The institution is affiliated with Bangalore University which offers triple/double majors in its undergraduate courses. Interdisciplinary learning is inculcated in the curriculum paving way for the students to have knowledge about various disciplines and opening up the forum for choosing their Post graduate degree from different options available to them through interdisciplinary/multidisciplinary learning. The management and the faculty geared up for the preparation of NEP 2020 by attending various seminars and workshops on NEP 2020.

16. Academic bank of credits (ABC):

The institution is affiliated with Bangalore University and follows the rules and regulations set by the University on the Exams and Results. Karnataka is the first state to implement NEP 2020 and Bangalore University is working on the same. Once the University releases its procedures to implement the Academic Bank of Credits, the institution will follow through. The institution's faculty has been a part of the syllabus framing board of Bangalore University and on the textbook committees, giving the institution a better understanding of the system and the flexibility to frame the curriculum. The college has already adopted the CBCS where credits were assigned to the students and with the introduction of NEP 2020, the ABC will be adopted soon.

17. Skill development:

The institution offers skill development courses to all students to enhance their skills to be industry ready. The skill development courses include language and communication skills, soft skills, life skills, and computing skills. Courses are offered by experts in the area and industry experts are also called included in conducting these programs. It is made compulsory for all students to undergo these Skill Development Courses as part of their curriculum.

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

The institution celebrates all the important Indian festivals and events of national importance. The college also celebrates "Ethnic Day" where the students are encouraged to celebrate their identity and culture. Food festivals are organized and cultural fests are also organized to promote Indian Culture. Indian languages are encouraged and inculcated into the syllabus. Faculty are encouraged to teach in bi-lingual methods and Indian values are inculcated in the students. Yoga is encouraged and Yoga day is celebrated.

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

Outcome Based Education has been adopted by the institution and the system is integrated through the OBE team constituted by the institution. The University provides the Graduate Attributes. The specific department designs the Program output and the Program Specific Outcomes. The Course outputs are provided by the subject experts with an understanding of bloom's taxonomy. The PO/CO mapping is done through Linways Technology and the PO/CO Attainment is calculated for the CIA at the end of every semester. With this attainment, the IQAC reviews the performance of the students and provides suggestions and recommendations to the OBE team and the Head of the departments to improve the quality of education provided to the students.

20.Distance education/online education:

Certificate/ Add on courses are offered through online mode for the students. The videos are uploaded to Youtube and the links are shared through our Learning Management system. The students attend quizzes and submit their assignments through Linways Technology (LT), our ERP Partner. The faculty share course materials, video links, support materials, and assignments through LT. Students' attendance, Internal Marks, notifications, and other details are sent through LT. The institution has very good wi-fi connectivity, and the faculty and students benefit from it. Classroom teaching involves video lectures, usage of ICT tools, and so on.

Extended Profile

1.Programme

1.1 1300

Number of courses offered by the institution across all programs

during the year

File Description	Documents
Data Template	View File

2.Student

2.1 **2121**

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 **436**

Number of seats earmarked for reserved category as per GOI/ State
Govt. rule during the year

File Description	Documents
Data Template	View File

2.3 **663**

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1 **102**

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 **102**

Number of sanctioned posts during the year

Extended Profile

1. Programme

1.1	1300
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	2121
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	436
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	663
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3. Academic

3.1	102
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	102
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	70
Total number of Classrooms and Seminar halls	
4.2	335.78394
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	264
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

St. Francis de Sales College adopts the Choice Based Credit System (CBCS) prescribed by Bangalore University and implements it in all undergraduate and postgraduate degree programmes. The college offers 21 programmes. Based on the feedback drawn from all stakeholders, the Academic Council and the IQAC team prepare, plan, and implements the curriculum. The identification of gaps in teaching and learning, the design and introduction of the certificate/add on courses and skill development programs, the arrangements for academia-industry connect, the offer of internship opportunities, and the organizing of many events like seminars, conferences, and workshops are carried out by these College bodies effectively.

The entire academic activities and events are recorded and implemented through ERP software. Based on the calendar of events of Bangalore University, the College events are planned and notified in the Academic Calendar. This Calendar is uploaded on

the College website, displayed on the College notice board for further reference, and distributed to students. It contains the schedule of internal and model examinations, the dates for the submission of projects as well as the dates of National and International conferences, guest lectures, and FDPs. Besides, the date schedule of sports and cultural events, field trips, student tours, industry-academia meets, departmental and institutional events find a place in the Calendar.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.sfscollege.in/syllabus.php

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The calendar of academic, co-curricular, and extra-curricular events to be conducted by the college is prepared by the Academic Council and Internal Quality Assurance Cell (IQAC). It is prepared well in advance before the academic year starts. The calendar is uploaded on the website, displayed on the notice board, and distributed to students and faculty for further reference. The college follows the schedule laid out in the calendar and organizes all events based on the feedback obtained, decisions taken and plans conceived by the Academic Council and IQAC. It contains the vision and mission of the college, the schedule of internal and model examinations, the dates for the submission of projects, and the tentative dates to organize various conferences and seminars including guest lectures for students and faculty development programs (FDP).

The departments of all undergraduate and postgraduate programmes prepare their course plans based on the dates of internal and model examinations mentioned in the academic calendar. The theory and practical exams related to add-on courses are scheduled based on the information provided in the calendar. The calendar is prepared in such a way that the students can pursue projects and take up internship opportunities that are prescribed by the university syllabus. Besides attending weekly seminars, the students can also participate in activity-based and peer group learning which is part of the curriculum. The Calendar also provides dates for organizing various events and celebrations in the college.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.sfscollege.in/calendar.php

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

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

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

21

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

9

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

2121

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

1.3 - Curriculum Enrichment

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

The College focuses on inculcating values of life such as teamwork, compassion, integrity, and positive thinking in line with the core values set by it. While our eco-friendly campus environment is reflective of our serious commitment to the cause of environmental sustainability in our curriculum, the aspect of gender equity visible in the college talks about our belief in equality and justice. The transparency in evaluation, feedback system, open discussions, and communication will inform about the professional ethics that the college practices. Our competent faculty engage many interdisciplinary add-on courses prescribed by the university syllabus such as Indian Constitution and Human Rights, Environment and Public Health, Science and Society, Rural Development and Cooperative Management, and Media and Society to develop students' professional skills. Besides, it offers many value-added and certificate courses that are subject-related as well as life-supporting.

While many events of National Cadet Corps (NCC), National Social Service (NSS), Red Cross, Karnataka Civil Defence (KCD), Health Club, and Support to Farmer Cell promote community service among students, many cells like Women Cell, Sexual Harassment and Prevention Cell, Anti-Ragging Committee work towards promoting the idea of gender inclusivity. The Student Counselling Centre, the Placement Cell, the Health Club, and other committees organize many events and activities for the students to make them understand the significance of ethics, values, social consciousness, and inclusivity of various kinds and develop their personalities.

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

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

72

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

1214

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://www.sfscollege.in/pdf/Curriculum_Feedback_Analysis_2020_2021.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.sfscollege.in/pdf/Action_Taken_Report_2020_21.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

825

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

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

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

436

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

2.2 - Catering to Student Diversity

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

The institution assesses the learning levels of the students, after admission and organizes special programmes for advanced learners and slow learners.

The class coordinators , subject teachers, and the mentors discuss and identify the students learning ability based on

- previous course marks
- participation in classroom activities
- performance of class tests and internal exams.
- Mentoring and Counseling

Strategies adopted for slow learners

- Remedial Classes
- Full-time Library
- Peer learning System
- Provision of simple and standard lecture notes/course materials.
- Parents are informed about the progress of the students on a

regular basis

- Academic and personal counseling.

Strategies adopted for Advanced learners

- Institution encourages the students with Merit and Meritorious Scholarship
- Provision of additional learning and reference material.
- Special Coaching for the first 3 class toppers of every classis conducted regularly to secure University Ranks or centum marks
- Students are encouraged to participate and present papers in various Seminars/ Conferences/ Workshops/ Inter-Collegiate Competitions organized by other colleges.
- Online Skill Development courses, Value Added Courses, Certificate Courses, and online library facilities are also available to facilitate learning

File Description	Documents
Paste link for additional information	https://sfscollege.in/Advanced_Slow_Learners.php
Upload any additional information	View File

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

Number of Students	Number of Teachers
2121	102

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Participative Learning

Formative tests: The College has a system to conduct weekly evaluation tests, class tests, Internal exams, model exams,

Presentations, and assignments to support the student.

Role-Plays: Roleplay helps our students to learn and try out the experience in a play style.

Group Discussions and Debates: To improve communication skills, managerial skills, and personality development skills Group discussions are conducted regularly.

Guest Lectures and Seminars: We organize these programs to help the students to be aware of the advanced technologies and industry needs in their field of study.

Experiential Learning

Laboratory Experience: We provide Science, Computer, Commerce, Business, Media, and Language Labs to students to explore the theoretical aspects with practical knowledge.

Field Trips and Industrial Visits:The students are taken to field trips and industrial visits and centers of higher learning where the students get a hands-on experience of how an industry or organization functions.

Internships: The College timings are set from 8 to 2 to support the students for internship programs which is one of the important aspects of higher education. This bridges the gap between the classroom and the industry.

Problem Solving Methodologies: Case Studies, Projects, and Writing Research Papers enhance the creative, logical, and critical thinking of students.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	https://sfscollege.in/Student_Centric_Methods.php

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Teachers use ICT-enabled tools for an effective teaching-learning process. All the classrooms and labs are ICT enabled with projectors installed and the campus is enabled with high-speed wifi connection.

The faculty use various ICT enabled tools :

1. Learning Management System - Linways Technologies: LMS supports in creating class, attendance, course materials, assignment, presentation, exams, reports, etc.

2. Video Conference Tools - G-Meet, Zoom: These tools use to conduct seminars, webinars, and meetings with students and faculty

3. Presentation Tools: Microsoft PowerPoint Presentation and interactive online tools are used for effective lecture delivery.

4. White Board for interactive classes

5. Online assessment Tools

6. Virtual labs are used to conduct labs through simulations.

7. Online Courses: Faculty are encouraged to attend online courses from NPTEL, AICTE, etc to update their subject knowledge

8. Online Course content: Faculty develop course content for certificate courses and skill development programs offered by the college

9. INFLIBNET facility to connect with the national library

.10. The College conduct FDP regularly to update with the ICT tools.

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

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

2.3.3.1 - Number of mentors

102

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

102

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

19

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

415

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

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The mechanism of Internal assessment in college is transparent and every student is made aware of the standard internal evaluation procedure. The same is mentioned in the handbook also. The college prepares an Academic Calendar in line with the university calendar prior to the commencement of the academic year in consultation with the Academic Coordinator and IQAC.

The answer papers of the internal tests are evaluated within a week of the completion of the exam and the marks are communicated to the students in the classroom and through LMS. The Internal Assessment Marks (IA) are calculated based on a Slab System - depending on the marks obtained in the Internal Tests, Assignments, Seminars, projects, and Attendance. The college strictly follows the minimum required class attendance to permit to write university exams. Once the Internal Assessment Marks are calculated, it is displayed on the Notice Board as well as verified by the students. . For any further grievance, the students can approach the HOD and is later, if necessary, referred

to the Principal. The Principal conducts Review Meetings department-wise to give necessary feedback for the improvement of students' performance. The Exam Cell of the college is responsible for the conduct of the exams and marks of the students.

File Description	Documents
Any additional information	View File
Link for additional information	https://sfscollege.in/grievance_management.php

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

The college has created a transparent mechanism to redress students' grievances related to academic processes, such as internal assessment, attendance, conducting of examinations, and assignment evaluation.

An Examination Cell is constituted with faculty members from different departments and staff from the administrative office, for the smooth conduct of examinations. The Cell consults with the Principal regarding all matters relating to the conduct of exams such as seating arrangements, timetable of the exam, timings, code of conduct by students and faculty members during the exam, malpractices, and handling of grievances. After internal exams and model exams, answer booklets are distributed to the students for clarification. The students are permitted to write university exams with the minimum required attendance instructed by the university.

At the university level, after receiving the result, the student can further apply for revaluation. In addition, for any other grievance related to the exam, the college liaison officer communicates the same to the University and does a follow-up until the grievance is addressed and the same is notified to the student. The Principal conducts Review Meetings department-wise to give necessary feedback for the improvement of students' performance. A Parent-Teacher meeting is conducted regularly every semester to inform about the student's performance to the parents.

File Description	Documents
Any additional information	View File
Link for additional information	https://sfscollege.in/grievance_management.php

2.6 - Student Performance and Learning Outcomes

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

Program and Course outcomes are stated and displayed on the website for all programs offered by the institution in accordance with its vision, mission, goal, and university-specified program/course objectives.

After the subject allotment, the Head of the Department along with the members discuss the course outcome considering the previous attainment. The course outcomes are communicated to the students. The PO and CO primarily seek to ensure that students acquire knowledge and skills which are critical for building competence and personality. Importance is also given to the holistic development of the students as these outcomes impart values and ethics and enhance their interpersonal and communication skills. The commerce program helps students to be equipped in areas of finance, accounting, taxation, and commerce. The management programs help the students to gain essential knowledge about the corporate world and also the fundamentals of administration. The humanities programs help to understand various aspects of society's needs. The language departments play a key role in enhancing communication skills and literature. The Science programs teach more about the scientific world and also help to accelerate the arithmetic, logic, and reasoning skills. Computer Science helps students to attain the ability to analyze a problem and its solution in the new technological era.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.sfscollege.in/pdf/poco.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The Institution has a well-defined mechanism to assess the program outcome and course outcomes through direct and indirect methods. This provides evidence of how well students are meeting the goals and objectives of each course and program. Interpreting this evidence enables the teachers to make the necessary changes to ensure the objectives are met. Direct methods include assessing samples of students' work. This is achieved through comparing direct examinations, assignments and seminar work, and performance in a class of student knowledge or skills against measurable course outcomes. The knowledge and skills described by the course outcomes are assessed using specific questions in University Examination, internal exams, assignments, and seminars. Benchmarks are set to analyze the learning objectives that have been met and what is the overall performance that will be accepted as indicative that all the students collectively have met the objectives.

Indirect assessment strategies are implemented by conducting in Student Satisfaction Survey, Exit Survey, and Alumni Survey. The IQAC regularly monitors the attainment level for every student, course, and program and the required measures and activities such as additional measures remedial classes, tutorial classes, additional assignments, counseling, Entrepreneurship ideas, competitive exam training, and certificate courses, value-added courses, internship programs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sfscollege.in/pdf/poco.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

550

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://www.sfscollege.in/pdf/263_Annual_examination_report_2020_2021.pdf

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://www.sfscollege.in/pdf/SSS_20_22.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

1

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

1

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

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

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

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The College has created a strong entrepreneurship and innovation Ecosystem through its Entrepreneurship and Incubation Cell - ASPIRE, started on 10th July 2017. The Cell mentors and nurtures the students by providing them with the necessary knowledge, expert advice, and planning innovative activities for them.

Recently the college registered to IIC - Institution Innovation Council, and has been participating in activities conducted by IIC. The institution has also successfully submitted its quarterly report to IIC. Students have heard from great speakers and have come up with entrepreneurial ideas.

Experts from the industry are invited to give an insight to the students on how to develop an idea into a successful start-up. Guidance is provided to the students to groom them to be successful entrepreneurs. The College has signed MoUs with a number of institutes where the students are sent for internships so that

they get hands-on exposure on how to run a business. Also, students are taken on frequent industrial visits that give them an idea of how businesses function. So far, the incubation cell has successfully supported three start-ups, two in the college premises and one with support of ESTAH.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollge.in/cells.php

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

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

20

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

1

File Description	Documents
URL to the research page on HEI website	https://www.sfscollge.in/Research.php
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

31

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

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

14

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

Service to the society has been the motto of our College since its inception and to imbibe the same among the students. The College regularly conducts many social outreach programmes in collaboration with government agencies and NGOs. As a part of the social outreach programmes, the College organizes awareness campaigns through rallies and street plays on pertinent issues like child abuse, corruption, environment, organ donation, prevention of sexual harassment of women, AIDS awareness, cancer awareness, prevention of dengue, anti-pollution, drugs abuse and trafficking, prevention of tobacco consumption, save rivers, animal protection etc.

The prevailing COVID -19 Pandemic situation paved an opportunity

to organize vaccination drives to the students and the public around the vicinity of Hebbagodi. Many fitness drives were organized to bring awareness about health and importance of physical and mental health during pandemic. We also organize eco-sustainability drives like waste management and disposal, e-waste management, water conservation etc. The students visit old age homes, orphanages and government schools and hospitals. We organize health check-up camps, dental and eye check-up camps, blood donation camps and self-defence classes for women for the underprivileged people of the society.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/extension_outreach.php
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

05

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

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

09

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

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

1485

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

07

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

04

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The institution has consistently adopted a proactive policy in creating an environment conducive to the academic and overall development of students. The college is situated on a 40-acre campus in the Bangalore Rural District. The Main Building is a four-storey structure that includes the Administrative Wing, the Principal's Chamber and Office, board room, hospitality room, staff rooms, restrooms, seminar halls, conference rooms, Infirmary room, and an auditorium. The classrooms are spacious, well furnished, with proper ventilation and lighting, and most of the classrooms are facilitated with Audio-Visual aids.

Saint Francis De sales College has a vast IT infrastructure with world-class Lab facilities. All the computers in the centers are provided with the latest software and hardware. Internet, printing, and scanning facilities are available. Optimal deployment of IT infrastructure is ensured through conducting workshops, awareness programs, and training programs for faculty on the use of new technology. One of the notable facilities is the provision of a Wi-Fi facility for both staff and students.

Taking the initiative to be an eco-friendly campus, the college

has solar lights installed in the walkway and rooftop solar panels are installed to conserve energy. Apart from this, various facilities are available to conserve water and a waste management system is in place to recycle the waste.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/physical_facilities.php

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

St. Francis de Sales College is known for its rich cultural ethos which provides a platform for students' intellectual and cultural growth.

Facilities for the cultural activities:

- Open Auditorium (4000 seating capacity)
- New Auditorium (1800 seating capacity)
- Auditorium (300 seating capacity)
- Green Rooms
- Backstage
- Cultural Store Room
- Non AC Conference Hall 1
- Non AC Seminar Hall 1
- A/C Conference Room 2 & 3 (capacity of 100 each)
- A/C Seminar Hall 2 (300 capacity)
- Common Room for Girls
- Common Room for Boys
- Music zone

FACILITIES FOR SPORTS ACTIVITIES:

- 4 Basketball Courts
- 2 Volleyball Courts
- 2 Badminton courts
- Cricket ground
- Football ground
- Football practice ground
- Soft Ball/baseball practice ground
- Kho-Kho practice ground

- Kabadi practice ground
- Indoor Games - Chess, Carrom, Table Tennis.

GYM FACILITIES:

- The College maintains a multi-gym facility in the basement of the College.
- The gym has the assigned timings of 6 am to 8 am and 3 pm to 6 pm for the students as well as faculty.

YOGA FACILITIES:

- International Yoga Day is celebrated on the campus every year.
- The NCC & NSS actively participate in conducting Yoga camps.
- Staff & Students participate actively in the Yoga sessions organised

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/Sports_Cultural_Facilities.php

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

70

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/ICT.php
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

335.78394

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource**4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

A library is a place where the knowledge thirst of the readers gets quenched. With thousands of books and a digital library with high-speed internet, the Library is the knowledge centre of the institution.

The College library is fully automated. It also has a Digital Library. The College has a library committee to administer and organise the events of the Library. The library is well equipped with an internet facility and it is student-friendly. The library has a separate section of journals and reference books, especially for the Faculty Members. The textbook section is mainly used by the students.

Keeping in view the significance of the Library in an institution, St Francis de Sales College has a dedicated space allotted for it. The record/catalogue of books is completely computerized and it utilizes the Libssoftware to streamline the data.

Libs-software is one of the best open-source library automation software, used by over 3,000 academic, public, and special libraries around the world. Libs-soft has all the modules for a fully-functional library software - This software stores difficult-to-obtain, low circulation reports and papers. This software has the below-mentioned features:

- 1) Catalogue of books
- 2) Entries of Journals & Magazines
- 3) Book search option
- 4) Students can check in & check-out
- 5) Barcode

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.sfscollege.in/LIBRARY_FACILITI ES.php

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

1.32002

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

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

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

120

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

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The IQAC team had collected recommendations from all the departments on improving the college IT infrastructure. All the computers in the centres are provided with the latest software and hardware. Internet, printing, uninterrupted power backup and scanning facilities are also available. The teaching of I.T and computer-based papers is carried out through OHP screens. Optimal deployment of I.T infrastructure is ensured through conducting workshops, awareness programs, and training programs for faculty on the use of new technology.

AMC AND MAINTENANCE Renewal of AMC is done for the Software applications, UPS and Generators. To ensure adequate IT infrastructure the institution has invested in quality hardware and software. The notable strategies adopted to ensure high-quality Online Learning are:

- The campus is updated with 150Mbps Bandwidth Internet Speed through which the students' Online fee payment, automated online Examination Fees payment, Hall ticket generation, and results are published creating efficiency for managing academic procedures.
- Online tests for selected courses, daily attendance status access, registration of students using ERP
- Remote Access to Learning Resources through e-Resource Centre
- Multimedia Approach to Teaching and Learning
- Access to MOOC courses
- Conduct Online Certificate Courses & Online Internships
- Provision for Online counseling
- Online admission process.
- Wi-Fi enabled campus is another attraction

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/Wi_Fi_Facilities.php

4.3.2 - Number of Computers

264

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

46.68777

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

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

1. The following procedures are adapted for the maintenance of computer facilities:

An agreement has been made with Royale Technologies to maintain the IT infrastructure of the campus.

? The details of the ESP are as follows: Mr. Ramesh, Royale Technologies No.123, GPR Royale Layout, Huskur Main Road Bangalore-100 || GSTI N/U1 N: 29A1JPR41 09E1ZG

2. Maintenance of Classrooms: The Support Staff of the College under the supervision of the Infrastructure Supervisor takes care of the cleaning of classrooms on a daily basis.

3. Maintenance of Indoor Sports:

? The indoor sports facility are maintained on a regular basis.

4. ESCALATION MATRIX:

? Escalation Matrix is followed to ensure that all the academic and support facilities are maintained properly. Students and Faculty Members can approach the Infrastructure Supervisor for any requests on upgrading or maintenance of facilities.

5. MAINTENANCE OF LABS: ? The labs, lab tables, and platforms are cleaned every day.

6. GENERAL MAINTENANCE: ? Stock is maintained for the essential items and stock verification is done on regular basis by the campus manager. ? An in-house plumber, electrician, and gardener are available for maintenance of the campus. ? A ledger book is maintained wherein the staff enters the requirement for the

problem to be addressed.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/pdf/sop_sfscollege.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

164

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

919

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://www.sfscollge.in/Capacity_Enhancement.php
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

1989

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

1989

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

5.1.5 - The Institution has a transparent

A. All of the above

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

157

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

70

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

7

File Description	Documents
Upload supporting data for the same	View File
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

26

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

Student Council is one of the important wings in the college that represents the student body. They are encouraged to speak up about academic affairs and establish proposals to make our college a comforting and educating place for future growth. St. Francis De Sales College has had a dynamic student council that aims to achieve the goals of the college and the students.

Though pandemics have affected the regular working days the student council was active in conducting the events online and stretching their hands together with the alumni by helping the covid patients and people who are affected by the pandemic.

- Successfully organized Fresher's Day.
- Successfully organized the annual intra collegiate cultural festival.
- Organised the inaugural ceremony of the Department Associations.
- Organised Swatch Bharat Abhiyan on the College Campus.
- Coordinated and volunteered successfully in conducting seminars and workshops
- Students were part of framing guidelines for the clubs in the college and oversaw the activities of these clubs.
- Helps in maintaining discipline in the College.
- Assisted students in claiming scholarships and getting library cards etc.
- Assisted faculty in organizing e- Waste Programme.
- Helped in smooth conduct and organizing of various online programs and events for the students during the pandemic.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/cells.php
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

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

22

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

5.4 - Alumni Engagement

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

St. Francis de Sales College firmly believes in bonding with not just the current students but also the students who have been a part of this institution in the past. The Alumni meeting at SFS is usually conducted on the 3rd Sunday of August every year. Amizade-the Alumni meet is a grand celebration where old friends get together and relive the moments spent on the campus.

The Alumni contribution includes-

- Conducting periodic meetings of the committee to chalk out a plan of action.
- Supporting placements
- Financial assistance for the students who were affected by the pandemic.

- Collecting old books for the students who are badly affected by the pandemic
- Conducted awareness sessions for students
- Conducting training sessions on industry practices and professional approaches by industry professionals.
- Conducting personality development training etc.
- Interacting with unemployed alumni to find the probability for employment.
- Conducting social welfare activities such as blood donation, health awareness programs, tree plantation, cleanliness drives, etc.

Considering the current pandemic situation, the alumni decided not to have a get-together rather they together with the student council have decided to extend their hands toward the people who are affected by the pandemic. Thus, the Alumni stood as a role model for the younger generation.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/Alumni_2020.php
Upload any additional information	View File

5.4.2 - Alumni contribution during the year D. 1 Lakhs - 3Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

As the vision of our College states, we provide a centre for excellence for students with highly qualified faculty, very amicable support staff, and an institution run by able management. We impart quality education that includes cultural and moral values. The College is run by MSFS Fathers, who have two centuries of experience and expertise in imparting quality higher education in every continent of the world. The MSFS Fathers are optimistically committed to forming the 'Future world citizens'

through more than 160 quality educational institutions in India.

The college has all the policies and procedures delineated and it is made mandatory to go by the system created by the management for the smooth functioning of the institution. The process of the events is chalked out at the beginning of the year and is approved by the Academic Council. At the end of every year, suggestions and feedback are received from the staff, students, and other stakeholders for the improvement of the system. Based on those suggestions and feedback, the events are planned and executed by the dedicated staff. The staff and the management always discuss the execution of events and their valuable suggestions are always highly valued.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/vision.php
Upload any additional information	View File

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

Decentralization - Heads of the departments as decision-makers: To cater to the various needs of the College, the management has decentralized the powers to the HODs of the departments and the Coordinators of various Committees and Cells. The decision-making responsibility is given to the HODs on the curriculum development, planning the events for the department, executing the plans, and executing improvement strategies for the students. They are given the liberty to introduce and adopt various innovative teaching methodologies. The HODs of the departments are on the interview board and the prospective candidates for their departments are selected based on their suggestions and recommendations.

Participative Management - DSRM An innovative practice of the college is having a Daily Staff Review Meeting (DSRM) where the teaching and the non-teaching staff are invited for a discussion at the end of every day and the forum is open for discussion on the topics which needs the management's attention. One such decision was the formation of the Academic Audit and Accreditation

Cell (AAA) which will take care of the qualitative improvement and function as the data bank of the institution. The AAA Coordinator will work in line with the IQAC Coordinator, suggesting and recommending quality initiatives for the development of the institution.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/cells.php
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The College creates its perspective plan every five years with the focus on improving the quality culture. The perspective plan aligns with the vision and mission of the college. To frame the perspective plan of the institution, the IQAC conducts meetings with the management, Academic Council, Student Council, and various Committees and Cells, Alumni, Industry experts, and various Stakeholders. The viewpoints and suggestions of all the stakeholders are taken into consideration. The perspective plan is then framed and approved by the Governing Council of the College, which is later executed by the IQAC. The perspective plan includes all the key elements for the improvement of the College. The key objectives include Improving the Quality of Education in the Institution, Facilitating Research Opportunities, Human Resource Development, Infrastructure Development, Curriculum Enrichment, Academic Excellence, and Student Progression.

During the academic year, 2020-21 AICTE approval for the MBA program was received. A new PG block was constructed. The library was enhanced with the new software - LIBSOFT. As a move towards research and development, 25 faculty enrolled for Ph.D. and the number of research publications increased.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.sfscollege.in/pdf/Perspective_Plan20_21.pdf
Upload any additional information	No File Uploaded

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

St. Francis de Sales College functions in a very linear process and has all the policies are in place making the institution operate in a well-organized manner. The Governing Body, comprising the visionary trustees, leads the institution towards excellence, transformation, and efficiency. The Principal at the helm of affairs steers the college in the path of development. The IQAC supports the management in effectively planning and executing the plans for improving the quality culture in the College. The Academic Council headed by the Academic Coordinators, along with IQAC plays a very crucial role in planning the teaching-learning process. The Academic Council is responsible for all the academic activities and the activities are planned to have a holistic development for the students. The academic setup of the institution has the HODs at the top, who lead the departmental activities, and to support them, the department coordinators are placed next to them. The roles and responsibilities of each stakeholder are defined and the same is handed to the stakeholders for a better understanding of the institutional policies. The academic and administrative officer of the College works in line with the administrative setup and they provide the required assistance in the functioning of the institution.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://www.sfscollege.in/pdf/Organogram_2020_21.pdf
Upload any additional information	View File

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	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

St. Francis de Sales College creates an ambient atmosphere for the teaching as well as non-teaching staff by having facilities to make them feel comfortable and motivate them to work in a satisfied manner. The following are some of the welfare measures provided to create a better workplace for the Teaching Staff: 1. Medical reimbursement in deserving cases 2. Scholarships to the staff's children studying under the same umbrella of institutions 3. Festival bonus for staff 4. Funding for minor research projects 5. Bus facility 6. Seed money for research 7. Free Wi-Fi facility and digital library facility 8. Dedicated Computer room with printers for staff 9. On-Campus bank facility 10. Daycare facility for staff kids

Some of the welfare measures provided for the Non-Teaching Staff: 1. Financial support for staff whose kin has passed away 2. Interest-free loans for repair and construction of houses 3. Scholarships to the staff's children studying under the same umbrella of institutions 4. Festival bonus for staff 5. Medical reimbursement in serious cases 6. Rooms with lockers for staff

Apart from the welfare measures provided, there is a counsellor who is available on the campus to address the issues of the staff. HR also replies to the queries raised by the staff in administrative issues.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/Welfare Facilities.php
Upload any additional information	View File

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

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

31

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

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

4

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

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

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

80

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

St. Francis de Sales College not only believes in the holistic development of the students but also in the comprehensive development of the faculty as well. To provide them with an opportunity to evaluate themselves and improve on the fronts where

the faculty needs attention, the College has a Performance Appraisal System in place for both the teaching as well as the non-teaching staff. For the teaching staff, there are various methods to ascertain their capabilities. As a first step, feedback is taken from the students concerning the teaching skills and the support provided by the staff in their learning process. A self-appraisal form is filled out by the staff which covers the areas like research, academic accomplishments, SWOT analysis of the self, and the result analysis of the subjects they handled. Later their self-appraisal forms are evaluated by the HODs/Coordinators and the same is forwarded to the Principal. An overall analysis of all the analyses is consolidated and the faculty is rated for their performances in various capacities. This rating is communicated to the staff and the staff uses it as a reference to improve their performances on various fronts. For the non-teaching staff, the same set of procedures is in place as the teaching staff.

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The internal audit of the institution is done every year by the Trust Authorities and the external audit is done annually by one of the reputed auditors in Bangalore - Lawrance Tellies Associates. The college has a well-functioning administrative office and an HR who takes care of all the financial transactions in the institution. Every financial transaction has to be approved by the Principal and the HR is responsible for maintaining the records. The records are kept intact and ready for verification at any point in time. The internal audit is done in March every year. The Administrator along with his finance team conducts the internal audit. The administrator collects all the details and carries out complete scrutiny of all the documents submitted and the same is later given to a professional auditing firm to prepare the balance sheets. The External Audit is conducted by a team of CA from Bangalore Lawrance Tellies Associates and they verify all the financial accounts of the institution. They seek verification

in case of any discrepancies. They then prepare the balance sheet of the institution and submit the same to the management. The management tracks all the auditing and maintains a record of the proceedings.

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

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

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

10

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The Institution has a very strong mechanism to monitor the effective and efficient use of the available financial resource. The Principal is the chief signatory of every financial transaction. The institution carries all the financial transactions through the bank only. The bank transaction records are maintained in a flawless manner. The financial resources are effectively monitored through both internal and external audits of the accounts. The institution has a Finance Committee in place to plan the budgeting of the institution. The College is a self-financing college, and hence most of the funds of the college are self-generated. Every year the college management plans the budget for the College, based on the funds available. The college generates funds through: 1. Student's fee 2. Donations from non-governmental organisations 3. Donations from individuals 4. Donations from Alumni 5. Interest from Corpus funds The funds are

allocated for the following: 1. Infra-structural development 2. Payment of salary for the staff 3. ICT developments 4. Updating the library 5. Payment for resource persons and conducting seminars/conference/workshops 6. Seed funding for minor research and support for research paper publications 7. Emergency Support for staff

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

6.5 - Internal Quality Assurance System

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

The IQAC at SFS College works with the primary aim of developing a system of conscious, consistent, and catalytic action to improve the academic and administrative performance of the institution. The IQAC prepared itself for the NAAC assessment during the academic year 2020-2021. The IQAC worked tirelessly to categorize the documents to be presented for the NAAC and brought together all the faculty of the college as one unit for the accreditation process. After the SSR submission, the Peer Team visited the institution on the 8th and 9th of April 2021 and the institution was graded B++ by the NAAC. To assure the quality sustenance in the institution, the Academic Audit and Accreditation Cell was formed and this team followed the same guidelines of the AAA suggested by NAAC. The team and IQAC take care of the quality improvements in the institution and AAA suggest to IQAC from time to time, the improvements needed by conducting Internal Quality Audits. During the pandemic, the IQAC and ICT team of the college worked hand-in-hand to streamline the learning system and provide uninterrupted knowledge to the students. Along with online classes, various online activities were also conducted for the development of the students. Online exams were conducted and for the first time, an online parents-teachers meet was conducted. A huge number of parents turned up for the meeting and gave their suggestions and feedback about the institution.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/igac.php
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

St. Francis de Sales College is growing its numbers with the number of courses and admissions being taken up in the Post Graduate Centre and to elevate to the next level in the education arena, the institution has applied for a Research Centre from Bangalore University for the departments of Commerce and Management. The Research Centre once approved will guide students to excel in research and provide a platform to take up their doctoral studies. As another step towards providing quality education to students, during the academic year, the number of faculty who completed Ph.D. raised to 16 and the number of faculty pursuing Ph.D. was 25. The number of publications by the faculty also rose to 31 and all of them were published in UGC CARE listed and SCOPUS indexed journals to assure the quality of the research work. The participation of faculty in seminars, conferences, and Faculty enrichment programs also had substantial numbers during the academic year.

Students were also encouraged to publish papers and a few of our students also published their papers in UGC CARE listed journals. The number of students placed during the year stood at 141.

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality

A. All of the above

initiatives with other institution(s)**Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

File Description	Documents
Paste web link of Annual reports of Institution	https://www.sfscollege.in/annual_report.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

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

Desalite Women Empowerment Cell (DWEC) was established with the motto of "Empowered Mind". The cell focuses on the concerns related to women and suitable measures to overcome the same. DWEC organized a session on "Decision making" on 03.03.2021 for II Year students of Postgraduate Centre, SFS College. Mrs Lathika Chandran, Students Counsellor highlighted the steps involved in decision making, the importance and ways to handle situations in case of wrong decisions. A session on "Resilience" was organised on 12.03.2021 for I Year students of Postgraduate Centre and Mrs Lathika Chandran brought awareness among students about resilience and its importance.

DWEC celebrated International Women's Day on 8th March 2021. "Major Aditi Mohan was invited to the event and she was awarded "Woman Icon of Inspiration -2021". On account of the International Day of Action for Women's Health on 28.05.2021, DWEC invited Dr Akshata Gowda, MBBS, MD, Consultant Psychiatrist, Tumkur to address students on "Maintaining Health During Pandemic". DWEC in association with Counselling Cell organized Online session on "Internet Addiction" on 30.06.2021 The Cell organised Online Training Session on "Self-Grooming" for UG & PG students on 7th July 2021. Mr. Nabeel Ahmed Baig, Founder, HULM training and

development Pvt. Ltd, Bangalore, Co-Founder, ReAssure Foundation, was invited to handle the session.

File Description	Documents
Annual gender sensitization action plan	https://www.sfscollege.in/pdf/Gender_Sensitization_Plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.sfscollege.in/711_Facilities.php

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

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Paper waste segregated from the waste collection bins is disposed of in the BBMP collection vehicle. Bio wastes are also given to the BBMP collection vehicle. Dry leaves and sticks under the plants and trees are cleaned timely and disposed through BBMP.

Glass waste is generated in very small quantities collected in bins and disposed to BBMP. Damaged furniture is stored in the storeroom; based on the condition of the furniture either it is refurbished or sold to vendors. In each room, there is a separate waste collection bin and the waste/garbage collected is given to BBMP municipal agencies on daily basis. There are separate bins and incinerators provided in the girl's washroom to collect

sanitary biowaste.

An E-waste drive is conducted once in 6 months. Most of the e-waste is used to educate the students. Some of the student academic projects are made using the available e-waste and the same demo item is made available for a year or two. These projects are showcased during exhibitions and visits by external agencies. There is no chemical and hazardous waste generated on the campus.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: A. Any 4 or All of the above

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

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

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following
1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

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

1. Promotion of Diverse Culture

- Prathibha, the intra-collegiate cultural festival captures cultural diversity through music, dance, theatre, literary and fine arts, and YATHRA - the tourism fest explores the culture of the world.
- Ethnic day celebrations promote a sense of understanding and owning of other cultures.
- To establish a homely and pleasant atmosphere for outstation and foreign students, the administration has developed several organizations such as NEDA (North East Desalites Association) and DASA (Desalite African Student Association)
- The institution has student admissions from almost all the states and from seventeen countries.
- There is faculty representation from different socio-cultural backgrounds.
- Divyangjan policy addresses the needs of the differently-abled.

2. Promotion of regional languages such as Tamil, Telugu, Malayalam in addition to, Kannada and Hindi

- The college's location makes it easier for multilingual students to attend.
- Multilingual students can choose from a variety of languages as their second language, including Kannada, Hindi, Telugu, Malayalam, Tamil, Urdu, Sanskrit, French, Arabic, and Additional English.
- The library has different language books for students interested in reading in their mother tongue.

- Kannada sangha promotes the linguistic richness of Kannada.
- Celebration of Hindi Diwas fosters the essence of national integration and promotion of Hindi.

3. Socioeconomic Inclusivity:

- To assist economically disadvantaged students, a variety of scholarships are available, as well as assistance in obtaining part-time work. "Earn as you learn" is a philosophy that the college supports and encourages.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

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

We are staunch believers in the institution's slogan, 'Excellence, Transformation, and Efficiency.' The institution has promised to contribute to and serve society through this slogan. St Francis de Sales College (SFS) alumni are educated to preserve moral values and teach constitutional ideas.

- Institution is a firm believer in instilling in our pupils the ideals of our great leaders, and as a result, it has begun Ambedkar studies, Gandhian studies, and Kuvempu literary works and activities have been conducted to instill the values of the great leaders to our students.

- SFS also thinks that faculty with distinct personalities and ideals may help to influence the young brains of India's residents and future generations.

- Subjects such as "Indian Constitution and Tradition" are taught in an effort to mould pupils into responsible citizens who understand our constitution, culture, and heritage. In line with that, we celebrate Republic Day, Independence Day, and Martyr's Day. Competitions and rallies were organised to commemorate the values.

People require inner serenity in this day of violence. A session

was held emphasizing the importance of youngsters in sustaining human values and maintaining peace. As future citizens, kids needed to learn about climate change, the water crisis, and other important environmental challenges. As a result, to raise self-awareness among young minds, an essay writing competition and a guest lecture were held.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.sfscollege.in/719 Values reports.php
Any other relevant information	Nil

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

A. All of the above

4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

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

Celebration is a part of college life in order to build the individuals into better people by providing them opportunities to

experience the world and give them exposure to different events.

World Environment Day was celebrated to raise global awareness about the significance of healthy environment issues. On World Population Day a session was held aiming to increase awareness of various population issues. A session was held on International youth day and the focus was on the leading role young people play in eradicating poverty and achieving sustainable development.

Independence day was celebrated with students by hoisting the flag and sharing the importance of patriotism in the lives of individuals. Women's equality day was celebrated to remind the students of the importance of equality and the rights that belong to women.

A talk was organized for the students about the importance of nutrition for the Human Body and the well-being of health on National Nutrition Day. A celebration was organized to foster awareness among the international community of the importance of tourism and its social, cultural, political, and economic value on World Tourism Day.

Other festivities included Gandhi Jayanthi, Valmiki Jayanthi, Anti-poverty Day, Kannada Rajyotsava, Ethnic Day, Christmas Day, National Youth Day, Founder's Day, Republic Day, MArytry's Day, Women's Day, Ambedkar Jayanthi, Hindi Diwas and so on.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

Title 1: HEALTH FOR ALLSFS always believes in health is wealth even before the pandemic - various programmes were conducted by the Health Club for both mental and physical health of staff and students.

Objectives

1. To Promote health and hygiene in students.
2. To organize health camps.
3. To manage stress to improve mental health.

Practice: Every year as a part of best practices, we conduct various events and programmes.

Evidence of success: Even before the Pandemic, various programmes and sessions were held keeping in mind the importance of Health.

Title 2: THE WOMAN ICON OF INSPIRATION

SFS always believes in acknowledging, appreciation and awarding people in various fields for their services ." THE WOMAN ICON OF INSPIRATION 2020-21 AWARD is one of the best practices of the institution .

Objectives :

1. To honor the contributions of women who have excelled in different fields.
2. To facilitate a platform of recognition for women achievers.
3. To ensure that both men and women are equal in terms of achieving success.

THE WOMAN ICON OF INSPIRATION is an award given by the institution to women achievers who have excelled in different fields. 8th March of every year is celebrated as International Women's Day.

File Description	Documents
Best practices in the Institutional website	https://www.sfscollege.in/pdf/2020_2021_BE_ST_PRACTICE_Edited.pdf
Any other relevant information	https://www.sfscollege.in/7_2.php

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

DISHA- DESALITE INITIATIVE FOR SOCIAL AND HOLISTIC ACTION.

To provide a centre of excellence for a holistic formation of the young who are capable of both transforming themselves and acting as catalysts of transformation in society so as to become the epitome of efficiency, mastering their life-situations and building a progressive and secular nation with an optimistic global outlook.

The Institution takes pride in establishing a committee for promoting social activities and building students to instil in them a spirit of service, dedication and commitment to the society

The role of this particular committee is wide and varied and to execute and accomplish the multi oriented tasks the following associations are part of it in jointly administering and achieving the objectives

DFFA(Desalites Farmer friendly Association) - The Desalite Farmer Friendly Association (DFFA) seeks to empower the rural community by understanding their struggles and supporting them to understand modern practices and advanced methods in agriculture.

CSA(Centre for Social Action)- The CSA keeps contacts with NGO's and other institutions of great value and coordinates programs and undertaking visits to enhance the society along with the students.

NSS(NATIONAL SERVICE SCHEME)- It inculcates the spirit of voluntary work among the students and teachers through sustained community interaction.

DNCC(NATIONAL CADET CORPS)- To inculcate moral values, discipline and patriotism among the students.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

St. Francis de Sales College adopts the Choice Based Credit System (CBCS) prescribed by Bangalore University and implements it in all undergraduate and postgraduate degree programmes. The college offers 21 programmes. Based on the feedback drawn from all stakeholders, the Academic Council and the IQAC team prepare, plan, and implements the curriculum. The identification of gaps in teaching and learning, the design and introduction of the certificate/add on courses and skill development programs, the arrangements for academia-industry connect, the offer of internship opportunities, and the organizing of many events like seminars, conferences, and workshops are carried out by these College bodies effectively.

The entire academic activities and events are recorded and implemented through ERP software. Based on the calendar of events of Bangalore University, the College events are planned and notified in the Academic Calendar. This Calendar is uploaded on the College website, displayed on the College notice board for further reference, and distributed to students. It contains the schedule of internal and model examinations, the dates for the submission of projects as well as the dates of National and International conferences, guest lectures, and FDPs. Besides, the date schedule of sports and cultural events, field trips, student tours, industry-academia meets, departmental and institutional events find a place in the Calendar.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.sfscollege.in/syllabus.php

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The calendar of academic, co-curricular, and extra-curricular

events to be conducted by the college is prepared by the Academic Council and Internal Quality Assurance Cell (IQAC). It is prepared well in advance before the academic year starts. The calendar is uploaded on the website, displayed on the notice board, and distributed to students and faculty for further reference. The college follows the schedule laid out in the calendar and organizes all events based on the feedback obtained, decisions taken and plans conceived by the Academic Council and IQAC. It contains the vision and mission of the college, the schedule of internal and model examinations, the dates for the submission of projects, and the tentative dates to organize various conferences and seminars including guest lectures for students and faculty development programs (FDP).

The departments of all undergraduate and postgraduate programmes prepare their course plans based on the dates of internal and model examinations mentioned in the academic calendar. The theory and practical exams related to add-on courses are scheduled based on the information provided in the calendar. The calendar is prepared in such a way that the students can pursue projects and take up internship opportunities that are prescribed by the university syllabus. Besides attending weekly seminars, the students can also participate in activity-based and peer group learning which is part of the curriculum. The Calendar also provides dates for organizing various events and celebrations in the college.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.sfscollege.in/calendar.php

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

21

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

9

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

2121

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

1.3 - Curriculum Enrichment

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

The College focuses on inculcating values of life such as teamwork, compassion, integrity, and positive thinking in line with the core values set by it. While our eco-friendly campus environment is reflective of our serious commitment to the cause of environmental sustainability in our curriculum, the aspect of gender equity visible in the college talks about our belief in equality and justice. The transparency in evaluation, feedback system, open discussions, and communication will inform about the professional ethics that the college practices. Our competent faculty engage many interdisciplinary add-on courses prescribed by the university syllabus such as Indian Constitution and Human Rights, Environment and Public Health, Science and Society, Rural Development and Cooperative Management, and Media and Society to develop students' professional skills. Besides, it offers many value-added and certificate courses that are subject-related as well as life-supporting.

While many events of National Cadet Corps (NCC), National Social Service (NSS), Red Cross, Karnataka Civil Defence (KCD), Health Club, and Support to Farmer Cell promote community service among students, many cells like Women Cell, Sexual Harassment and Prevention Cell, Anti-Ragging Committee work towards promoting the idea of gender inclusivity. The Student Counselling Centre, the Placement Cell, the Health Club, and other committees organize many events and activities for the students to make them understand the significance of ethics, values, social consciousness, and inclusivity of various kinds and develop their personalities.

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

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

72

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

1214

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the	A. All of the above
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institution from the following stakeholders
Students Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://www.sfscollege.in/pdf/Curriculum_Feedback_Analysis_2020_2021.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.sfscollege.in/pdf/Action Take_n_Report_2020_21.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

825

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

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

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

436

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

2.2 - Catering to Student Diversity

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

The institution assesses the learning levels of the students, after admission and organizes special programmes for advanced learners and slow learners.

The class coordinators , subject teachers, and the mentors discuss and identify the students learning ability based on

- previous course marks
- participation in classroom activities
- performance of class tests and internal exams.
- Mentoring and Counseling

Strategies adopted for slow learners

- Remedial Classes
- Full-time Library
- Peer learning System
- Provision of simple and standard lecture notes/course materials.
- Parents are informed about the progress of the students on a regular basis
- Academic and personal counseling.

Strategies adopted for Advanced learners

- Institution encourages the students with Merit and Meritorious Scholarship
- Provision of additional learning and reference material.
- Special Coaching for the first 3 class toppers of every classis conducted regularly to secure University Ranks or centum marks
- Students are encouraged to participate and present papers in various Seminars/ Conferences/ Workshops/ Inter-

Collegiate Competitions organized by other colleges.

- Online Skill Development courses, Value Added Courses, Certificate Courses, and online library facilities are also available to facilitate learning

File Description	Documents
Paste link for additional information	https://sfscollege.in/Advanced Slow Learners.php
Upload any additional information	View File

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

Number of Students	Number of Teachers
2121	102

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Participative Learning

Formative tests: The College has a system to conduct weekly evaluation tests, class tests, Internal exams, model exams, Presentations, and assignments to support the student.

Role-Plays: Roleplay helps our students to learn and try out the experience in a play style.

Group Discussions and Debates: To improve communication skills, managerial skills, and personality development skills Group discussions are conducted regularly.

Guest Lectures and Seminars: We organize these programs to help the students to be aware of the advanced technologies and industry needs in their field of study.

Experiential Learning

Laboratory Experience: We provide Science, Computer, Commerce, Business, Media, and Language Labs to students to explore the theoretical aspects with practical knowledge.

Field Trips and Industrial Visits: The students are taken to field trips and industrial visits and centers of higher learning where the students get a hands-on experience of how an industry or organization functions.

Internships: The College timings are set from 8 to 2 to support the students for internship programs which is one of the important aspects of higher education. This bridges the gap between the classroom and the industry.

Problem Solving Methodologies: Case Studies, Projects, and Writing Research Papers enhance the creative, logical, and critical thinking of students.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	https://sfscollege.in/Student_Centric_Met_hods.php

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Teachers use ICT-enabled tools for an effective teaching-learning process. All the classrooms and labs are ICT enabled with projectors installed and the campus is enabled with high-speed wifi connection.

The faculty use various ICT enabled tools :

1. Learning Management System - Linways Technologies: LMS supports in creating class, attendance, course materials, assignment, presentation, exams, reports, etc.

2. Video Conference Tools - G-Meet, Zoom: These tools use to

conduct seminars, webinars, and meetings with students and faculty

3. Presentation Tools: Microsoft PowerPoint Presentation and interactive online tools are used for effective lecture delivery.

4. White Board for interactive classes

5. Online assessment Tools

6. Virtual labs are used to conduct labs through simulations.

7. Online Courses: Faculty are encouraged to attend online courses from NPTEL, AICTE, etc to update their subject knowledge

8. Online Course content: Faculty develop course content for certificate courses and skill development programs offered by the college

9. INFLIBNET facility to connect with the national library

.10. The College conduct FDP regularly to update with the ICT tools.

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

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

2.3.3.1 - Number of mentors

102

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

102

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

19

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

415

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

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The mechanism of Internal assessment in college is transparent and every student is made aware of the standard internal evaluation procedure. The same is mentioned in the handbook also. The college prepares an Academic Calendar in line with the university calendar prior to the commencement of the academic year in consultation with the Academic Coordinator and IQAC.

The answer papers of the internal tests are evaluated within a week of the completion of the exam and the marks are communicated to the students in the classroom and through LMS. The Internal Assessment Marks (IA) are calculated based on a Slab System - depending on the marks obtained in the Internal Tests, Assignments, Seminars, projects, and Attendance. The college strictly follows the minimum required class attendance to permit to write university exams. Once the Internal Assessment Marks are calculated, it is displayed on the Notice Board as well as verified by the students. . For any further grievance, the students can approach the HOD and is later, if necessary, referred to the Principal. The Principal conducts Review Meetings department-wise to give necessary feedback for the improvement of students' performance. The Exam Cell of the college is responsible for the conduct of the exams and marks of the students.

File Description	Documents
Any additional information	View File
Link for additional information	https://sfscollege.in/grievance_management.php

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

The college has created a transparent mechanism to redress students' grievances related to academic processes, such as internal assessment, attendance, conducting of examinations, and assignment evaluation.

An Examination Cell is constituted with faculty members from different departments and staff from the administrative office, for the smooth conduct of examinations. The Cell consults with the Principal regarding all matters relating to the conduct of exams such as seating arrangements, timetable of the exam, timings, code of conduct by students and faculty members during the exam, malpractices, and handling of grievances. After internal exams and model exams, answer booklets are distributed to the students for clarification. The students are permitted to write university exams with the minimum required attendance instructed by the university.

At the university level, after receiving the result, the student can further apply for revaluation. In addition, for any other grievance related to the exam, the college liaison officer communicates the same to the University and does a follow-up until the grievance is addressed and the same is notified to the student. The Principal conducts Review Meetings department-wise to give necessary feedback for the improvement of students' performance. A Parent-Teacher meeting is conducted regularly every semester to inform about the student's performance to the parents.

File Description	Documents
Any additional information	View File
Link for additional information	https://sfscollege.in/grievance_management.php

2.6 - Student Performance and Learning Outcomes

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

Program and Course outcomes are stated and displayed on the website for all programs offered by the institution in accordance with its vision, mission, goal, and university-specified program/course objectives.

After the subject allotment, the Head of the Department along with the members discuss the course outcome considering the previous attainment. The course outcomes are communicated to the students. The PO and CO primarily seek to ensure that students acquire knowledge and skills which are critical for building competence and personality. Importance is also given to the holistic development of the students as these outcomes impart values and ethics and enhance their interpersonal and communication skills. The commerce program helps students to be equipped in areas of finance, accounting, taxation, and commerce. The management programs help the students to gain essential knowledge about the corporate world and also the fundamentals of administration. The humanities programs help to understand various aspects of society's needs. The language departments play a key role in enhancing communication skills and literature. The Science programs teach more about the scientific world and also help to accelerate the arithmetic, logic, and reasoning skills. Computer Science helps students to attain the ability to analyze a problem and its solution in the new technological era.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.sfscollege.in/pdf/poco.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The Institution has a well-defined mechanism to assess the program outcome and course outcomes through direct and indirect methods. This provides evidence of how well students are meeting the goals and objectives of each course and program. Interpreting this evidence enables the teachers to make the necessary changes to ensure the objectives are met. Direct methods include assessing samples of students' work. This is achieved through comparing direct examinations, assignments and seminar work, and performance in a class of student knowledge or skills against measurable course outcomes. The knowledge and skills described by the course outcomes are assessed using specific questions in University Examination, internal exams,

assignments, and seminars. Benchmarks are set to analyze the learning objectives that have been met and what is the overall performance that will be accepted as indicative that all the students collectively have met the objectives.

Indirect assessment strategies are implemented by conducting in Student Satisfaction Survey, Exit Survey, and Alumni Survey. The IQAC regularly monitors the attainment level for every student, course, and program and the required measures and activities such as additional measures remedial classes, tutorial classes, additional assignments, counseling, Entrepreneurship ideas, competitive exam training, and certificate courses, value-added courses, internship programs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.sfscollege.in/pdf/poco.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

550

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://www.sfscollege.in/pdf/263_Annual_examination_report_2020_2021.pdf

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://www.sfscollege.in/pdf/SSS_20_22.pdf

RESEARCH, INNOVATIONS AND EXTENSION	
3.1 - Resource Mobilization for Research	
3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)	
3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)	
1	
File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File
3.1.2 - Number of teachers recognized as research guides (latest completed academic year)	
3.1.2.1 - Number of teachers recognized as research guides	
1	
File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File
3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year	
3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year	
0	

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The College has created a strong entrepreneurship and innovation Ecosystem through its Entrepreneurship and Incubation Cell - ASPIRE, started on 10th July 2017. The Cell mentors and nurtures the students by providing them with the necessary knowledge, expert advice, and planning innovative activities for them.

Recently the college registered to IIC - Institution Innovation Council, and has been participating in activities conducted by IIC. The institution has also successfully submitted its quarterly report to IIC. Students have heard from great speakers and have come up with entrepreneurial ideas.

Experts from the industry are invited to give an insight to the students on how to develop an idea into a successful start-up. Guidance is provided to the students to groom them to be successful entrepreneurs. The College has signed MoUs with a number of institutes where the students are sent for internships so that they get hands-on exposure on how to run a business. Also, students are taken on frequent industrial visits that give them an idea of how businesses function. So far, the incubation cell has successfully supported three start-ups, two in the college premises and one with support of ESTAH.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/cells.php

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

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

20

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

1

File Description	Documents
URL to the research page on HEI website	https://www.sfscollege.in/Research.php
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

31

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

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

14

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

Service to the society has been the motto of our College since its inception and to imbibe the same among the students. The College regularly conducts many social outreach programmes in collaboration with government agencies and NGOs. As a part of the social outreach programmes, the College organizes awareness campaigns through rallies and street plays on pertinent issues like child abuse, corruption, environment, organ donation, prevention of sexual harassment of women, AIDS awareness, cancer awareness, prevention of dengue, anti-pollution, drugs abuse and trafficking, prevention of tobacco consumption, save rivers, animal protection etc.

The prevailing COVID -19 Pandemic situation paved an opportunity to organize vaccination drives to the students and the public around the vicinity of Hebbagodi. Many fitness drives were organized to bring awareness about health and importance of physical and mental health during pandemic. We

also organize eco-sustainability drives like waste management and disposal, e-waste management, water conservation etc. The students visit old age homes, orphanages and government schools and hospitals. We organize health check-up camps, dental and eye check-up camps, blood donation camps and self-defence classes for women for the underprivileged people of the society.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/extension_outreach.php
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

05

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

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

09

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

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

1485

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

07

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

04

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The institution has consistently adopted a proactive policy in creating an environment conducive to the academic and overall development of students. The college is situated on a 40-acre campus in the Bangalore Rural District. The Main Building is a four-storey structure that includes the Administrative Wing, the Principal's Chamber and Office, board room, hospitality room, staff rooms, restrooms, seminar halls, conference rooms, Infirmary room, and an auditorium. The classrooms are spacious, well furnished, with proper ventilation and lighting, and most of the classrooms are facilitated with Audio-Visual aids.

Saint Francis De sales College has a vast IT infrastructure with world-class Lab facilities. All the computers in the centers are provided with the latest software and hardware. Internet, printing, and scanning facilities are available. Optimal deployment of IT infrastructure is ensured through conducting workshops, awareness programs, and training programs for faculty on the use of new technology. One of the notable facilities is the provision of a Wi-Fi facility for both staff and students.

Taking the initiative to be an eco-friendly campus, the college has solar lights installed in the walkway and rooftop solar panels are installed to conserve energy. Apart from this, various facilities are available to conserve water and a waste management system is in place to recycle the waste.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/physical_facilities.php

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

St. Francis de Sales College is known for its rich cultural ethos which provides a platform for students' intellectual and cultural growth.

Facilities for the cultural activities:

- Open Auditorium (4000 seating capacity)
- New Auditorium (1800 seating capacity)
- Auditorium (300 seating capacity)
- Green Rooms
- Backstage
- Cultural Store Room
- Non AC Conference Hall 1
- Non AC Seminar Hall 1
- A/C Conference Room 2 & 3 (capacity of 100 each)
- A/C Seminar Hall 2 (300 capacity)
- Common Room for Girls
- Common Room for Boys
- Music zone

FACILITIES FOR SPORTS ACTIVITIES:

- 4 Basketball Courts
- 2 Volleyball Courts
- 2 Badminton courts
- Cricket ground
- Football ground
- Football practice ground
- Soft Ball/baseball practice ground

- Kho-Kho practice ground
- Kabadi practice ground
- Indoor Games - Chess, Carrom, Table Tennis.

GYM FACILITIES:

- The College maintains a multi-gym facility in the basement of the College.
- The gym has the assigned timings of 6 am to 8 am and 3 pm to 6 pm for the students as well as faculty.

YOGA FACILITIES:

- International Yoga Day is celebrated on the campus every year.
- The NCC & NSS actively participate in conducting Yoga camps.
- Staff & Students participate actively in the Yoga sessions organised

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/Sports_Cultural_Facilities.php

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

70

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/ICT.php
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

335.78394

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

A library is a place where the knowledge thirst of the readers gets quenched. With thousands of books and a digital library with high-speed internet, the Library is the knowledge centre of the institution.

The College library is fully automated. It also has a Digital Library. The College has a library committee to administer and organise the events of the Library. The library is well equipped with an internet facility and it is student-friendly. The library has a separate section of journals and reference books, especially for the Faculty Members. The textbook section is mainly used by the students.

Keeping in view the significance of the Library in an institution, St Francis de Sales College has a dedicated space allotted for it. The record/catalogue of books is completely computerized and it utilizes the Libssoftware to streamline the data.

Libs-software is one of the best open-source library automation software, used by over 3,000 academic, public, and special libraries around the world. Libs-soft has all the modules for a fully-functional library software - This software stores difficult-to-obtain, low circulation reports and papers. This software has the below-mentioned features:

1) Catalogue of books 2) Entries of Journals & Magazines 3) Book search option 4) Students can check in & check-out 5) Barcode

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.sfscollge.in/LIBRARY_FACILITIES.php

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

1.32002

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

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

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

120

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

4.3 - IT Infrastructure**4.3.1 - Institution frequently updates its IT facilities including Wi-Fi**

The IQAC team had collected recommendations from all the departments on improving the college IT infrastructure. All the computers in the centres are provided with the latest software and hardware. Internet, printing, uninterrupted power backup and scanning facilities are also available. The teaching of I.T and computer-based papers is carried out through OHP screens. Optimal deployment of I.T infrastructure is ensured through conducting workshops, awareness programs, and training programs for faculty on the use of new technology.

AMC AND MAINTENANCE Renewal of AMC is done for the Software applications, UPS and Generators. To ensure adequate IT infrastructure the institution has invested in quality hardware and software. The notable strategies adopted to ensure high-quality Online Learning are:

- The campus is updated with 150Mbps Bandwidth Internet Speed through which the students' Online fee payment, automated online Examination Fees payment, Hall ticket generation, and results are published creating efficiency for managing academic procedures.
- Online tests for selected courses, daily attendance status access, registration of students using ERP
- Remote Access to Learning Resources through e-Resource Centre
- Multimedia Approach to Teaching and Learning
- Access to MOOC courses
- Conduct Online Certificate Courses & Online Internships
- Provision for Online counseling
- Online admission process.
- Wi-Fi enabled campus is another attraction

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollege.in/Wi_Fi_Facilitie_s.php

4.3.2 - Number of Computers

264

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

46.68777

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

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

1. The following procedures are adapted for the maintenance of computer facilities:

An agreement has been made with Royale Technologies to maintain the IT infrastructure of the campus.

? The details of the ESP are as follows: Mr. Ramesh, Royale Technologies No.123, GPR Royale Layout, Huskur Main Road Bangalore-100 || GSTI N/U1 N: 29AJPR41 09E1ZG

2. Maintenance of Classrooms: The Support Staff of the College under the supervision of the Infrastructure Supervisor takes care of the cleaning of classrooms on a daily basis.

3. Maintenance of Indoor Sports:

? The indoor sports facility are maintained on a regular basis.

4. ESCALATION MATRIX:

? Escalation Matrix is followed to ensure that all the academic and support facilities are maintained properly. Students and Faculty Members can approach the Infrastructure Supervisor for any requests on upgrading or maintenance of facilities.

5. MAINTENANCE OF LABS: ? The labs, lab tables, and platforms are cleaned every day.

6. GENERAL MAINTENANCE: ? Stock is maintained for the essential items and stock verification is done on regular basis by the campus manager. ? An in-house plumber, electrician, and gardener are available for maintenance of the campus. ? A

ledger book is maintained wherein the staff enters the requirement for the problem to be addressed.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sfscollge.in/pdf/sop_sfscollge.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

164

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

919

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://www.sfscollege.in/Capacity_Enhancement.php
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

1989

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

1989

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

5.1.5 - The Institution has a transparent

A. All of the above

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

157

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

70

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

7

File Description	Documents
Upload supporting data for the same	View File
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

26

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

Student Council is one of the important wings in the college that represents the student body. They are encouraged to speak up about academic affairs and establish proposals to make our college a comforting and educating place for future growth. St. Francis De Sales College has had a dynamic student council that aims to achieve the goals of the college and the students.

Though pandemics have affected the regular working days the student council was active in conducting the events online and stretching their hands together with the alumni by helping the covid patients and people who are affected by the pandemic.

- Successfully organized Fresher's Day.
- Successfully organized the annual intra collegiate cultural festival.
- Organised the inaugural ceremony of the Department Associations.
- Organised Swatch Bharat Abhiyan on the College Campus.
- Coordinated and volunteered successfully in conducting seminars and workshops
- Students were part of framing guidelines for the clubs in the college and oversaw the activities of these clubs.
- Helps in maintaining discipline in the College.
- Assisted students in claiming scholarships and getting library cards etc.
- Assisted faculty in organizing e- Waste Programme.
- Helped in smooth conduct and organizing of various online programs and events for the students during the pandemic.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/cells.php
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

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

22

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

5.4 - Alumni Engagement

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

St. Francis de Sales College firmly believes in bonding with not just the current students but also the students who have been a part of this institution in the past. The Alumni meeting at SFS is usually conducted on the 3rd Sunday of August every year. Amizade-the Alumni meet is a grand celebration where old friends get together and relive the moments spent on the campus.

The Alumni contribution includes-

- Conducting periodic meetings of the committee to chalk out a plan of action.
- Supporting placements
- Financial assistance for the students who were affected

by the pandemic.

- Collecting old books for the students who are badly affected by the pandemic
- Conducted awareness sessions for students
- Conducting training sessions on industry practices and professional approaches by industry professionals.
- Conducting personality development training etc.
- Interacting with unemployed alumni to find the probability for employment.
- Conducting social welfare activities such as blood donation, health awareness programs, tree plantation, cleanliness drives, etc.

Considering the current pandemic situation, the alumni decided not to have a get-together rather they together with the student council have decided to extend their hands toward the people who are affected by the pandemic. Thus, the Alumni stood as a role model for the younger generation.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/Alumni_2020.php
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)	D. 1 Lakhs - 3Lakhs
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File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

As the vision of our College states, we provide a centre for excellence for students with highly qualified faculty, very amicable support staff, and an institution run by able management. We impart quality education that includes cultural and moral values. The College is run by MSFS Fathers, who have two centuries of experience and expertise in imparting quality higher education in every continent of the world. The MSFS

Fathers are optimistically committed to forming the 'Future world citizens' through more than 160 quality educational institutions in India.

The college has all the policies and procedures delineated and it is made mandatory to go by the system created by the management for the smooth functioning of the institution. The process of the events is chalked out at the beginning of the year and is approved by the Academic Council. At the end of every year, suggestions and feedback are received from the staff, students, and other stakeholders for the improvement of the system. Based on those suggestions and feedback, the events are planned and executed by the dedicated staff. The staff and the management always discuss the execution of events and their valuable suggestions are always highly valued.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/vision.php
Upload any additional information	View File

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

Decentralization - Heads of the departments as decision-makers: To cater to the various needs of the College, the management has decentralized the powers to the HODs of the departments and the Coordinators of various Committees and Cells. The decision-making responsibility is given to the HODs on the curriculum development, planning the events for the department, executing the plans, and executing improvement strategies for the students. They are given the liberty to introduce and adopt various innovative teaching methodologies. The HODs of the departments are on the interview board and the prospective candidates for their departments are selected based on their suggestions and recommendations.

Participative Management - DSRM An innovative practice of the college is having a Daily Staff Review Meeting (DSRM) where the teaching and the non-teaching staff are invited for a discussion at the end of every day and the forum is open for

discussion on the topics which needs the management's attention. One such decision was the formation of the Academic Audit and Accreditation Cell (AAA) which will take care of the qualitative improvement and function as the data bank of the institution. The AAA Coordinator will work in line with the IQAC Coordinator, suggesting and recommending quality initiatives for the development of the institution.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/cells.php
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The College creates its perspective plan every five years with the focus on improving the quality culture. The perspective plan aligns with the vision and mission of the college. To frame the perspective plan of the institution, the IQAC conducts meetings with the management, Academic Council, Student Council, and various Committees and Cells, Alumni, Industry experts, and various Stakeholders. The viewpoints and suggestions of all the stakeholders are taken into consideration. The perspective plan is then framed and approved by the Governing Council of the College, which is later executed by the IQAC. The perspective plan includes all the key elements for the improvement of the College. The key objectives include Improving the Quality of Education in the Institution, Facilitating Research Opportunities, Human Resource Development, Infrastructure Development, Curriculum Enrichment, Academic Excellence, and Student Progression.

During the academic year, 2020-21 AICTE approval for the MBA program was received. A new PG block was constructed. The library was enhanced with the new software - LIBSOFT. As a move towards research and development, 25 faculty enrolled for Ph.D. and the number of research publications increased.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.sfscollege.in/pdf/Perspective_Plan20_21.pdf
Upload any additional information	No File Uploaded

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

St. Francis de Sales College functions in a very linear process and has all the policies are in place making the institution operate in a well-organized manner. The Governing Body, comprising the visionary trustees, leads the institution towards excellence, transformation, and efficiency. The Principal at the helm of affairs steers the college in the path of development. The IQAC supports the management in effectively planning and executing the plans for improving the quality culture in the College. The Academic Council headed by the Academic Coordinators, along with IQAC plays a very crucial role in planning the teaching-learning process. The Academic Council is responsible for all the academic activities and the activities are planned to have a holistic development for the students. The academic setup of the institution has the HODs at the top, who lead the departmental activities, and to support them, the department coordinators are placed next to them. The roles and responsibilities of each stakeholder are defined and the same is handed to the stakeholders for a better understanding of the institutional policies. The academic and administrative officer of the College works in line with the administrative setup and they provide the required assistance in the functioning of the institution.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://www.sfscollege.in/pdf/Organogram_2020_21.pdf
Upload any additional information	View File

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	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File
6.3 - Faculty Empowerment Strategies	
6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff	
<p>St. Francis de Sales College creates an ambient atmosphere for the teaching as well as non-teaching staff by having facilities to make them feel comfortable and motivate them to work in a satisfied manner. The following are some of the welfare measures provided to create a better workplace for the Teaching Staff: 1. Medical reimbursement in deserving cases 2. Scholarships to the staff's children studying under the same umbrella of institutions 3. Festival bonus for staff 4. Funding for minor research projects 5. Bus facility 6. Seed money for research 7. Free Wi-Fi facility and digital library facility 8. Dedicated Computer room with printers for staff 9. On-Campus bank facility 10. Daycare facility for staff kids</p> <p>Some of the welfare measures provided for the Non-Teaching Staff: 1. Financial support for staff whose kin has passed away 2. Interest-free loans for repair and construction of houses 3. Scholarships to the staff's children studying under the same umbrella of institutions 4. Festival bonus for staff 5. Medical reimbursement in serious cases 6. Rooms with lockers for staff</p> <p>Apart from the welfare measures provided, there is a counsellor who is available on the campus to address the issues of the staff. HR also replies to the queries raised by the staff in administrative issues.</p>	

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/Welfare Facilities.php
Upload any additional information	View File

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

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

31

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

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

4

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

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

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

80

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

St. Francis de Sales College not only believes in the holistic development of the students but also in the comprehensive development of the faculty as well. To provide them with an

opportunity to evaluate themselves and improve on the fronts where the faculty needs attention, the College has a Performance Appraisal System in place for both the teaching as well as the non-teaching staff. For the teaching staff, there are various methods to ascertain their capabilities. As a first step, feedback is taken from the students concerning the teaching skills and the support provided by the staff in their learning process. A self-appraisal form is filled out by the staff which covers the areas like research, academic accomplishments, SWOT analysis of the self, and the result analysis of the subjects they handled. Later their self-appraisal forms are evaluated by the HODs/Coordinators and the same is forwarded to the Principal. An overall analysis of all the analyses is consolidated and the faculty is rated for their performances in various capacities. This rating is communicated to the staff and the staff uses it as a reference to improve their performances on various fronts. For the non-teaching staff, the same set of procedures is in place as the teaching staff.

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The internal audit of the institution is done every year by the Trust Authorities and the external audit is done annually by one of the reputed auditors in Bangalore - Lawrance Tellies Associates. The college has a well-functioning administrative office and an HR who takes care of all the financial transactions in the institution. Every financial transaction has to be approved by the Principal and the HR is responsible for maintaining the records. The records are kept intact and ready for verification at any point in time. The internal audit is done in March every year. The Administrator along with his finance team conducts the internal audit. The administrator collects all the details and carries out complete scrutiny of all the documents submitted and the same is later given to a professional auditing firm to prepare the balance sheets. The

External Audit is conducted by a team of CA from Bangalore Lawrance Tellies Associates and they verify all the financial accounts of the institution. They seek verification in case of any discrepancies. They then prepare the balance sheet of the institution and submit the same to the management. The management tracks all the auditing and maintains a record of the proceedings.

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

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

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

10

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The Institution has a very strong mechanism to monitor the effective and efficient use of the available financial resource. The Principal is the chief signatory of every financial transaction. The institution carries all the financial transactions through the bank only. The bank transaction records are maintained in a flawless manner. The financial resources are effectively monitored through both internal and external audits of the accounts. The institution has a Finance Committee in place to plan the budgeting of the institution. The College is a self-financing college, and hence most of the funds of the college are self-generated. Every year

the college management plans the budget for the College, based on the funds available. The college generates funds through: 1. Student's fee 2. Donations from non-governmental organisations 3. Donations from individuals 4. Donations from Alumni 5. Interest from Corpus funds The funds are allocated for the following: 1. Infra-structural development 2. Payment of salary for the staff 3. ICT developments 4. Updating the library 5. Payment for resource persons and conducting seminars/conference/workshops 6. Seed funding for minor research and support for research paper publications 7. Emergency Support for staff

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

6.5 - Internal Quality Assurance System

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

The IQAC at SFS College works with the primary aim of developing a system of conscious, consistent, and catalytic action to improve the academic and administrative performance of the institution. The IQAC prepared itself for the NAAC assessment during the academic year 2020-2021. The IQAC worked tirelessly to categorize the documents to be presented for the NAAC and brought together all the faculty of the college as one unit for the accreditation process. After the SSR submission, the Peer Team visited the institution on the 8th and 9th of April 2021 and the institution was graded B++ by the NAAC. To assure the quality sustenance in the institution, the Academic Audit and Accreditation Cell was formed and this team followed the same guidelines of the AAA suggested by NAAC. The team and IQAC take care of the quality improvements in the institution and AAA suggest to IQAC from time to time, the improvements needed by conducting Internal Quality Audits. During the pandemic, the IQAC and ICT team of the college worked hand-in-hand to streamline the learning system and provide uninterrupted knowledge to the students. Along with online classes, various online activities were also conducted for the development of the students. Online exams were conducted and

for the first time, an online parents-teachers meet was conducted. A huge number of parents turned up for the meeting and gave their suggestions and feedback about the institution.

File Description	Documents
Paste link for additional information	https://www.sfscollege.in/igac.php
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

St. Francis de Sales College is growing its numbers with the number of courses and admissions being taken up in the Post Graduate Centre and to elevate to the next level in the education arena, the institution has applied for a Research Centre from Bangalore University for the departments of Commerce and Management. The Research Centre once approved will guide students to excel in research and provide a platform to take up their doctoral studies. As another step towards providing quality education to students, during the academic year, the number of faculty who completed Ph.D. raised to 16 and the number of faculty pursuing Ph.D. was 25. The number of publications by the faculty also rose to 31 and all of them were published in UGC CARE listed and SCOPUS indexed journals to assure the quality of the research work. The participation of faculty in seminars, conferences, and Faculty enrichment programs also had substantial numbers during the academic year.

Students were also encouraged to publish papers and a few of our students also published their papers in UGC CARE listed journals. The number of students placed during the year stood at 141.

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	A. All of the above
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File Description	Documents
Paste web link of Annual reports of Institution	https://www.sfscollege.in/annual_report.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

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

Desalite Women Empowerment Cell (DWEC) was established with the motto of "Empowered Mind". The cell focuses on the concerns related to women and suitable measures to overcome the same. DWEC organized a session on "Decision making" on 03.03.2021 for II Year students of Postgraduate Centre, SFS College. Mrs Lathika Chandran, Students Counsellor highlighted the steps involved in decision making, the importance and ways to handle situations in case of wrong decisions. A session on "Resilience" was organised on 12.03.2021 for I Year students of Postgraduate Centre and Mrs Lathika Chandran brought awareness among students about resilience and its importance.

DWEC celebrated International Women's Day on 8th March 2021. "Major Aditi Mohan was invited to the event and she was awarded "Woman Icon of Inspiration -2021". On account of the

International Day of Action for Women's Health on 28.05.2021, DWEC invited Dr Akshata Gowda, MBBS, MD, Consultant Psychiatrist, Tumkur to address students on "Maintaining Health During Pandemic". DWEC in association with Counselling Cell organized Online session on "Internet Addiction" on 30.06.2021 The Cell organised Online Training Session on "Self-Grooming" for UG & PG students on 7th July 2021. Mr. Nabeel Ahmed Baig, Founder, HULM training and development Pvt. Ltd, Bangalore, Co-Founder, ReAssure Foundation, was invited to handle the session.

File Description	Documents
Annual gender sensitization action plan	https://www.sfscollege.in/pdf/Gender_Sensitization_Plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.sfscollege.in/711_Facilities.php

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

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Paper waste segregated from the waste collection bins is disposed of in the BBMP collection vehicle. Bio wastes are also given to the BBMP collection vehicle. Dry leaves and sticks

under the plants and trees are cleaned timely and disposed through BBMP.

Glass waste is generated in very small quantities collected in bins and disposed to BBMP. Damaged furniture is stored in the storeroom; based on the condition of the furniture either it is refurbished or sold to vendors. In each room, there is a separate waste collection bin and the waste/garbage collected is given to BBMP municipal agencies on daily basis. There are separate bins and incinerators provided in the girl's washroom to collect sanitary biowaste.

An E-waste drive is conducted once in 6 months. Most of the e-waste is used to educate the students. Some of the student academic projects are made using the available e-waste and the same demo item is made available for a year or two. These projects are showcased during exhibitions and visits by external agencies. There is no chemical and hazardous waste generated on the campus.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

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

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

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for

A. Any 4 or all of the above

persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

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

1. Promotion of Diverse Culture

- Prathibha, the intra-collegiate cultural festival captures cultural diversity through music, dance, theatre, literary and fine arts, and YATHRA - the tourism fest explores the culture of the world.
- Ethnic day celebrations promote a sense of understanding and owning of other cultures.
- To establish a homely and pleasant atmosphere for outstation and foreign students, the administration has developed several organizations such as NEDA (North East Desalites Association) and DASA (Desalite African Student Association)
- The institution has student admissions from almost all the states and from seventeen countries.
- There is faculty representation from different socio-cultural backgrounds.
- Divyangjan policy addresses the needs of the differently-abled.

2. Promotion of regional languages such as Tamil, Telugu, Malayalam in addition to, Kannada and Hindi

- The college's location makes it easier for multilingual students to attend.
- Multilingual students can choose from a variety of languages as their second language, including Kannada, Hindi, Telugu, Malayalam, Tamil, Urdu, Sanskrit, French, Arabic, and Additional English.
- The library has different language books for students interested in reading in their mother tongue.
- Kannada sangha promotes the linguistic richness of Kannada.
- Celebration of Hindi Diwas fosters the essence of national integration and promotion of Hindi.

3. Socioeconomic Inclusivity:

- To assist economically disadvantaged students, a variety of scholarships are available, as well as assistance in obtaining part-time work. "Earn as you learn" is a philosophy that the college supports and encourages.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

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

We are staunch believers in the institution's slogan, 'Excellence, Transformation, and Efficiency.' The institution has promised to contribute to and serve society through this slogan. St Francis de Sales College (SFS) alumni are educated to preserve moral values and teach constitutional ideas.

- Institution is a firm believer in instilling in our pupils the ideals of our great leaders, and as a result, it has begun Ambedkar studies, Gandhian studies, and Kuvempu literary works and activities have been conducted to instill the values of the great leaders to our students.

- SFS also thinks that faculty with distinct personalities and ideals may help to influence the young brains of India's residents and future generations.

• Subjects such as "Indian Constitution and Tradition" are taught in an effort to mould pupils into responsible citizens who understand our constitution, culture, and heritage. In line with that, we celebrate Republic Day, Independence Day, and Martyr's Day. Competitions and rallies were organised to commemorate the values.

People require inner serenity in this day of violence. A session was held emphasizing the importance of youngsters in sustaining human values and maintaining peace. As future citizens, kids needed to learn about climate change, the water crisis, and other important environmental challenges. As a result, to raise self-awareness among young minds, an essay writing competition and a guest lecture were held.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.sfscollege.in/719_Values_reports.php
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. 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
4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

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

Celebration is a part of college life in order to build the individuals into better people by providing them opportunities to experience the world and give them exposure to different events.

World Environment Day was celebrated to raise global awareness about the significance of healthy environment issues. On World Population Day a session was held aiming to increase awareness of various population issues. A session was held on International youth day and the focus was on the leading role young people play in eradicating poverty and achieving sustainable development.

Independence day was celebrated with students by hoisting the flag and sharing the importance of patriotism in the lives of individuals. Women's equality day was celebrated to remind the students of the importance of equality and the rights that belong to women.

A talk was organized for the students about the importance of nutrition for the Human Body and the well-being of health on National Nutrition Day. A celebration was organized to foster awareness among the international community of the importance of tourism and its social, cultural, political, and economic value on World Tourism Day.

Other festivities included Gandhi Jayanthi, Valmiki Jayanthi, Anti-poverty Day, Kannada Rajyotsava, Ethnic Day, Christmas Day, National Youth Day, Founder's Day, Republic Day, MARYtry's Day, Women's Day, Ambedkar Jayanthi, Hindi Diwas and so on.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

Title 1: HEALTH FOR ALLSFS always believes in health is wealth even before the pandemic - various programmes were conducted by the Health Club for both mental and physical health of staff and students.

Objectives

1. To Promote health and hygiene in students.
2. To organize health camps.
3. To manage stress to improve mental health.

Practice: Every year as a part of best practices, we conduct various events and programmes.

Evidence of success: Even before the Pandemic, various programmes and sessions were held keeping in mind the importance of Health.

Title 2: THE WOMAN ICON OF INSPIRATION

SFS always believes in acknowledging, appreciation and awarding people in various fields for their services ." THE WOMAN ICON OF INSPIRATION 2020-21 AWARD is one of the best practices of the institution .

Objectives :

1. To honor the contributions of women who have excelled in different fields.
2. To facilitate a platform of recognition for women achievers.

3. To ensure that both men and women are equal in terms of achieving success.

THE WOMAN ICON OF INSPIRATION is an award given by the institution to women achievers who have excelled in different fields. 8th March of every year is celebrated as International Women's Day.

File Description	Documents
Best practices in the Institutional website	https://www.sfscollege.in/pdf/2020_2021_BEST_PRACTICE_Edited.pdf
Any other relevant information	https://www.sfscollege.in/7_2.php

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

DISHA- DESALITE INITIATIVE FOR SOCIAL AND HOLISTIC ACTION.

To provide a centre of excellence for a holistic formation of the young who are capable of both transforming themselves and acting as catalysts of transformation in society so as to become the epitome of efficiency, mastering their life-situations and building a progressive and secular nation with an optimistic global outlook.

The Institution takes pride in establishing a committee for promoting social activities and building students to instil in them a spirit of service, dedication and commitment to the society

The role of this particular committee is wide and varied and to execute and accomplish the multi oriented tasks the following associations are part of it in jointly administering and achieving the objectives

DFFA(Desalites Farmer friendly Association) - The Desalite Farmer Friendly Association (DFFA) seeks to empower the rural community by understanding their struggles and supporting them to understand modern practices and advanced methods in

agriculture.

CSA(Centre for Social Action)- The CSA keeps contacts with NGO's and other institutions of great value and coordinates programs and undertaking visits to enhance the society along with the students.

NSS(NATIONAL SERVICE SCHEME)- It inculcates the spirit of voluntary work among the students and teachers through sustained community interaction.

DNCC(NATIONAL CADET CORPS)- To inculcate moral values, discipline and patriotism among the students.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

More Campus-Based Health Camps.

PROMOTING THE MENTAL WELLBEING AMONG THE STUDENTS "

HEALTH PROGRAM ON CARDIOLOGY AND ONCOLOGY.

Awareness on rare diseases , adopting few farmers and counselling them on mental health and a survey on the issues faced by the farmer community around the college campus as part of DFFA activity.

? Expand Training and Diversification of Student-Community Safety Aids

? First-Aid Training for Faculty, Staff, and Students.

? Student Services Care Teams/Behavioral Intervention Teams

? Support Students' Basic Needs

? Case Managers or Social Workers to Support Needy Students

