Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curriculum Design and Development

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

- **Response:**

- All the programmes are constantly upgraded with the curricular inputs in consultation with the stakeholders and experts. There has been a concerted effort to develop curricula that responds eloquently to the local/national/regional/global (LNRG) developmental needs.

- St Aloysius College has 61 programmes. The POs of all its programmes address the following **LNRG needs.**

  - Analyse policy issues and build capacities to articulate policy options
  - Augment the ability to think critically and promote scientific enquiry on issues concerning every social sphere
  - Promote capacity building for competitive examinations and other similar situations Apply knowledge for sustainable human life
  - Enable skills to meet agricultural, industrial and service sectoral needs
  - Enable the applicability of National Occupational Standards (NOS)
  - Promote community and national development with scientific temper
  - Strengthen behavioural and organizational capacity for employability
  - Demonstrating relevant generic skills and ethical values
  - Promote directions to resolve societal and environmental concerns Develop core competencies and leadership capabilities
  - Enable skills to accomplish various analytics in areas of Health, HR (Human Resource) and Travel

- **PSOs addressing LNRG needs:**

  - Know linkages of theories and their applications
  - Demonstrate the need for global leadership
  - Competence in understanding and developing scientific and need- based interventions to enhance human resource
  - Demonstrate critical thinking, including the ability to form an argument about key concerns Engage actively in service-learning activities to promote health, harmony, human welfare and well-being
  - Understand the importance of social welfare programmes
  - Computational solutions and industrial development for inclusive growth
  - Ability to apply scientific research competences in all spheres
  - Identify the opportunities for social entrepreneurship
  - Apply technical ICT tools to explore, analyse and imbibe practical skills

- **COs addressing LNRG development needs:**

  - Rural marketing, family welfare, health care, community development, social entrepreneurship, CSR and e-governance

- Gene transfer, food processing, soil and water analysis, data-base design and network programming Human rights, gender equity, value education, village economy, rehabilitation and social justice

- **Significant focus areas (National):**

  - Macroeconomics, Indian banking and financial system, taxation
  - Biodegradation, environmental management, bio-safety, computer network and security Constitution, social entrepreneurship, IPR (Intellectual Property Rights)and environmental protection

- **Significant focus areas (Regional and Global):**

  - International trade, finance, marketing, HR, global business environment and MNCs(Multi-National Companies)
  - Genomics, nanotechnology, bio-informatics, data science, cloud computing, machine learning, artificial intelligence and software testing
  - World literature, linguistics, cultural diversity, global economics and ecological sustainability

- **Recently added programmes to infuse specificity for global needs:**

  - **Students** from the **State University of New York (SUNY)** have been completing a few courses in Humanities and Science streams consistently, being present at our campus. In the assessment year 7 students have completed the online internship from SUNY
  - **TWO** of our students have secured **I** and **III Ranks** respectively in the international level **ACCA** examination

- MBA, MCA, M.Sc.(Big Data Analytics), M.Com.(Finance & Analytics), B.Com.(ACCA), B.Com.(Professional), B.Com.(Industry Integrated and Apprenticeship), BBA(CIMA) and CBCS for all programmes.

- The Bachelor of Vocation (B.Voc.) is accessible to larger student community and is cost- effective.

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

- The College has integrated a holistic and inclusive curriculum to nurture democratic leadership and to encourage the students to foster the values of honesty, integrity, personal responsibility, accountability, tolerance, respect, empathy and compassion. The curricula extensively permeate the transformative vision of education upholding the ethos of social justice, cultural diversity, social change and inclusive growth.

- Every course of the existing programmes makes an earnest effort to integrate these cross-cutting issues. Foundation courses in Indian Constitution, Human Rights, Gender Equity, Environmental Science are non-negotiable components of curriculum in the first four semesters for all graduate programmes. Further, students are enlivened to aspire to do more than just the prescribed frame of syllabi and to explore the other possibility of reaching out to society.

- **Professional Ethics:** Aspects of professional ethics are integrated into the curriculum of **129 courses**. Plagiarism check is mandatory for all College research projects, publications and dissertations. All the post-graduate courses have incorporated research methodology as a mandatory course in all programmes.

- **Gender:** Gender aspects are invariably added in all the programmes by offering a mandatory course to the graduates. Gender sensitivity is widely promoted in the literature, social work and in Mass Media programmes. LGBTQ rights are promoted through various programmes of the EC/CC activities. **49 courses** specifically promote the gender issues.

- **Human values:** The curriculum guides the student towards humanism, tolerance, peace and harmony. The extra-curricular and co-curricular (EC/CC) activities of the **37 non-statutory and 9 statutory associations** at UG level and the **22 associations** at PG level which are incorporated as part of the curricula facilitate the hands-on training for these cross-cutting issues. Cross- cutting issues are also addressed in Internship and Project Work, Massive Open Online Courses (**MOOCs**), Comprehensive Examination, Skill-Based Electives, Core Electives. 60.01% of the students have successfully completed internship/project work.

- The institution has brought out two volumes of students- manuals and two volumes of teacher's manuals broadly titled as 'In Harmony with Life' to enhance these cross-cutting issues. Further, **104 courses** specifically illustrate human values.

- **Environment and Sustainability: 191 courses** speak on environment and sustainability. CBCS courses addressing Ecology and sustainability are also introduced in a few departments. Such courses are designed in such a way to promote inter-disciplinary and skill enhancement opportunities among the students. Some of the student activities at the EC/CC level include Ethno-botanical studies showcasing the rich ecological domain of the region. The faculty also have attended International Conferences on issues of sustainability. Many webinars on ecology and gender issues are organised on a regular basis. The Second Unit of student manual – in Harmony with Life" features a chapter on Youth and Society - Rights-Based Approach for a Just Society – Sustainable Development – Strategies for Sustainable Development – (Water, Energy & Environment) Energy Conservation, Water Conservation, Waste Management and Recycling. Research work at the Laboratory of Applied Biology has continuously focused on social and economic relevance to the local populations. The Department of Zoology has a Vermicompost unit and has brought out a product of vermin-compost named 'Eudri-compost'.

Criterion 2 - Teaching-learning and Evaluation

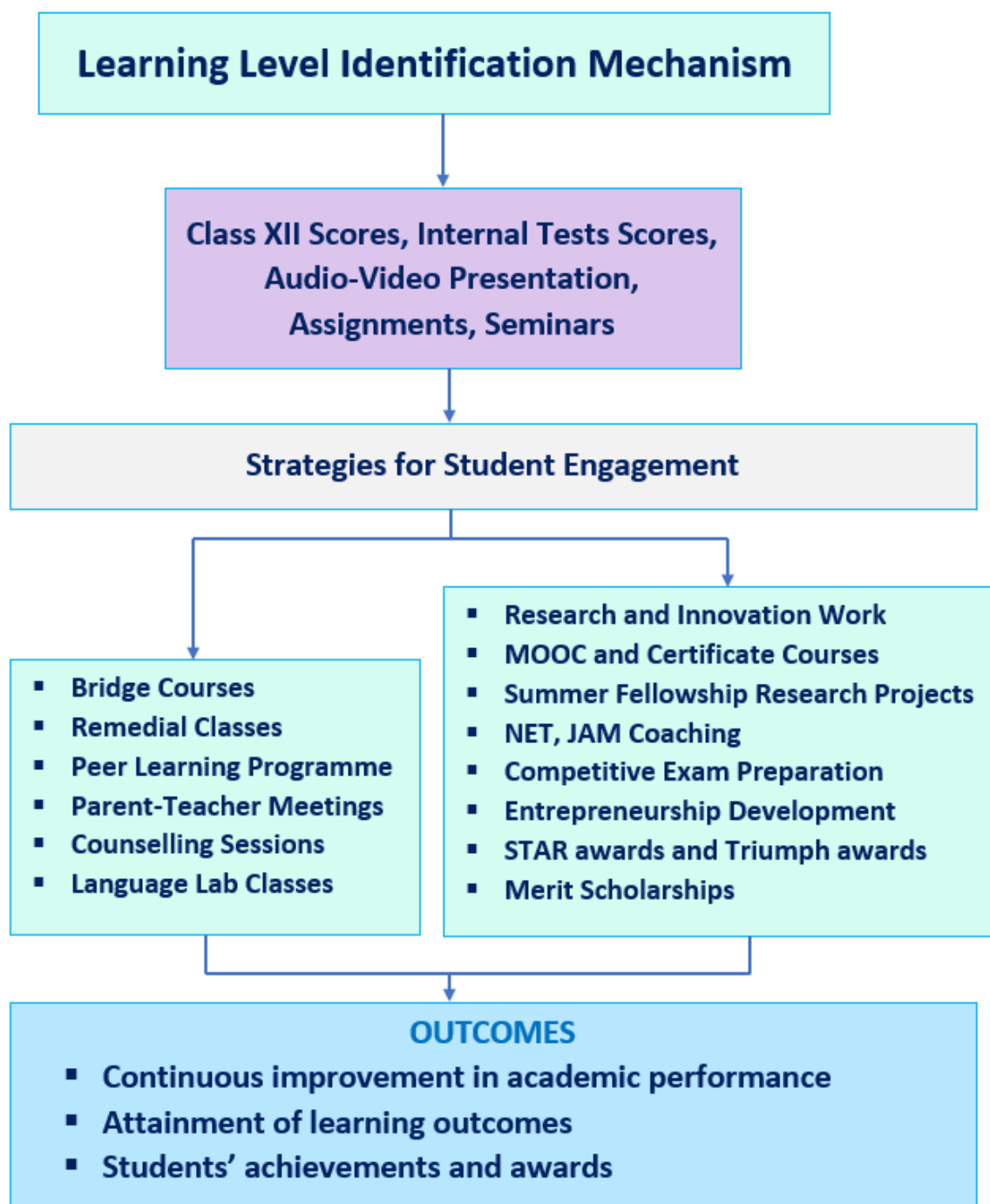## 2.2 Catering to Student Diversity

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

- **Response:**

- The students taking admission into this College hail from diverse social, cultural, economic and linguistic backgrounds with varied levels of knowledge, aptitudes and skills making their learning needs uniquely differential.

- Formative tests and diagnostic tests are part of the ELT (English Language Teaching) paper and basic language tests are administered before engaging general English classes.

- Continuous Internal Assessment components like Class Tests, Assignments, Quizzes, Projects, Seminars, Poster Presentations, Case Study Analyses, Open Book Tests, Group Discussions, Role Plays, Analytical Reviews, Audio-Video Presentations and Internships help assess the learning levels of the students to identify slow, average and advanced learners.

- **The following programmes are designed for slow learners:**

- Bridge Courses are conducted at the beginning of the first semester in the PG Departments of Software Technology, Computer Applications, Journalism and Mass Communication, Physics, Chemistry and UG departments of Mathematics, Economics, Commerce, Business Administration, Computer Science, Statistics and Computer Science Application and Animation.

- Remedial classes are conducted to assist students in understanding the subject thoroughly and to bring the students on par with their peers in the class.

- 'Peer Teaching Learning Programme' is adopted effectively.

- Parent-Teacher meetings are held at regular intervals where the parents are apprised of the academic performance of their wards and future actions are determined.

- Full-time counsellors in the College help students by equipping them with crucial life, study skills and emotional support. The College also has a Listening Centre.

- Internal assignment tasks are framed to include usage of ICT, MOOCs and library facilities.

The following programmes are designed for advanced learners/peak performers:

- Advanced learners are encouraged to engage in research and innovation work. They are provided with references to journals and advanced study material and seed money for student research. Faculty mentors are assigned to enterprising students who guide them in writing and publishing research papers/provide guidance for innovation/entrepreneurship.

- The College offers many Certificate Courses in multiple disciplines on its Learning Management Software (LMS).

- Students are provided access tokens to premium courses on MOOC platforms like edX and Coursera. SWAYAM is also a preferred platform for such students. Advanced learners can score additional credits upon completion of these courses.

- Students are advised to take up summer fellowships, research projects in Institutes like CFTRI, DFRL, NIN, IIFPT, CIFT, CPCRI, CDB, NDRI, CTCRI, CCARI, RGCB, UNIBiosys, M.E. Meeran Innovation Centre and Internships in various Industries and Hospitals.

- Specialized academic clubs are set up by all UG Departments that offer a platform for students to explore beyond classroom learning and participate in projects.

- College provides coaching for NET (National Eligibility Test) for PG students and organizes special lecture sessions on cracking the Civil Services Examinations.

- The College has instituted Annual STAR Awards and Triumph Awards for according recognition to outstanding students.
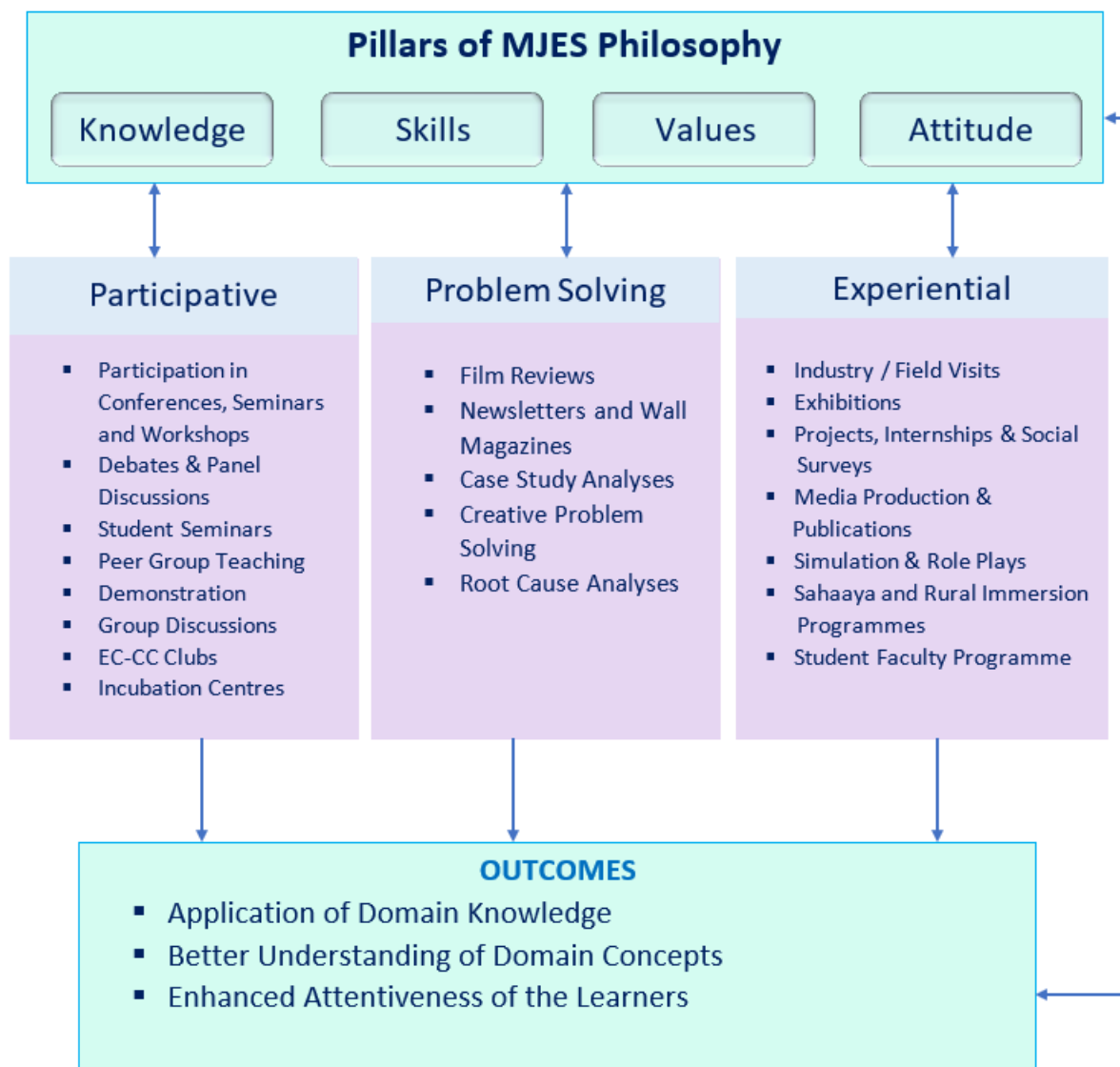
Learning Level Identification Mechanism

Class XII Scores, Internal Tests Scores, Audio-Video Presentation, Assignments, Seminars

Strategies for Student Engagement

- Bridge Courses
- Remedial Classes
- Peer Learning Programme
- Parent-Teacher Meetings
- Counselling Sessions
- Language Lab Classes

- Research and Innovation Work
- MOOC and Certificate Courses
- Summer Fellowship Research Projects
- NET, JAM Coaching
- Competitive Exam Preparation
- Entrepreneurship Development
- STAR awards and Triumph awards
- Merit Scholarships

OUTCOMES
- Continuous improvement in academic performance
- Attainment of learning outcomes
- Students' achievements and awards

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

Response:

Student Centric Teaching Learning Methods

Pillars of MJES Philosophy

Knowledge	Skills	Values	Attitude

Participative

- Participation in Conferences, Seminars and Workshops
- Debates & Panel Discussions
- Student Seminars
- Peer Group Teaching
- Demonstration
- Group Discussions
- EC-CC Clubs
- Incubation Centres

Problem Solving

- Film Reviews
- Newsletters and Wall Magazines
- Case Study Analyses
- Creative Problem Solving
- Root Cause Analyses

Experiential

- Industry / Field Visits
- Exhibitions
- Projects, Internships & Social Surveys
- Media Production & Publications
- Simulation & Role Plays
- Sahaaya and Rural Immersion Programmes
- Student Faculty Programme

OUTCOMES

- Application of Domain Knowledge
- Better Understanding of Domain Concepts
- Enhanced Attentiveness of the Learners

- The College offers a well-crafted teaching-learning paradigm and process to ensure a pedagogy that emphasises the holistic development of students, keeping in mind their diverse needs, aspirations and aptitudes while designing the curriculum.

- Experiential learning: The College emphasises learning through hands-on experience and reflection in all aspects of its curriculum in order to help students connect the theories and knowledge acquired in the classroom to real-world situations. **Activities under this include:**

- Internships: PG departments and some UG departments have mandatory internships ranging from a few weeks to a few months' duration.

- Industry visits: The College encourages all UG and PG departments to undertake industry tours/visits during summer/winter vacations for students to acquire a better understanding of the real-world work, life and challenges.

- The College has mandated semester-long outreach programmes for UG students under the SAHAAYA programme and annual week-long Rural Immersion programmes to North Karnataka villages for the PG students to understand the socio-economic conditions of their fellow compatriots in order to mould them to incorporate the needy and the downtrodden in their conscientious thinking.

- Field work, role plays, court visits, simulation workshops, theatre activities, street plays, etc., are regular features of all departments to enable and enrich the creative thinking capabilities of the students.

- Some departments have student-faculty programmes where the II-year PG students engage classes for I year PG students and/or UG students of the same department.

- Evaluation of experiential learning is conducted using viva-voce or peer group presentations.

- Participative Learning: The teaching pedagogy of the College is structured to inculcate learning methods that directly involve and actively engage the students in activities.

- Student seminars and workshops are conducted in PG and UG departments

- Group discussions, case study analyses, debates and quizzes are organised as a part of CIA.

- Flipped classrooms and Micro Teaching are unique features of some PG departments

- The College has Extracurricular & Co-curricular clubs and associations at both the PG and UG levels catering to the diverse interests of the students. Every student of the College is a member of at least one association.

- The College has Incubation Centres for innovation and entrepreneurship.

- Problem-solving Methodologies: The College encourages all PG and UG departments to inculcate Problem-based Learning in their curriculum where simple to complex real-world problems are employed as a platform to promote student learning.

- Departments like Psychology, M.Com, MSW and MA (Journalism and Mass Communication) provide consultancy services related to their department activities involving students.

- College has established the office of Dean–Student Welfare to coordinate activities where students participate in fests across the country and apply their theoretical knowledge in competitive activities.

- Wall journals, newsletters and poster presentations are designed in departments where students can employ their knowledge to critically analyse the trends of the times.

- Library-tasks, book reviews, film reviews and case studies are encouraged in relevant departments along with research-based tasks/projects in all PG and UG departments.

- Research-based projects are conducted through the provision of seed money.

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

Response:

- The Institution has separate classrooms and halls with high-end audio-visual equipment and video conferencing apparatus for special occasions. In addition, conference halls in the LCRI and Admin Blocks have been equipped with high-end cameras, sound systems, network apparatus and high-end LED screens to form a comprehensive online conferencing ecosystem that has been helpful in leveraging modern ICT to provide remote human resource and learning access from across the world to our students through online conferences, endowment lectures and virtual labs.

- **The salient features of the LMS are:**

- The staff can engage classes with internet facility from any location which is then accessible to the students in real-time/live in any part of the world. The LMS acts as a central repository for student-staff interaction.

- Assignment management and online quizzes can also be conducted for Continuous Internal Assessment (CIA) in a safe and reliable manner.

- The Staff can upload reading materials, suggest useful links to be read prior to a particular lecture and built-in online discussion forum facility.

- The Institution has leveraged a wide array of features provided by the Google Suite with a long-term premium business account and Zoom and Microsoft Teams to deliver a robust ICT enabled teaching-learning ecosystem. Using the Lecture Record Room and their own resources, the faculty can record online classes and upload them on the LMS portal.
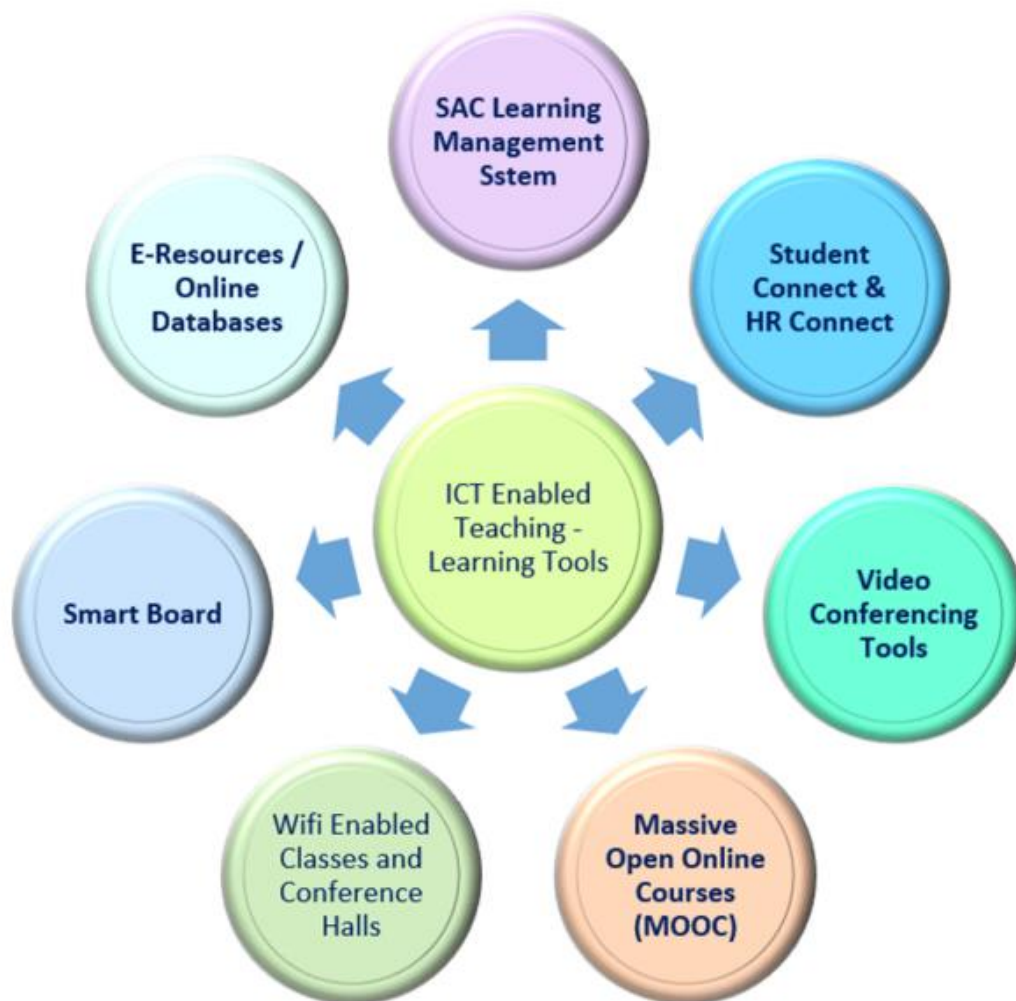
- Video Conferencing Tools: The College has installed a video conferencing facility. Google meet, Microsoft teams and Zoom are used by faculty members for conducting webinars, classroom interactions, guest lectures and training programmes.

- MOOC Courses: The College encourages the pursuit of MOOC courses by the teachers and students. The COURSERA, edX & SWAYAM platforms are encouraged. The College also offers 56 certificate courses in the online mode.

- Databases: Digital databases like PROQUEST, N-LIST, DELNET, J-GATE, E-JOURNALS, E-
- BOOKS, INTERLIBRARY LOAN (ILL), National Digital Library (NDL) etc., are available in the College.
- The College has been ranked several times in the top 10 list for the usage of N-LIST database.

- FDP on ICT: All faculty members are trained at the beginning of the academic year in a 5-day FDP on using the latest ICT technologies for smooth conduct of classes. Faculty members also create study materials like videos and podcasts to be uploaded on YouTube, Spotify, etc.

- ICT based learning environment: All the classrooms, conference rooms and halls are ICT enabled.

- 250 Mbps WIFI connectivity is available in all the buildings.

- Virtual reality simulation and smart board: Practical sessions for science courses are facilitated through virtual reality and simulation software to enhance experiential learning. Smart boards have also been installed.

- Student Connect: The College has developed a proprietary Student Management Software called STUDENT CONNECT to facilitate a seamless and transparent relationship with each individual student.

- In April-May 2020, during the peak of the Covid-19 lockdown, the Institution conducted Free Online Courses through the LMS. More than 4,000 keen learners from over 200 institutions across the globe took advantage of these courses.

2.3.4 Preparation and adherence of Academic Calendar and Teaching plans by the institution

Response:

- The Institution has a systematic process of preparation and adherence to the Academic calendar and teaching plan.

- The academic calendar of St Aloysius College (Autonomous) delineates a pre-approved schedule for teaching, Continuous Internal Assessment (CIA) and end-semester examination, semester breaks and vacations.

- There are three levels of planning and execution:

  o Institutional level

  o Departmental level

  o Teacher level

- **Institutional level:**

  o Annual strategic plan (ASP): The Institution organises an ASP before the commencement of the academic year, where each department reviews the activities of the previous year, plans the academic calendar and the academic enrichment activities.
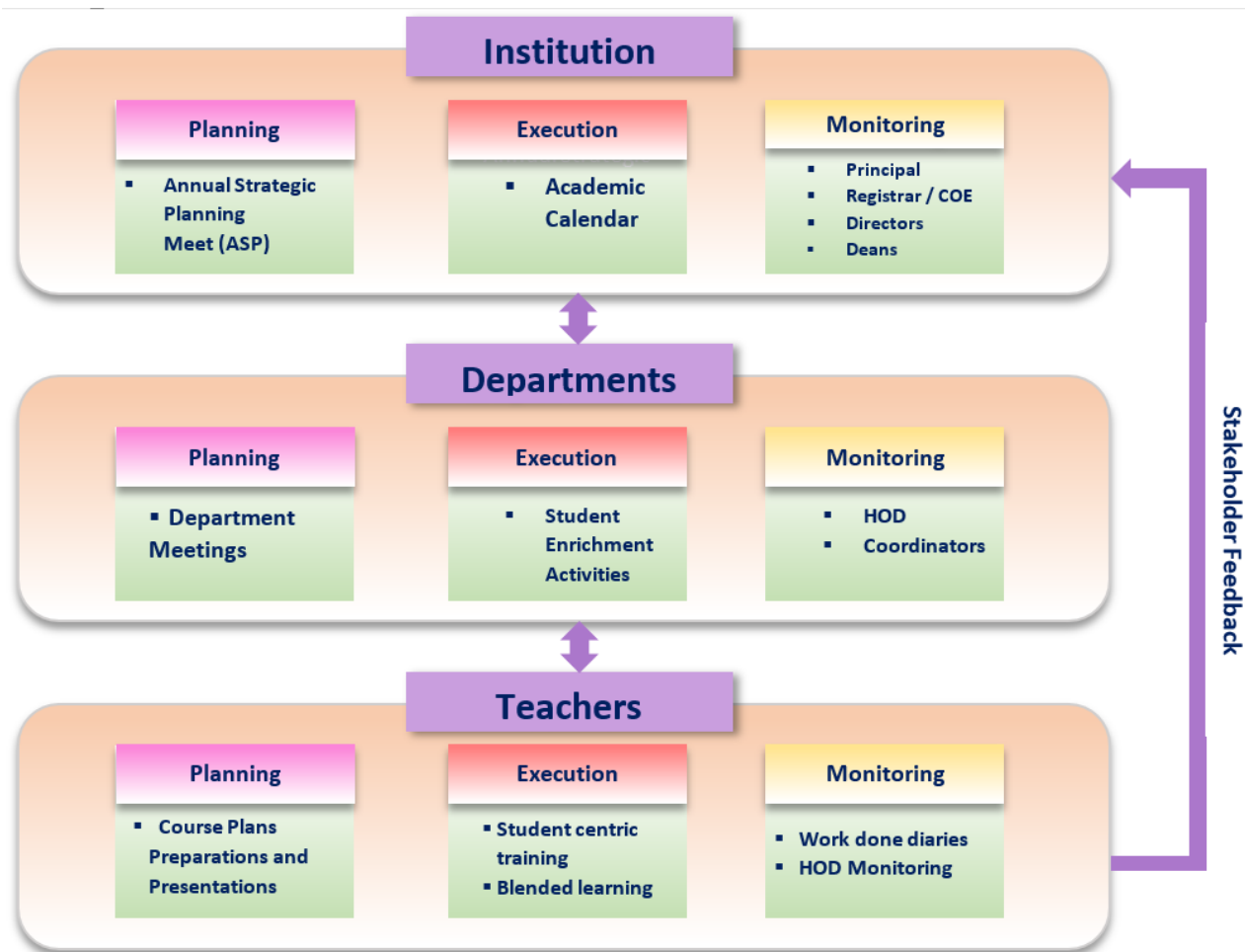
- Academic calendar: The College has established a committee whose task is to prepare the academic calendar for the odd and even semesters at the beginning of each academic year. Inputs are solicited from the COE, Directors of each block, HODs, Association Coordinators and senior faculty members prior to and during the planning of the academic calendar. St Aloysius College (Autonomous) has 68 statutory and non-statutory student associations, which deal with a wide range of issues from outreach activities to social responsibility, to arts and culture. The final draft is presented in the Academic Council and Governing Body meetings for their approval

- The academic calendar contains the following details:

    - Date of commencement of the odd and even semesters
    - Last working days of the odd and even semesters
    - Dates of College staff & student orientation programmes
    - Internal tests (2 Tests of CIA)
    - Semester Exams
    - Semester Breaks
    - Government Holidays
    - Student Council Elections
    - EC/CC activities
    - Mandatory Outreach Programmes
    - College Day, Sports Day, Degree Day, PG Day, etc.
    - College Feasts (Feast of St Ignatius Loyola, St Aloysius of Gonzaga) and Foundation Day Intercollegiate Fests

- The approved academic calendar is made available to the students on the College Website and is also summarized in the College Handbook.

2. Departmental level:

- 2.1 Department calendar and teaching plan: Teaching plans, a detailed teaching schedule (module-wise/chapter-wise), are prepared by the faculty members that facilitate the planned and timely completion of the approved syllabus. Teaching plans for all the courses are reviewed and approved by the Heads of the Department/Deans.

- 2.2 Department meetings and quality circles: The teaching-learning strategies of various programmes are planned during the departmental meetings. Every teaching faculty member is expected to maintain a work diary to monitor her/his adherence to the academic calendar.

3. Teacher level:

- 3.1 Course plan: Course allocation is done considering the faculty preference and expertise. The Course plan is prepared in detail by the respective teacher which includes blended learning and skill development activities and is presented to the members of the department. The approved teaching plan is implemented by the teacher.

- 3.2 Adherence to the teaching plan: The Individual Block Directors, Deans and HODs monitor the adherence to the academic calendar on a regular basis. The Directors of each block have the authority to recommend compensatory classes whenever required.

Institution

Planning	Execution	Monitoring
• Annual Strategic Planning Meet (ASP)	• Academic Calendar	• Principal • Registrar / COE • Directors • Deans

Departments

Planning	Execution	Monitoring
• Department Meetings	• Student Enrichment Activities	• HOD • Coordinators

Teachers

Planning	Execution	Monitoring
• Course Plans Preparations and Presentations	• Student centric training • Blended learning	• Work done diaries • HOD Monitoring

Stakeholder Feedback

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

Response:

- The Institution has a well-established Office of Controller of Examinations (COE) whose purpose is to plan and execute the process of examinations and various components of the continuous internal assessment in a systematic and professional manner. The office of the COE makes sincere efforts to ensure the smooth and secure conduct of examinations.

- At the beginning of every academic year, the Controller of Examinations, in consultation with various internal and external stakeholders, plans the schedule of Continuous Internal Assessment and end-semester examinations. The office conducts Internal, Model and Comprehensive Examinations throughout the academic year, which are planned and announced in advance.

- **The technology integration in various processes is given below:**

- **Examination procedure and Integration technology in examinations:**

  o Orientation on examination and evaluation methodology is provided to the students. The College Handbook contains an elaborate section on the Testing and Evaluation system of the College and is also displayed in the College website.

- o Question papers for the end-semester Examination are set by the External Subject Experts of the respective programmes and are scrutinized by the BOE faculty members of the respective departments
- o Question paper patterns are developed in adherence to UGC norms, affiliating university guidelines and are also benchmarked with international academic standards
- o The College website is used extensively to communicate exam-related news like announcements of exam dates, announcement of results, etc.
- o Candidates can apply for end semester examinations through the EMS
- o Examination fee remittance is processed through electronic fund transfer and the details are furnished through EMS
- o EMS generates the Admission Tickets of eligible candidates
- o Question paper setting and scrutiny: Question papers are set by the external subject experts and scrutinized by the Board of Examiners (BOE) members of the respective departments. The scrutinized question papers are verified by the office of the COE before printing. Valuation: Coding of answer scripts enables a high level of confidentiality in valuation
- o 10 The marks/grade cards of both UG and PG programmes have multiple security features

- **Continuous Internal Assessment Systems (CIA):**

  - o College has adopted the 'Blended Learning Model' which incorporates online tests of CIA at both the UG and the PG levels. Online test marks are transferred to the Internal Assessment file of every student.
  - o Proprietary Learning Management System (LMS) is developed exclusively for the College to conduct online classes, online CIA tasks and certificate courses in multiple disciplines
  - o Linways Online Examination Portal has been procured for the smooth processing of CIA. Faculty can enter the internal marks in two ways: either by uploading an excel sheet or directly entering the marks into the given fields. High-speed internet connectivity has been installed to ensure minimum downtime for faculty.
  - o Through a proprietary student management software called STUDENT CONNECT, students can
  - o check their attendance, continuous internal assessment (CIA), undertake semester/examination fees payment, examination application form, download exam time table and hall tickets, get up-to-date information on the declaration of results, etc.
  - o MOOCs from edX and Coursera are incorporated into the CIA of most departments. The College provides promo codes for students for premium courses on edX and Coursera through a Licence with these e-learning platforms.

  Reforms in examination procedures:

- The office of examination assesses the latest developments in the educational sector endeavours to enhance and sustain the quality of evaluation at the Institution through the following reforms:

  - o EMS has been upgraded with the automation of attendance and calculation of corresponding marks for CIA.
  - o Coding is initiated for increasing the efficiency.

- **The following reforms have been initiated in the examination procedures:**

  - o Marks/grade cards on special paper with 22 built-in security features Provision for online verification of marks cards at the employers' end
  - o Reviewing and re-totaling: All answer scripts are reviewed and re-totalled by authorised personnel at both the faculty and the COE levels
  - o Authorised examination centres in the North East, Kerala and Goa during the peak pandemic time ensured the smooth conduct of semester exams at multiple locations simultaneously

- **Processes integrating IT:**

  - Customised Examination Management System (EMS) to issue downloadable semester exam admission tickets with student photograph
  - Display of examination-related notices through EMS and website. Students can receive automated SMS and emails regarding important exam-related notifications
  - Students can register for end-semester exams online directly through EMS
  - EMS component for automated seating arrangement and publication of the said seating arrangements
  - Automatic notification system in the case of 20 marks difference between internal and external examiner marks (wherever double valuation is applicable)
  - Advanced copying and printing systems have been installed in the COE office
  - Internal Examination Portal with high security and anti-malpractice components for online internal exams
  - Question Bank preparation component for internal exams
  - Multiple Internal Examination formats for online exams like MCQs, Objective type, Short answer type, Essay-type questions, etc.

- Divyangjan friendly examination, disabled-friendly venues, provision of scribes and customized question papers and provision for additional time to students with partial disabilities/challenges are adopted.

- Transparency: The online application, evaluation and announcement of results have made the examination process transparent. The students are able to access their performance in CIA and End Semester Examination through their individual login details.

- OBE Scheme: Question papers are set according to outcome-based education patterns on the basis of Bloom's Taxonomy.

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.

- **Response:**

- The Institution has adopted the Learning Outcomes-based Curriculum Framework (LOCF) to suit the present day needs of the students and help them to secure their path towards higher studies or career choices. At St Aloysius College (Autonomous), learning outcomes form an integral part of the College vision, mission and learning outcomes:

- **St Aloysius College (Autonomous) has incorporated Bloom's Taxonomy and all Programmes of the college are clearly augmented with:**

  - Programme Outcomes: Developed based on the mission and vision of the Institution to mould future professionals
  - Program Specific Outcomes: Describe the skills graduates will possess after completing each programme
  - Course Outcomes: Individual course outcomes detailed after extensive discussions at the department level and incorporated in the curriculum structure

- The POs, PSOs and COs which are integral for the holistic development are displayed in the website and are communicated to the staff members and the students.

- **Graduate attributes: At the completion of the programme, the graduates of the Institution will be able to:**

  - Comprehend fundamental and relevant domain specific knowledge Apply skills acquired to solve complex problems
  - Translate their learning for the betterment of the society and the environment
  - Demonstrate interpersonal communication skills by displaying strong personal values with professional ethics
  - Contribute to the advancement of knowledge

  - **Formulation of POs, PSOs and COs:**

  - Each department formulates COs for every course offered by the department
  - The BOS of the department meticulously looks into the course objectives of each course and verifies the course outcomes
  - The Directors, Deans and HODs in the College design the Programme objectives, Programme specific objectives In addition, the Institution has also constituted Programme Educational Objectives (PEOs) that define how a programme prepares graduates for their career and professional life
  - The POs, PSOs and COs are carefully scrutinized by the Academic Council
  - Communication of POs, PSOs and COs: The stakeholders and general public are made aware of the outcomes expected from various programmes and their courses
  - The POs, PSOs and COs are communicated through the College website
  - Principal's & Registrar's address is made available to parents and students for clarification wherever necessary
  - A hard copy of the syllabus with learning outcomes is made available in the departments and respective libraries
  - Class guides and subject teachers provide clarity on the Course outcomes to their respective students
  - An Orientation programme organized for the first year students at the commencement of classes communicates the POs, PSOs and COs to the student community

- The IQAC and OBE Committee (Key Resource Persons) of the College regularly organize Faculty Development Programmes on outcome-based education (OBE).

- External and internal resource persons are invited to espouse the benefits and significance of outcome-based education.

- The College encourages Faculty members to participate in regular workshops/ conferences and MOOC/certificate courses conducted by reputed Institutions to explore the significance of outcome-based education.

Dissemination of POs, PSOs and COs

Institutional Vision, Mission and Goals

↓

Graduate attributes

↓

| Programme Outcomes (POs) | Programme Specific Outcomes (PSOs) | Course Outcomes (COs) |

↓

Dissemination of POs, PSOs and COs

↓

- College Website
- Sac-elearning Management System
- Departments and Library
- Curriculum Manual
- Faculty Development Programs
- Seminars / workshops
- Orientation Programmes

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

Response:

- **Outcome Based Education:**

- As per University guidelines, the weightage between CIA and End Semester Exams for UG and PG is 20:80 and 30:70 respectively

  - Assessment Tools for the Continuous Internal Assessment (CIA), the Formative Assessment consists of two internal tests for 50 marks each and several assessment methodologies as decided by the course teacher for 50 marks totalling up to 100 marks

- End-Semester Examination, the summative assessment evaluates the academic attainments of students at the end of each semester

- For internal exams, the concerned faculty members develop internal question papers. For end-semester exams, external examiners are appointed to set the question papers

- New OBE based question paper preparation software is currently being deployed to systematically design question papers and question banks with essay type questions and multiple-choice questions (MCQs) that are measurable on the Bloom's Taxonomy scale
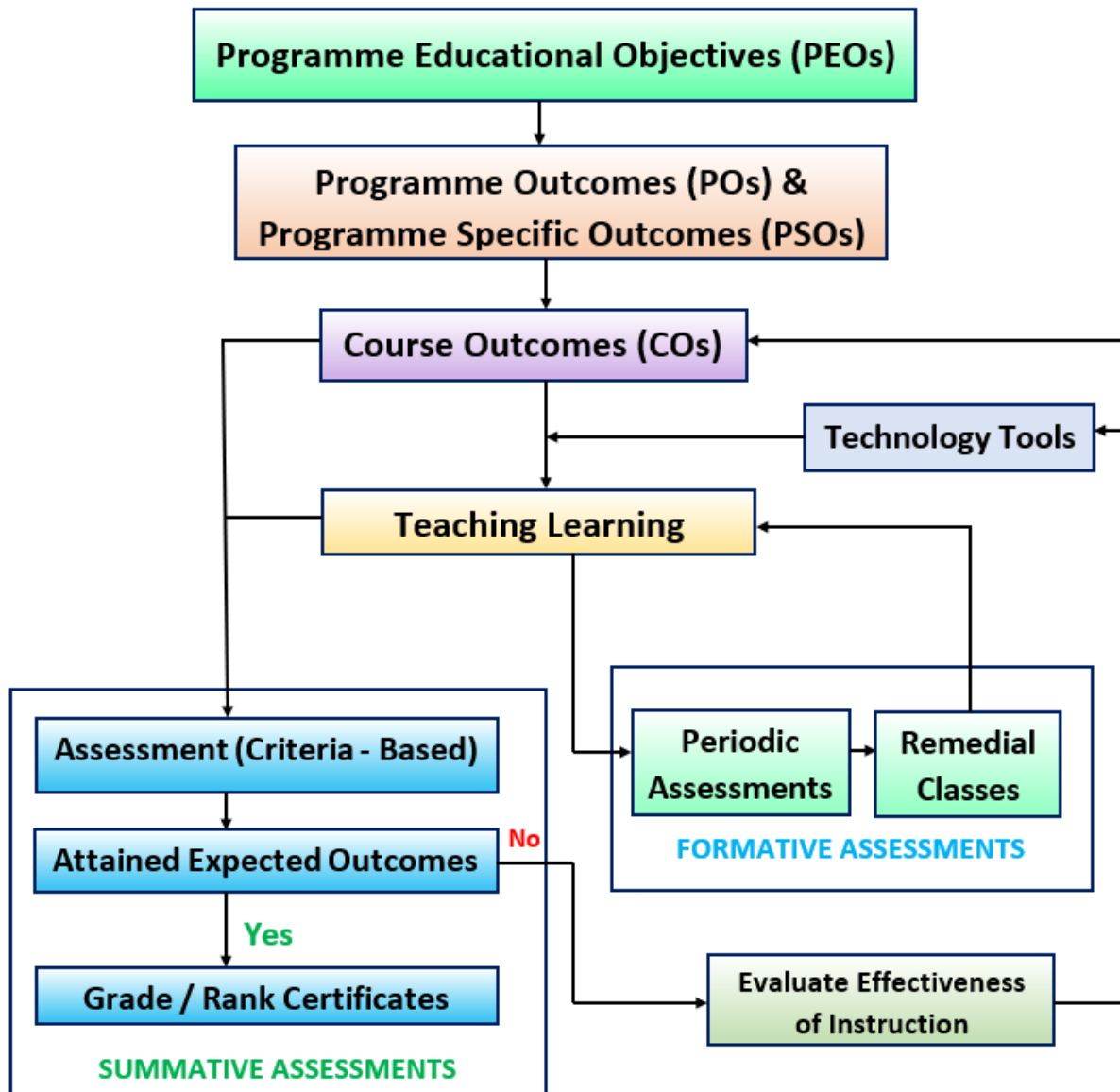
Clear Rubrics are framed for:

- Quiz, assignments, project, internship, seminar and lab works
- Project evaluation
- Students' involvement in outreach activities
- Extension activities
- Co-curricular and extracurricular activities

Evaluation of POs, PSOs and COs attainment: POs, PSOs and COs attainment benchmarks are set by the OBE committee.

- The Board of Studies, the Academic Council and the Governing Body review and evaluate the results and provide their comments and suggestions for assurance of achievement of POs, PSOs and COs

- Departments meet students whose performance is below the expected levels and assess reasons for poor performance. Appropriate remedial measures are suggested

- In each department, the learning outcomes are developed keeping in mind measurability and are stated using active verbs (Bloom's taxonomy)

- In order to map the achievement of the designed course outcomes, the College adopts a scientific formula-based method in line with the learning objectives proposed in Bloom's Taxonomy

- The method uses a five-point itemized scale ranging from lower (1), low (2), moderate (3), high (4) and higher (5) to compute the attainment of Course outcome and eventually the Programme specific outcome

- Using this method, the attainment of Course Outcome was found to be in the range of moderate to high at the undergraduate level and high to higher at the postgraduate level in most programmes of the College

Evaluation of POs, PSOs, COs and attainment

Programme Educational Objectives (PEOs)

**Programme Outcomes (POs) &
Programme Specific Outcomes (PSOs)**

Course Outcomes (COs)

Technology Tools

Teaching Learning

Assessment (Criteria - Based)

Attained Expected Outcomes — No

Yes

Grade / Rank Certificates

SUMMATIVE ASSESSMENTS

Periodic Assessments

Remedial Classes

FORMATIVE ASSESSMENTS

Evaluate Effectiveness of Instruction

Criterion 3 - Research, Innovations and Extension

3.1 Promotion of Research and Facilities

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

Response:

- The College being a premier eductional institution with a vibrant history of 142 years, has been promoting and engaging itself in research activities in various disciplines. With a clear vision of promoting research of International standard and reaching out to the global communities, the College has a research policy.

- The regular research activities of the College are guided by the Research Committee headed by Dean-Research and Innovation and Research Coordinators for promotion of research culture.

  o The Institution has formed a Research Advisory Committee with eminent researchers as members in multidisciplinary areas. An Institutional Research Ethical Committee and an Animal Ethics Committee with a well-defined Research Code of Ethics have been put in place.
  o Research projects and research papers are screened by Plagiarism software, Turnitin iThenticate The Institution has been sanctioning an annual library grant of Rs. 1,00,000 for each PG Department and Rs. 40,000–50,000 for each UG Department

- **The following is the collection of books:**

  o Departmental Libraries: 10,545
  o Central Library: 1.49 lakh
  o National/International Journals and Periodicals: 244
  o E-Journals: 66,065
  o Digital Databases: 8
  o Optical fiber networks with a lease line
  o The College library has membership with DELNET and American Centre-Chennai for library resource sharing
  o The college has been supported by DST-FIST for three successive terms. There are 51 Science Laboratories; 9 laboratories are exclusively for research
  o Fifty four pieces of equipment are of more than Rs 1 lakh value. The Advanced Research Instrumentation Centre has been donated by a group of 1971 batch Alumni in 2021 with laboratory instruments worth Rs. 171 lakhs
  o The college procured advanced instruments through agencies like UGC, BRNS, DST, CSIR, DBT, and Indian Council of Agricultural Research
  o The Institution has received two major grants, the UGC-STRIDE Component-1 and DBT BUILDER by DBT, Government of India, along with Grants from the Vision Group for Science and Technology, Government of Karnataka
  o The College has received grants of Rs. 608 Lakhs for research in the last five years from Government and Non-Government agencies
  o The Institution has signed 32 international and 45 National MOUs for research and faculty/students exchange programmes
  o Two research journals are published by the College with ISSN citations.

- - Al-Shodhana : A bi-annual, multi-disciplinary refereed research journal
  - Deeksha : A bi-annual peer-reviewed journal of Social Work.The college has Amar Konkani a journal for promoting the regional language Konkani and local culture
  - The Institution has been granting paid leave to the staff under the Faculty Improvement Programme to complete their Ph.D
  - An amount of Rs. 41.225 Lakh (average annual research grant of Rs. 8.245 Lakh) is disbursed as seed money for the faculty and students
  - The Institution has been recognized as a Research Centre by the Mangalore and Tumkur Universities
  - 23 faculty members have been recognized as Research Guides by Mangalore University,Tumkur University and Kannada University, Hampi
  - In the last 5 years 129 staff members with Ph.D have served the institution
  - All Post Graduate Departments have introduced a mandatory course on Research Methodology and Ethics

3.3 Innovation Ecosystem

3.3.1 Institution has created an eco system for innovations, creation and transfer of knowledge supported by dedicated centers for research, entrepreneurship, community orientation, Incubation etc.

Response:

- The College has been working towards imparting value based quality education with industry and institution interface and has been igniting the idea of innovation and entrepreneurship among the students through its activities and programmes.

  - The Institution has created the office of the **Dean, Research and Innovation** to promote research and innovation
  - There are 38 students registered for Ph.D during the last 5years under 23 research supervisors
  - The Institution has constituted the **Innovation and Entrepreneurship Cell** to support and motivate student start-ups by granting seed money
  - An exclusive office of the **Dean, Entrepreneurship and Consultancy** has been created to support start-ups
  - Project-based learning, industry internship, social outreach programmes, extra-curricular & co-curricular associations and student newsletters are promoted among students
  - Innovative Certificate programmes in Vermi-technology, Aquarium maintenance, Post Graduate Diploma in Fermentation and Bioprocessing under the Biotechnology Skill (BiSEP) programme supported by Governamnet of Karnataka and DBT Governament of India are conducted
- A certificate programme is conducted on Entrepreneurship in collaboration with Santa Clara University, USA
- A unique Vermibin and Eudri Compost innovative products designed and developed by the Institution is promoted and commercialized
- Community Radio - Sarang 107.8 FM which provides exposure to social issues and problems through field-based radio programmes
- Listening & Learning Centre where students with emotional issues and problems can talk to professional counsellors
- The College has adopted 5 villages under the Unnath Bharath Abhiyan (UBA) Programme. Students are trained to identify the issues in the adopted villages and encouraged to evolve ideas for solutions to them

- The College has established the Centre for Social Concern (CSC) and Centre for Environmental Concern (CEC).
- The Institution has created the required infrastructure for innovative activities such as WiFi-enabled campus, Video Conferencing facility, Pilot Plant Facility- Fruit and Vegetable Processing, Laboratory of Applied Biology, Big Data Lab supported by VGST, Government of Karnataka, Bioinformatics Lab – supported by the Dept of Biotechnology, Ministry of Science and Technology, Govt. of India, Incubation Centre and mentoring rooms
- Faculty have membership in the Plant Tissue Culture Association of India, Indian Science Congress Association, Indian Economic Association,The Indian Social Science Association and other subject related associations
- All UG and PG Departments have industry representatives in their Board of Studies
- The College has signed 32 international and 45 national level MOUs for the promotion of research and entrepreneurship
- The Institution has supported two startup projects with an estimated budget of Rs. 30,000 during 2019-20 and four projects with an estimated budget of Rs. 50,000 during 2020–21
- Three hundred and thirty seminars/conferences/workshops were organized during the assessment period on research promotion, entrepreneurship and skill development activities
- In 2019-2020, 2 biotechnology students got the Best Innovative Project Award by the Karnataka Science and Technology Academy, Government of Karnataka

- **Areas of research identified for research:**

    - Rural Empowerment

    - Healthcare Management

    - Social Audit of National Policies and Programmes

    - Digitalization

    - Green Environment

    - Disaster Management

    - Urban Planning

- Conservation and preservation of biodiversity of the region

3.6 Extension Activities
3.6.1 Extension activities are carried out in the neighbourhood community, sensitising students to social issues, for their holistic development, and impact thereof during the last five years

Response:

SAHAAYA:

- The College continuously strives to live up to its mission by conducting various extension activities
- through SAHAAYA, a 40-hour extension/voluntary service programme under the leadership of the Centre for Social Concern for UG students during the first 4 semesters of their study.

- **Impact:**

- Every student is initiated into voluntary service. Students are sensitized to accompany orphans, the elderly, the differently abled and the marginalised. Campaigns are conducted to spread awareness regarding clean, green and plastic-free environment.

  Rural Immersion Programme:

- This is a five-day village stay programme, which is a compulsory programme for PG students. Students are expected to stay with the families in the villages in Northern Karnataka, Kerala and Tamilnadu and intensively engage in school intervention programmes.

- **Impact:**

- Social sensitization, Health awareness in the rural community, Awareness of Government schemes and on-the-Job training.

  NCC (All 3 Wings), NSS, Youth Red Cross and Rovers & Rangers reach out to society through:

  - Annual Rural Camps
  - Awareness Programmes on SWACCH BHARATH
  - Environmental Protection
  - Health and Hygiene
  - Waste Management
  - Child Sexual Awareness
  - Flash Mobs/ Street Plays
  - Clean Drive Campaigns (including beach cleaning and Nethravathi river cleaning)
  - Flood Rescue and Relief Work
  - Sapling Plantations, Paddy Plantations
  - Malaria Awareness, Larvae Destruction
  - Visits to old age homes and care centres
  - Sustainable Product Creation
  - Traffic Control Training
  - Rainwater Harvesting
  - Organ Donation Awareness
  - SERV (Socio Emergency Response: Volunteers) Training
  - Medical Camps
  - Anti-smoking/substance abuse awareness
  - Distribution of food kits during COVID-19 to neighbourhood communities
  - Medical and financial assistance during COVID-19
  - Mental health assistance during COVID -19
  - COVID-19 vaccination camps

- **Impact:**
- Fostering neighbourhood networks, creating social consciousness, traffic control, creating malaria awareness, awareness on blood donation, organ donation and health awareness.

  Village Adoption Programme:

- Under the 'Unnat Bharat Abhiyan,' the College has adopted the following 5 village Panchayaths:

- Kavalapadur Panchayath
- Pilathabettu Panchayath
- Muluru Panchayath
- Kandavara Panchayath and
- Someshwara Panchayath

- Students are continuously involved in need assessment surveys, health awareness programmes.

- **Impact:**

- Health awareness among rural communities, cleanliness drive, social sensitization of students and village development.

  Radio Sarang-Community Radio:

- It Broadcasts 16 hours daily programmes in four local languages about the regional culture.

- **Impact:**

- General public, marginalised sections of society and Students benefitted on the topic of culture, health and hygiene.

  COVID Care Centre with 18 bed for police personnel and their families within the College campus.

- **Impact:**

- Forging a better rapport with the civil society and social sensitization.

  SAHODAYA, an association for the physically challenged, organizes camps and tournaments for disabled students of different institutions.

- **Impact:**

- Helps the student to empathise with and understand the physically challenged

- The College has distributed more than 10 incinerators to rural schools for the disposal of sanitary napkins.

    o For its extension activities, the College faculty and students received 58 awards from the Government and government recognized bodies
    o The number of extension and outreach programmes conducted during the last five years is 419 The College has been awarded the THIRD place in the all India level SWACHH CAMPUS ranking
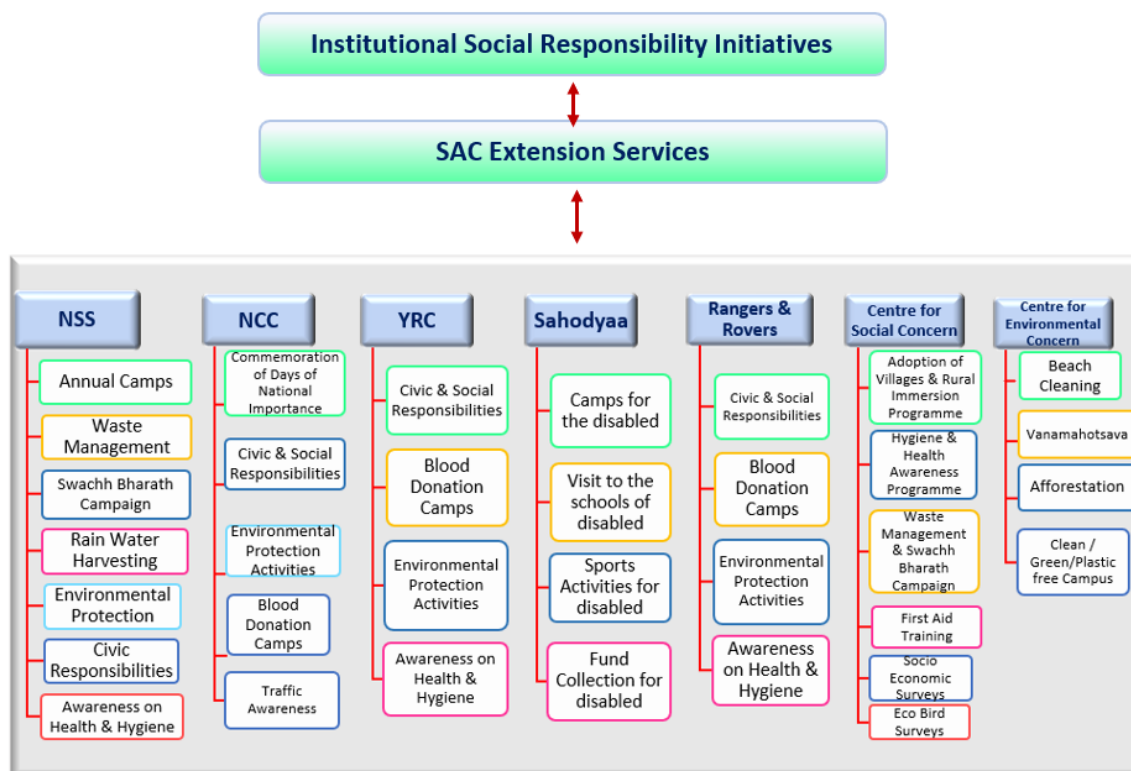
Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

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

Response:

70.92 Acres of Land

- **Classroom and Staff room facilities:**

  - The Institution has 133 non-AC and 12 AC classrooms which comprises of 8 Seminar Halls, 3 Exam Halls and 6 Gallery rooms with LCD projectors, sound systems and Wi-Fi connection 38 staff rooms, 1 common staff room and 49 individual staff cubicles
  - 20 Administrative Officer's rooms
  - Dustbins for collecting segregated waste
  - Wheelchairs, Ramps and Elevators in all buildings
  - Wi-Fi enabled with a bandwidth of 250 Mbps
  - 23 Smart boards, 20 CCTV/ DVRs, 11 LED TVs
  - Video conferencing, e-content development, Student's apps 4 Conference Rooms / Board Rooms 11 Auditoria

- Advanced Instrumentation Centres

- **Auditorium and Seminar Hall seating capacity:**

- **AC Auditoria**

  - LF Rasquinha Hall (450)
  - MDC Hall and Arthur Shenoi, AIMIT (300)

- **8 Non- AC Auditoria**

  - Loyola Auditorium (1500)
  - Auditorium, AIMIT (1000)
  - Eric Mathias Hall (250)
  - Xavier Auditorium (150)
  - Gelge Hall (300)
  - AR 801 (250), AR 802 (400) and AR 803 (600) Hall, Arrupe Block

- **6 AC Seminar Halls**

  - AV Room, Arrupe Block (100)
  - Sanidhya, Admin. Block (100)
  - MDP, AIMIT (100)
  - Robert Sequiera Hall (150)
  - Joseph Willy Hall (110)
  - AV Room, Civil Service Block (80)

- **Non-AC Seminar Halls**

  - AV Room, Admin Block (80)
  - Teletorium, Arrupe Block (100)

- **Computing Equipment and Faciliti**es:

  - 230 computers have core i5 processors with 16 GB RAM and remaining computers have core i3 Processors, 10 Gen. with 8 GB / 16 GB RAM, SSD (256 GB), 1 TB HDD. Generators with 250 KVA (1), 160 KVA (2), 500 KVA (1) and 125 KVA (2)
  - Solar Panels of 450 kWp
  - 8 databases

- **Laboratories:**

  - 51 Science Laboratories
  - Laboratory of Applied Biology with Plant Tissue Culture and Algal Culture
  - The PG Science departments have an Advanced Instrumentation facility supported by DST-FIST, UGC, DBT and other funding agencies
  - A Pilot Plant for the processing of fruits and vegetables for new product development
  - An established CPCSEA approved Animal House, with a lab-scale incinerator for bio-medical waste disposal
  - 17 AC Computer labs having 785 computers, 1 AC Commerce & Management lab having 82 computers with SPSS software and 1 Psychology lab

- **Library:**

  - Radio Frequency Identification (RFID) Technology with Koha Library Automation Software
- libraries with 1,49,373 books, 244 journals and periodicals, 66,065 e-journals and 7,99,500 e-books
    - 10,545 Departmental Library Books
    - 47 Computers with internet facilities for free browsing

- o JAWS software, Audio books and Braille for the visually-impaired

- **Other Central Facilities:**

  - o Healthcare Centres
  - o Radio Sarang – 107.8 FM Community Radio Station
  - o An Institute of Civil Services
- Museums
  - o 1 Observatory
  - o A World Heritage College Chapel
  - o 1 TV Studio
- Cafeteria and 3 self-service 'Campus Chill' outlets
  - o Spacious Parking Lot
  - o Listening and Learning Centre
  - o 2 Teachers' Cooperative Credit/Housing Societies
  - o 1 Student Cooperative Stores
  - o 14 Store rooms
  - o 2 Guest rooms
  - o IGNOU Study Centre
  - o 2 Incubation Centres
  - o Bus, e-Cycle and e-Buggy facilities
  - o Bank and ATM facilities
  - o STP plant
  - o Innovation, Entrepreneurship, Research and Consultancy Cells
  - o Vermicomposting unit
  - o NSS and NCC rooms
  - o Alumni Centre
  - o 18 Teaching and 16 non teaching Staff Residential Flats, 12 Jesuit residence rooms, 3 Gents Hostels and 4 Ladies' Hostels

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

- **Response:**

- **Cultural Activities:**

  - o 11 Auditoria and 8 halls are available for holding cultural events

  - o Open Air Theatre - 'Rangamanchike', an open air stage can be viewed by an audience of 3000

  - o 'Altorium' is another open-air stage which can be viewed by an audience of 5,000

  - o Amphitheatres with movable LCD Projectors, light and sound systems along with green rooms are available

  - o Music Room with musical instruments

Facilities for Sports &

Games: Outdoor Games:

- • A Cricket ground measuring 800 sq.mts with 4 outdoor practice pitches

- A 300 mts. Athletics track

  - Facilities for disc, javelin, shot put, hammer throw, long jump, pole vault and high jump pits with bed

  - 1 Football field of 5200 sq.mts. (SAC) and 1 5000 sq.mts. field (AIMIT)

  - A Hockey ground (SAC) (2250 sq.mts.)

  - 2 Volleyball courts (SAC) of 240 sq.mts. each

  - 1 Volleyball court (AIMIT) of 162 sq.mts

  - 2 Throwball courts (SAC) 240 sq.mts. each

  - 2 Basketball courts (SAC) of 665 sq.mts. each

  - 1 Basketball court (AIMIT) of 436.24 sq.mts

  - 1 Handball court (SAC) of 1125 sq.mts

  - 1 Olympic size, ozone purified Swimming pool of 3000 sq.mts

- **The usage rate :** 80%

- **Indoor Games:**

- **A fully furnished indoor games hall is available to play Table Tennis, Badminton, Chess, Carroms etc., in the College campus with the following specifications:**

  - 2 Shuttle badminton courts (SAC) of 140.94 sq.mts. and 175.74 sq.mts

- Shuttle badminton courts (AIMIT) of 81.74 sq.mts each

  - Table Tennis of 17.5 sq.mts

  - 1 indoor Cricket practice pitch

  - Chess and Carroms space of 9 sq.mts.

- **Gymnasium:**

  - A Gymnasium for the faculty and the students with various equipment. The SAC Centre has 1 Gymnasium (120 sq.mts.)

  - The AIMIT centre has 2 Gymnasiums (318 sq.mts. each)

- **Yoga Centre:** To revive ancient Indian tradition and culture and to provide a healthy practice along with academics a Yoga centre has been setup, thereby increasing the holistic performance of the students. It conducts certificate courses in Yoga and a separate space is provided to practise in the campus in an exclusive spacious hall measuring 56.86 sq.mts.

- **Utilization and outcome:** The facilities of the Institution are utilized optimally for the holistic development of the students. These facilities are used to organize National/state level intercollegiate fests every year. In addition, the College organizes UTSAV and SANGAM interdepartmental UG and PG fests respectively. The campus facilities are used for the selection and coaching of university level teams. Every year the College wins more than 15 overall championships in both intercollegiate cultural and sports competitions. The sports facilities of the College have created many National level sportsmen and women.

4.2 Library as a Learning Resource

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

Response:

- St Aloysius College (Autonomous) Libraries are fully automated with Radio Frequency Identification Technology with KOHA library Automation Software. The College has 5 full-fledged Libraries in the Administrive block, PG block, Konkani Institute, Institute of Civil Services and AIMIT Centre.

- The Libraries are equipped with 1,49,373 books, 10,545 books in the departmental Libraries, 1,929 CD/DVDs, 244 journals and periodicals, 66,065 e-journals & 7,99,500 e-books on various disciplines.

- **The libraries have been fully automated with RFID technology with the following configuration:**

  - Previous ILMS Software: **EASYLIB**
  - Nature of Automation: Fully Automated
  - Version: 43.3
  - Year of Automation: 2007
  - New ILMS Software: **Koha Library Management Software** with **RFID** Integration
  - Nature of Automation: Fully Automated
  - Version: 19.11.16.000
  - Year of Automation: 2021

- **Some of the major components of the Koha software are:**

  - Circulation

  - Cataloguing

  - Serials Control

  - Acquisitions

  - Reports

  - Patrons

  - WEB OPAC: https://library.staloysius.edu.in/

- **Institutional Repository:**

- The Institution has developed an Institutional Repository using DSpace software. Students and staff can access the College Magazine, faculty publications, departmental newsletters, question papers, College Handbook, rare books etc. http://136.233.78.185:8080/saclib/

- **Mr George Fernandes Collection:**

- Mr George Fernandes, an Illustrious alumnus and former Defence Minister, Government of India, has donated 4200 books to the College Library.

- **Digital databases and networks:**

  - The Institution has established e-resource browsing centres with free internet for the benefit of the faculty, researchers and students in the Libraries

  - 24x7 remote access facility for subscribed e- resources and WEB OPAC

  - Archives for students' dissertations and faculty publications in the College repository

  - Databases: N-LIST, DELNET, CMIE Prowess, ProQuest, ProQuest ABI/Inform Collection, J-Gate, IEEE, McGraw Hill e-books, Pearson e-Books

  - Institutional Membership: The Library has memberships with DELNET, National Digital Library (NDL) and the American Centre Library, Chennai

  - TURNITIN I-THENTICATE Anti Plagiarism Software is available in the Library

  - WiFi with 250 Mbps speed provides accessibility to learning resources

  - UGC book bank and Interlibrary Loan (ILL) services
- **Disabled friendly, spatial and reprographic facilities:**

  - All the libraries are inclusive for persons with disabilities with Audio books and Braille materials for the visually impaired students

  - The Libraries have reprographic facilities

- **Accessibility, information dissemination, training and exhibition:**

  - The Open Access facility facilitates readers to access Library resources easily

  - The Library maintains a special corner to highlight new books

  - The Library constantly disseminates information regarding facilities and programmes on the institutional website, WEB OPAC, email and social media

  - The Librarian and Library staff conduct orientation on Library resources and their usage to the staff and students

  - Training programmes on different databases are also organized

  - Annual book exhibitions on new publications by the various publishers and vendors, Library book exhibitions on different themes have been organized

4.3 IT Infrastructure

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

Response:

- **IT Policy statement:** The IT policy of the College encompasses IT Administration, Hardware and Software, Networking, Database Management, Electronic Communication Systems, IT usage, Cyber Security and Maintenance guidelines.

- **LAN and Wi-Fi:**

    o Structured Network Cabling

    o Computer labs are connected through 1 Gbps (LAN) and connectivity is through 250 Gbps fibre

    o Every building is provided with 1 Gbps switches

    o 25 controlled Wi-Fi access points with a speed of 250 Mbps

    o Backup in the form of UPS for all terminals (>7.5KVA)

    o 997 Computer systems with core i5/i3 10th Gen. Processor with 8 GB/16 GB RAM, 256/512 GB SSD, 1 TB HDD for student usage

- **Cyber Security:**

    o The College is secured with NETFOX Firewall

    o Authentication-based user access is provided to all IT devices

    o IPS, Content filter and AV scanning in the gateway mode

    o Application level bandwidth and quota management

    o Group-based security policy is assigned to the user groups

    o Reports are regularly monitored

    o A public paging server is integrated with the DMZ zone to respective ports

    o Synchronized Security feature is planned for integration at the client level

- **Hardware and Software:**

    o Personal computing devices, computer peripherals, networking equipment, biometric devices, telecommunication equipment, mass media streaming devices and other hardware have been procured and installed

- o Microsoft licensed software is installed

- o Licensed software and open source software are available

- **Budget allocation: T**he finance committee of the college in consulattion with the librarian finalise the yearly Budget for updating IT facilities in the college.

- **IT Facilities Updation:**

  - o 100% replacement of computers after optimum use

  - o The upgradation is in the form of hardware updating, increase of terminals, addition of bandwidth, replacement by high-capacity cables (CAT 6 cable for internal LAN and OFC for longer distances)

  - o The Turnitin iThenticate Anti Plagiarism Software is available in the library

  - o 11 LED TVs

  - o Live Streaming of programmes

  - o The campus security is strengthened with 301 surveillance cameras

  - o All class rooms and seminar halls are equipped with ICT facilities

  - o A student's app (SAC e-content) is used for communication with the students

  - o College has designed proprietary LMS during the pandemic and online classes are managed by this software

  - o The libraries have been fully automated and use RFID technology with Koha Library Management Software

  - o The Institution has developed an Institutional Repository using DSpace software

  - o Video lecture capturing facility

  - o Video conferencing facility

  - o The College Admission process and fee payment are online
  - o Student Attendance, Internal exam marks, End Semester Examination Results and Student Feedback are available both online and offline for students. Internal exams are also conducted online through the College portal.
  - o The College Academic Management System (AMS) helps the administrative as well as academic section to generate the required output

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.

- **Response:**

- St Aloysius College (Autonomous), Mangaluru, strives to meet the growing needs of the Institution by making available adequate physical infrastructure and constantly upgrading facilities in order to provide, maintain and utilize physical, academic and support facilities.

- **Established Systems and Procedures:**

  - The Planning Committee chaired by the Principal presents a report regarding the physical, academic and support facilities in the Governing Body for approval and implementation
  - The HODs, faculty, non-teaching staff and other service personnel are given the responsibility to maintain the facilities under their supervision. They later report to the Principal for maintenance of infrastructure when needed.
  - An annual audit & stock-taking of the physical, academic and support facilities is undertaken for assessment and evaluation
  - A detailed report is submitted by the Heads of the Department to the Principal which aids in planning for the next academic year

- **Maintenance of Physical facilities:**

  - Maintenance Officers and Staff – The maintenance staff under the supervision of Maintenance Officers are responsible for the maintenance related to electrical and other repair work of the classrooms and the entire campus throughout the year. Carpentry, painting, etc., are outsourced and these works are carried out under the supervision of the Maintenance Officer.
  - Technical requirements and other infrastructure facilities are maintained regularly by separate technical maintenance teams. The major repair works are carried out during the summer vacation. Annual Maintenance Contracts (AMCs) - The lifts, air-conditioners, generators, water purifiers and other equipment are cleaned, calibrated and maintained on a regular basis. Fire extinguishers and First Aid Kits are maintained regularly and their refilling is done before the date of expiry. Annual Maintenance Contracts (AMCs) for Servers and Software are also maintained on a regular basis. Support Staff - Cleaning and maintenance of class rooms, seminar halls, laboratories, staff rooms, Library, wash rooms, corridors and the College Campus are done meticulously on a daily basis Security Services - The security of the campus is maintained by professional Security Agency Guards

  - To ensure protection for staff & students, CCTV cameras have been installed at Computer Laboratories, corridors, near the gates and in other vantage points The green cover of the College is maintained by a team of gardeners
  - The Cafeteria, Guest house, Hostel and Reprographic Centres are maintained by the support staff The Vermicomposting Unit is maintained by the support staff
  - Fire safety and security equipment in all the blocks are maintained through AMCs
  - Maintenance of Academic facilities
  - Laboratories
  - Stock Updating of all the equipment, instruments, glass ware, specimens, computing devices etc., is done annually in all the departments and the details are given to the College Office for further action
  - Regular maintenance of Fault Registers and Log Books in all the laboratories and repair works are carried out immediately without any delay
  - For any kind of maintenance or repair the laboratory staff in-charge reports to the Head of the Department and he/she forwards it to the Principal and the repair work is carried out by the service personnel
  - The instruments and equipment are serviced by the suppliers from whom they are purchased
  - The Maintenance Register of the same is kept in the laboratory. A separate Maintenance Register is kept with details of maintenance entries, i.e. name of the instrument, date and description of maintenance

- All the computer labs and server rooms are equipped with Air Conditioning facilities for better maintenance

- **Libraries :**

  - All books in the Library are arranged according to the Dewey Decimal Classification (DDC) system. The Libraries are maintained by the Librarians and the support staff of the Library. Damaged books are bound, scanned and digitized in the Libraries.
  - The annual stock updating and maintenance of the Library books is carried out during the summer vacation
  - The Library Advisory Committee plans and monitors the infrastructure of the Library The AMC takes care of the Integrated Library Management System
  - On request from each department, a list of required books is prepared and procured for the next academic year
  - A nominal penalty is levied for delay in returning the Library books or losing them
  - The Departmental Libraries are taken care of by the staff in-charge of the Library in each department and the HOD
  - The Library rules and regulations are published in the College Handbook and on the Library WEB OPAC page
- **Computers:**
  - The Lab Administrators and faculty members are in-charge in every computer lab
  - A total of 6 technicians take care of the maintenance and service of the computers in the laboratories, computers and laptops in the departments and the administrative offices
  - Minor technical problems occurring in computers are handled by the lab administrators. All the servers, computers and other accessories are installed with power backup. Computer hardware
  - technicians are responsible for the maintenance and repair of computers within the Campus. The entire network of the College is secured with the Net fox firewall. Working of the LCDs is checked on a regular basis by technicians.
  - The students are instructed to follow the Standard Operating Procedures strictly during the use of the systems to avoid system failure due to improper usage
- **Sports:**
  - The College is equipped with a well-maintained playground. All the courts are marked before the start of the academic year and the inter-departmental tournaments.
  - The Department of Physical Education (Sports and Games) maintains stock registers A & B, Accession Register Stock issue Register and the Register for Condemned Equipment Every year worn out and condemned equipment are replaced/disposed of

- **Swimming Pool:**

- The College Swimming Pool is maintained by regular cleaning and is refilled on a weekly basis.

- **NSS/ NCC:**

- Separate Stock Registers are maintained by the NSS and NCC officers for NCC and NSS equipment.
- These equipment are kept in separate rooms exclusively allotted for NSS and NCC activities.

- **Halls and Auditoria:**

- For the systematic optimized usage of conference halls and auditoria, separate booking registers are maintained by the Block directors and the Maintenance Officers.

Criterion 5 - Student Support and Progression
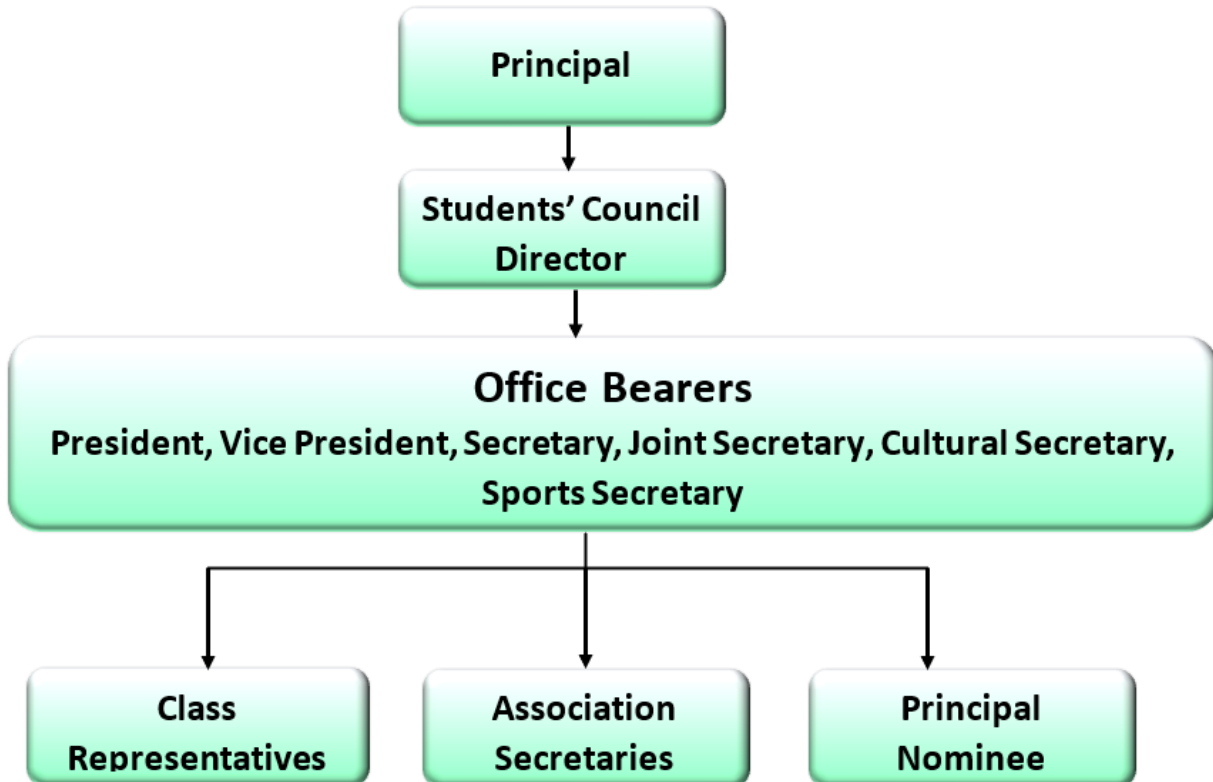
5.1 Student Support

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

- **Response:**

Students Council

- **The Students' Council Members:**

  o The class representatives and cultural representatives from each class are elected through a secret ballot system by a simple majority of votes.

- The Students' Council, at its meetings, discusses issues and activities of the student community

- It takes the lead in organizing cultural activities, seminars, workshops, motivational talks and socially related Outreach Programmes

- The Students' Council dynamically helps in enabling a student-friendly campus through its active participation

- **The Students' Council members assist in planning and execution of the following events:**

  - **Kalotsava**: Through this programme we identify the talented students, especially from first years, and motivate them to participate in various cultural activities. All students who have participated in at least one cultural event of the College are honoured with an appreciation certificate.

  - **Utsav (Inter-class UG fest):** Various Inter-Class cultural events are organised as interclass competitions involving every student of the classes. Students learn mutual cooperation and the spirit of healthy competition.

  - **Mega Aloysian Fest (National level UG fest):** This includes 7 fests viz., IMPRINTS (B.Sc), ACME(B.Com), COPOSITE(BCA), ART BEAT (BA), SPINOUT(BBA), ASTITVA(Cultural Fest) and ALOYSIAD(Sports Fest). Students from Karnataka, Kerala, Goa and Maharashtra take part in these fests.

  - **Epitome:** It is a National level IT fest conducted by the Departments of MCA/ MSc (ST)/MSc (BDA) for engineering colleges and PG students of IT

  - **Insignia:** It is a national level management fest conducted every year by the department of MBA for the PG students of Commerce and Management.

  - **Lakshya:** It is an Interclass hunt event held in the IT department in which all students of the IT departments take part in various competitions

  - **Festum:** It is an interclass talent hunt event of the MBA department where various competitions are conducted for students

  - **Sangam:** It is an inter-departmental fest for PG students organised every year

  - **Musical evening:** This event is organised annually to enable the UG students to showcase their talents in music

  - **The Teachers' Day celebration** is organised by the students every year on the 5th of September

  - The **International Yoga Day** is organised by the students and staff on the 21st of June every year

  - Motivational talks by reputed resource persons are arranged every year for the students

  - Seminars, Workshops, Outreach Programmes like SAHAAYA and One Rupee coin collection are

- o organised to raise funds to help the needy

- o Inter-religious festivals: Christmas, Ramzan and Diwali are celebrated every year

- The Students' Council has an MOU with SACAA (St Aloysius College Alumni Association)

  - o The Students' Council has initiated Twitter, LinkedIn, Instagram, Facebook, discord, poetry and short stories blogs accounts, etc., and other social media platforms to enhance and promote College activities

  - o Representatives in Academic and Administrative Bodies

- **Students have representation in:**

  - o IQAC
  - o Board of Studies (BOS)
  - o Student Activity Cell
  - o Anti-Ragging Committee
  - o Anti-Sexual Harassment Committee
  - o Canteen Committee
  - o Placement Cells
  - o Students' Council takes the lead in organising the Hostel Orientation Day, the Hostel Sports Day and the Hostel Day programmes

5.4 Alumni Engagement

5.4.1 The Alumni Association / Chapters (registered and functional) contributes significantly to the development of the institution through financial and other support services.

Response:

- The Alumni Association of St Aloysius College (Autonomous) has a history of one hundred and twenty years. SACAA – St Aloysius College Alumni Association is a registered body bearing registration number 105 in the year 1999-2000. SACAA is affiliated to the Jesuit Alumni Associations of India – JAAI at the National level and the World Union of Jesuit Alumni - WUJA at the International level.

  - o It has more than 13,000 members and branches in Kuwait, UAE, Bahrain, Australia, Canada and USA

  - o The mega Aloysian Reunion is celebrated on the 12th of January

  - o SACAA is fully functional with its own constitution, structure, Patron, Director, Office bearers, Executive Committee members and a dedicated office. With Alumni affiliations across the globe, many of the Executive Committee members have participated and represented SACAA at the State, National and International level meets.

  - o Through its meetings, talks, tours, picnics, sports meet, reunions, felicitation of Illustrious Alumni– Eminent Alumni Awards, felicitation of Staff completing 25 years of Service in the Institution

  - o Famous personalities among the Alumni Awardees include Padma Bhushan K. K. Venugopal - Attorney General of Govt. of India, Padma Bhushan Sri K. V. Kamath - Chairman of

NaBFID National Bank for Financing Infrastructure and Development, Padmashri Anant Agarwal - CEO of edX, Mr Ullas Karanth - Leading conservationist, Sri Thumbay Moideen - President of Thumbay Group, Justice Santhosh Hegde, Mr K. L. Rahul - National cricketer, Mr Aravinda Adiga - Booker prize winner, Dr Devi Shetty - Cardiologist, Narayana Hrudayalaya, Bengaluru. Forty five Illustrious Alumni have been conferred with the award so far which is held biannually.

o   Their philanthropic financial support has enhanced the status of the College to what it is today. The 'Aloysian Spirit' is best seen in their response to humanitarian calls, the most recent one being their physical and financial support during the Covid 19 pandemic

o   SACAA has been instrumental in ensuring the College growth from its affiliated status to the Autonomous Status. It is currently supporting the Institute to attain the Deemed to be University status

o   The Alumni are keen in organising their Golden Reunions in the Campus in recent years and as a respect to their Alma Mater they have funded projects like Setting up of Advanced Instrumentation Centre for Research, Mid-day Meal Schemes, Scholarships, etc. The SACAA had organised a golden batch reunion (Reunion of 1971 batch students) on the 9th of January 2022. The students of the 1971 batch have contributed an amount of Rupees 171 Lakhs to its Alma Mater for various research projects of the College. The members of the Association are in the various academic and administrative bodies of the Institution thereby contributing to the wholesome growth of the College.

o   The Alumni members strengthen the Industry Academia linkages by providing internships to the students. They also serve as recruiters for their companies

o   The Alumni render support to the Green initiatives of the College such as 'own a tree'
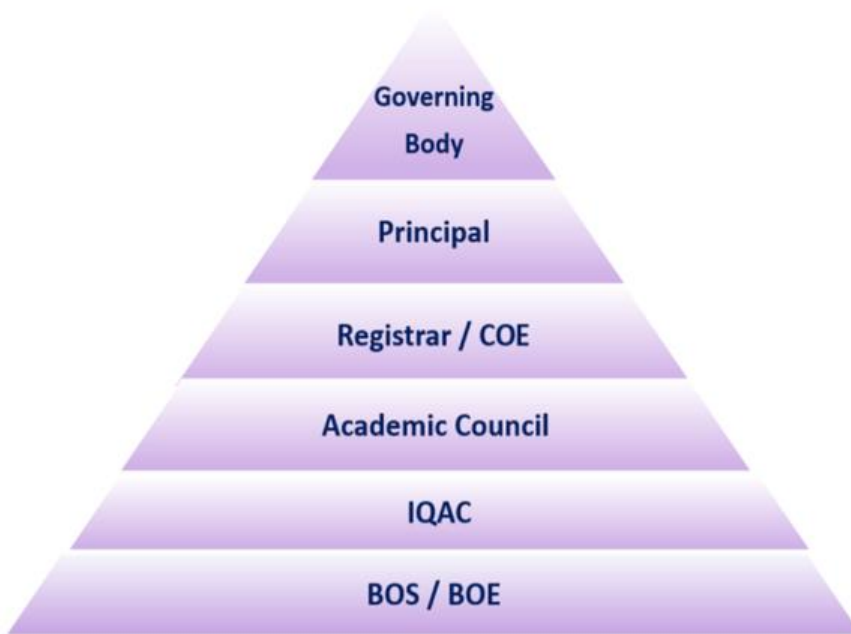
Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

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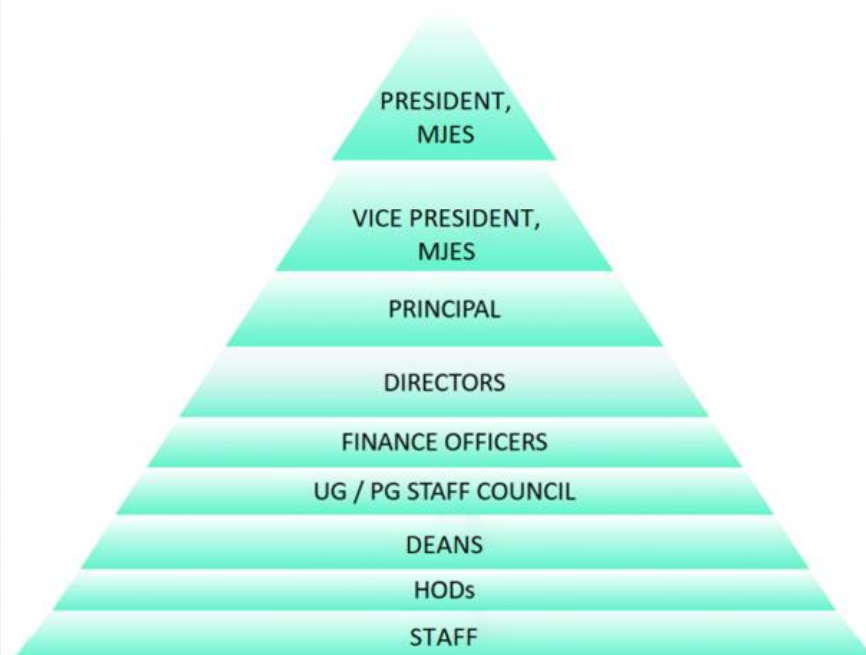
- **Response:**

- The Management, the MJES (Mangalore Jesuit Educational Society), with its vision of empowering the marginalized sections of society, has been zealously promoting the cause of Higher Education by nurturing young men and women through its mission, to establish a society with Equity and Justice.

- **Vision Statement**

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

- **Mission Statement**

- St Aloysius Institutions of the Mangaluru Jesuit Educational Society inspired and guided by the motto '**Lucet et Ardet'** meaning **'Shine to Enkindle'** commit themselves to spread the light of knowledge and wisdom and to kindle the ardour of faith that does justice by **forming men and women for and with others**, who are academically accomplished, emotionally balanced, morally upright, socially responsible, ecologically sensitive and professionally dedicated, so that they are a powerful force in the transformation of Society.

- **Participative Management** is visible at various levels in the administration of the College. Stakeholders are involved both in the process and in the implementation of major thrust areas of decision making such as academics, administration, financial management, infrastructure development and social inclusion.

- The **Governing Body** of the College is the most important **decision-making** body which meets twice a year and is headed by the President of the MJES. It also has representatives from the UGC, State and the University besides internal members. It ensures that policies framed are in tune with the norms of UGC, the state government and the affiliating University.

- The **Academic Council** meeting which is held twice a year, is chaired by the Principal and focuses on the enhancement of curriculum design and teaching, introduction of new industry-based courses and the learning and evaluation process. The curriculum structures and syllabi in various disciplines are presented and approved.

- Registrar and Two senior faculty members are part of the Governing body. Directors, Deans and Heads of the Department are part of the Academic Council.

- Regular meetings of the **Staff Council** comprising the Heads of all Departments, Deans, Directors of various blocks, Finance Officers, Director of Student Council and other important officials including non-teaching staff representatives are held both at the UG and PG levels to decide on matters related to **academics and administration**. The Principal of the College chairs all important meetings and gathers suggestions from the teaching and non teaching faculty with regard to Quality Sustenance and Improvement.

- The Directors attend weekly meetings with the Principal to discuss matters of day-to-day administration. The Deans and the Directors have regular consultations regarding academic and administrative matters of the Institution, in keeping with its vision and mission.

- The **Board of Studies** comprises of all the teachers of the respective departments in addition to the Vice Chancellor's nominee, subject experts, alumni representative, industry representative and student representative.

- Controller of Examinations, the Chief coordinator of Examination with two assistant coordinators and the examination reforms committee lead the decisions pertaining to examinations.

- The Faculty members play an important role in IQAC, Finance Committee and the other Statutory Committees of the College.

Academic Governance

- Governing Body
- Principal
- Registrar / COE
- Academic Council
- IQAC
- BOS / BOE

Administrative Governance

- PRESIDENT, MJES
- VICE PRESIDENT, MJES
- PRINCIPAL
- DIRECTORS
- FINANCE OFFICERS
- UG / PG STAFF COUNCIL
- DEANS
- HODs
- STAFF

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

Response:

- **Participative Management System (PMS):**

- The College follows an effective democratic management system through participative decision making. Various academic responsibilities are shared by the staff members who occupy important administrative positions to assist in the academic and administrative duties.

- Some of the progressive changes that resulted from the Participative Management System are as follows:

    o Appointment of Directors and Deans to enable further decentralization and execution of academic and administrative decisions. There are 6 Directors, 11 Academic Deans and 6 Administrative Deans.

    o Appointment of deans to oversee academia–industry related activities like Human Resources, Research and Innovation, Entrepreneurship and Consultancy, International Programmes, Student Welfare & Training and Outreach activities.

    o Delegation of authority & responsibility to Academic Deans to monitor the functioning of the departments and conduct the Board of Studies & Board of Examination meetings in each semester.

    o Interaction of Deans with Heads of various departments and staff to define the policies and procedures, formulating guidelines, rules & regulations pertaining to admission, placement, discipline, grievance, counselling & library services besides training and development.

    o Adequate representation of staff in decision-making bodies like the Academic Council, Board of Studies, Examination Committee, Student Welfare Committee, IQAC, NAAC Cell, Anti-Ragging and Anti-Drug Abuse Cell, Campus Recruitment Committee, Canteen Committee, Research Committee,Entrpreneurship and Consultancy Cell, Grievance Cell (General), Staff Grievance Cell, Committee Against Sexual Harassment (CASH), Equal Opportunity Cell, Internal Complaints Committee, Ladies Welfare Office, Campus Ministry and Examination Malpractice Enquiry Committee. In addition, student representatives are included in Student Council, Committee against sexual harassment, Equal Opportunity Cell, Internal Complaints Committee and Canteen Committee.

    o Unique practice of Class Guides/Mentor System to monitor the academic, personal growth and overall development of the students, being available for counselling on a regular basis and providing the much-needed support mechanism to identify weak performers and provide remedial support.

    o The Office Superintendent supervises the various activities of the administrative office.

- The Participative Management System (PMS) paved the way not just for decentralization but also for the active involvement of staff in:

    o Screening and counselling the students for admission via an online portal.

- Conducting orientation sessions to students on topics of ethical & servant leadership in keeping with Jesuit ethos.

- Formation of Students Welfare Committee, conducting brainstorming sessions and deliberations.
- Offering several online courses and conducting webinars during the pandemic times for the benefit of society which were well-received.

- Conducting offline exams for the convenience of its students during September 2020 at various centres pan India in collaboration with other autonomous institutions and independent centres.

- The extension activities of the College are coordinated through the Centre for Social Concern and Centre for Environmental Concern.

- Placement and career guidance is coordinated through the Dean of Placement and other placement officers.

- PMS ensures that the decision-making trickles down not only via the conventional top-down approach but rather via a more contemporary bottom–up approach in all aspects of managerial decision-making. It has enabled St Aloysius College to soar way above expectations on all vital parameters pertaining to academics and governance.

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic / Perspective plan is effectively deployed

Response:

- The College, with its main objective, 'Reaching the Unreached' has in the past 142 years strived to take 'Education to the masses'. The College has taken various measures to reach the unreached.

- Some of the measures taken to ensure equity and inclusion are:

  - **Admission Policy:** The College has guidelines for admissions where preference is given to students from the economically backward and socially marginalized sections of the society. Scholarships and fee concessions are given to meritorious and deserving students. The College also has the practice of giving interest-free loan to needy students.
  - **Mid-day meal scheme:** The College provides mid-day meals at subsidized rates in the canteen to deserving students who belong to:
    - Socially and economically deprived sections of the society.
    - Students travelling from distant and rural places.
- **Centre for Social Concern:** The Centre is actively engaged in working for and with the
  - marginalized with the intention of addressing their needs and developing social awareness among students and staff. Under the UNNAT BHARATH ABHIYAN scheme, the Centre has adopted 5 villages.
  - **Centre for Environmental Concern:** The Centre addresses issues like waste management, water harvesting, renewable energy, plastic free campus, geo tagging etc.
  - **SAHAAYA** is a programme which seeks to sensitize students to be socially responsible and also encourages them to engage in activities for the betterment of social well-being. SAHAAYA activities are implemented through the following groups:
    - Centre for Social Concern
    - Centre for Environmental Concern

- ▪ Centre for Cultural Concern
- ▪ Centre for Civic Concern
  - o **Rural Immersion Programme:** Every Postgraduate student undergoes one week of Rural Immersion in most rural villages. This moulds the students in a spirit of genuine social concern and exposes them to the huge divide between the haves and the have-nots.
  - o **Community Radio Sarang:** A unit of St Aloysius College (Autonomous), has been broadcasting programmes in 4 regional languages, 16 hours a day to address the needs of various sections of society for the past 11 years.
  - o **Listening and Learning Centre (Manothejaka):** Counsellors have been appointed to address the psychological, academic, social and emotional needs of students and staff. Students seek help from the counsellors for a variety of concerns including challenges during the pandemic.
  - o **B.Voc. Programmes:** Under the scheme of DDU Kaushal Kendra, the College has started Bachelors degree programmes in Vocation. These are skill-based courses as per the National Skills Qualifications Framework requirements which facilitate immediate employment opportunities on completion.
  - o **Certificate Courses:** The College has conducted 123 certificate courses in various disciplines during the past 5 years. The student community from across the nation besides the Aloysian student community has benefited immensely from these certificate courses. Some of these courses had international participants as well.
  - o **Statutory Associations:** Statutory associations like the National Service Scheme, NCC, Youth Red Cross, Heritage Club, Rangers, Rovers, Sports and Games which strive to address the issues of weaker sections of the society.

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

Response:
- **The Institutional organogram:**

- **Governing Body:** The Governing body of the College is chaired by the President of the MJES and has educationists, University nominee, UGC nominee and Government nominee besides the management members, senior teachers and ex-officio members. Principal is the secretary.

- **Academic Council:** The composition of the Academic Council adheres to UGC norms and is chaired by the Principal. It recommends proposals for new programmes and approves the decisions of the Board of Studies.

- The President of MJES, the Vice President, the Principal, Registrar, Directors, Deans and the Staff Council play key roles in the academic and administrative matters.

- **The Registrar** is responsible for the academic/curriculum related matters of the College. The Controller of Examinations is responsible for the systematic conduct of examinations and timely publication of results.

- **Finance Committee:** It assesses and approves the budget estimates, verifies the revenues and expenditure and presents the audited accounts to the authorities.

- **Boards of Study:** The Boards of Study propose the curriculum of various programmes/courses keeping in view the institutional mission, stakeholder interest and national and international needs studying the current trends in teaching-learning and evaluative methodologies.

- Every Block and Centre of the institution has a **Director** to look into the day to day activities of the Block/Centre. The Directors assist the Principal in the administration of their respective Blocks/Centres.

- **Deans:** There are 11 academic deans and 6 administrative deans to oversee the academic & non-academic affairs.

- **Staff Council** executes all the academic policies and activities. The staff council, UG and PG consist of the Directors, Deans, Heads of various departments, Student Welfare Officers, IQAC Coordinator, NAAC Coordinator, Office Superintendent and the Librarian.

- **Students' Council** headed by the Student Council Directors along with the student office bearers oversee the co-curricular and extracurricular activities of the College.

- **IQAC**, chaired by the Principal, is a statutory body which strives to maintain quality and excellence in the activities of the College.

- **Librarian** takes responsibility for the maintenance and updating of Library resources and facilities.

- **Administrative Office** is headed by the Office Superintendent who is assisted by the administrative staff.

- **Recruitment and Career Advancement:** The human resource policy of the Institution stipulates the guidelines and regulations regarding recruitment and career advancement. The office of HR looks into recruitment, training and staff welfare.
- **Recruitment Procedure:** The advertisement regarding vacancies is published in leading newspapers and in the College website. The selection board comprises the Principal, Directors, Deans, External Subject experts and management representative. The selection board screens and selects the candidates based on qualification, experience and performance in the interview.

- **Service Rules and Promotions:** the service rules and regulations. College.
  - The College issues a service book to all the recruits, which consists of all Faculty promotions are guided by the career advancement scheme of the

St Aloysius College (Autonomous), Mangaluru

ORGANOGRAM
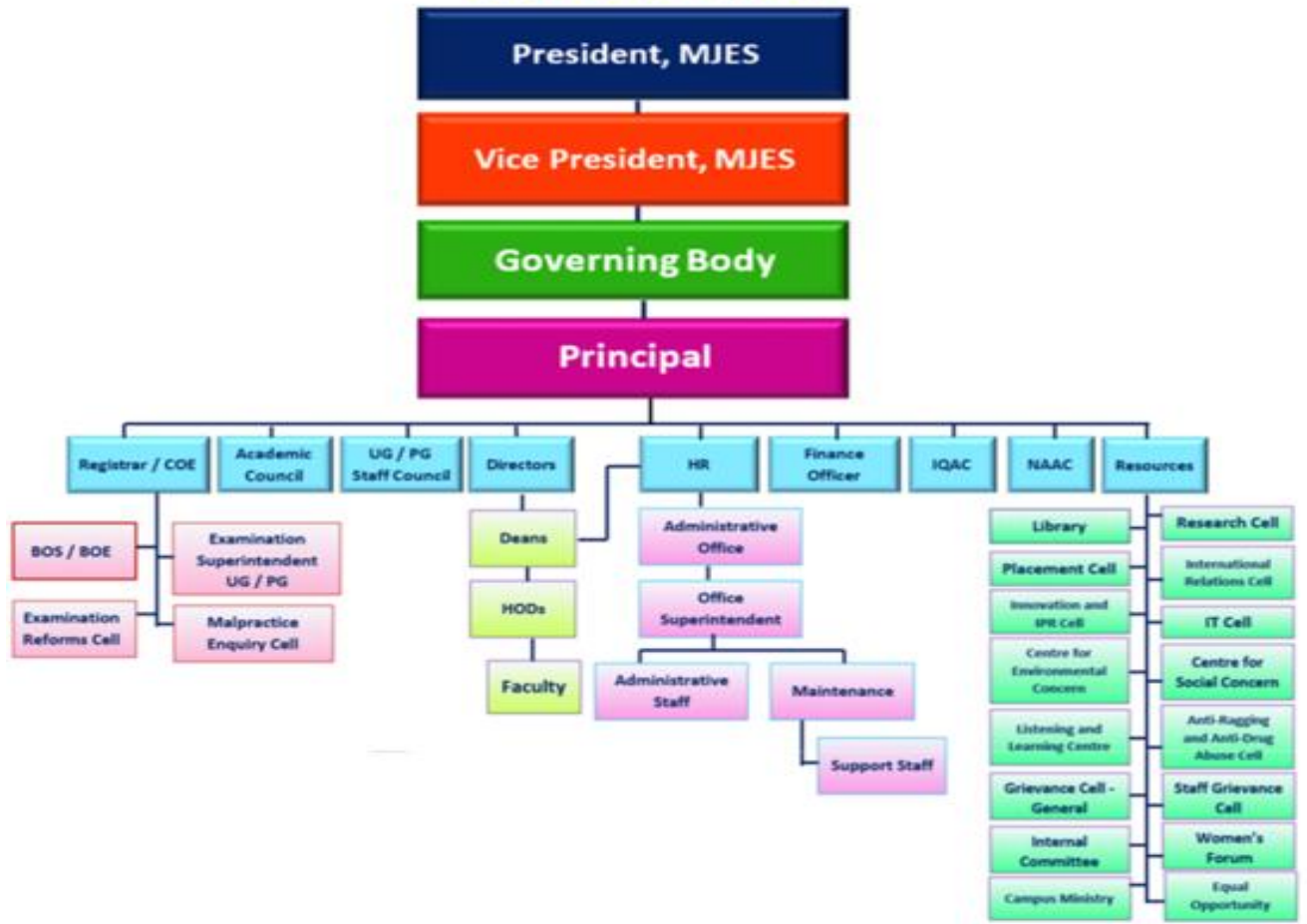
- The **Grievance Redressal Cell** fosters a healthy academic atmosphere.

- In addition, the institution functions based on the stated policies like the HR policy, Research Policy, PR Policy, Infrastructure Policy, Green Policy etc., for the efficieent and effective Governance and Leadership.

6.3 Faculty Empowerment Strategies

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

Response:

- The existing welfare measures for the teaching and non teaching staff of the Institute include:

  - **Career Growth and Development Measures**

  - Research:
    - A Research Cell has been instituted to oversee and promote a research culture among the staff and students.
    - The staff members are provided with seed money for minor and major research projects.
    - Paid leave is granted up to one year to complete Ph.D.
    - Regular FDP's are organised on research methodology, writing and publishing articles
    - The Research Cell functions with the aid of the Research Advisory Committee, Research Ethics Committee and also Institutional Animal Ethical Committee.
  - Library:
    - Well-equipped facilities are in place to access journals online & offline.
    - Internet browsing facility, e-resources, anti-plagiarism detection, interlibrary loan facility from DELNET and American Centre Library, Reprographic/Photocopying facility, SAC Repository, newspaper clippings and OPAC service.
  - Training:
    - Training for NET/K-SET/SLET is provided by in-house members from varied disciplines.
  - Career Advancement Scheme (CAS):
    - Encouragement is given to the staff to opt for higher studies and short-term courses

      - including online courses offered by Coursera, edX, Swayam.
      - Faculty Development Programmes are organised in various disciplines twice in a year. Leave and financial assistance is provided to pay the registration fee for attending FDP

  - **Financial and Non-financial Welfare Measures**

  - **Financial Support**:
    - Incentives and special allowance for the staff who have completed KSET/NET/Ph.D.
    - Provident Fund
    - FIP for research from six months to one year with full pay.
    - Seed money for minor and major research projects.
    - Arrupe Fund for administrative and support staff.
    - Educational Fee concession for the children of staff members studying in Aloysian Institutions.
  - **St Aloysius College Teachers Cooperative Credit Society Limited and Aloysian Employees Housing Cooperative Society Limited:**
    - The staff members who have completed three years can avail loan facilities with competitive interest rates.

- Deposit schemes with attractive interest rates.
- Housing loans upto Rs. 40 lakhs are advanced to the members.
- **Medical Facilities:**
  - Health Insurance through Cooperative Society.
  - Medical bill reimbursement for the member, spouse and his/her children below the age of 21 years to the extent of Rs 25,000 to Rs 50,000 per year.
  - Medical check-up expenses of both the members and the spouse Rs 1200 per year per
  - person.
  - Maternity leave
  - ESI benefits
  - Funds are raised from the staff to meet the medical expenses of the teaching and non-teaching staff and their families at the time of emergency Counselling

  - Health check-ups
  - Free Vaccination drives
- **Infrastructure:**
  - College auditoria for family functions of staff members at subsidized rates Food Court
  - 24x7 free internet facilities-Wifi facility
  - Staff Quarters
  - Gym, Yoga, Basket-ball courts, field arena and swimming pool facilities.
  - Bank and ATM facility is available on the Campus
- **Staff Association**
  - Formed in 1972, the Association conducts family get-togethers, staff picnics, farewell for retired staff, felicitation for staff achievement, medical aid for needy staff and sponsors economically poor meritorious students.

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

- The Income and Expenditure Account of St Aloysius College (Autonomous), Mangaluru, has its books of accounts audited by internal and external auditors.

- The internal and external audits are conducted as per the guidelines issued by the Institute of Chartered Accountants of India. **The audit procedure and mechanism for settling audit objections are enumerated below:**

- The Mangalore Jesuit Educational Society with PAN NO AAATM4057D is a society registered under the Mysore Societies Registration Act No. of 1960 and the society is granted approval U/S 12A(a) of the Income Tax Act of 1961.

  - The Society maintains books of accounts of all the activities which are subject to interim audit by an internal auditor. The books of accounts are audited by an independent external auditor.
  - The chartered accountant appointed by the Institution is responsible for completing the audit report at the end of each financial year
  - The beneficiaries of the Institutions have access to the audit report which is prepared, presented and certified by the audit firm
  - The financial statement of accounts which comprises salary paid, fees collected, amount received from individuals and governmental agencies towards disbursing scholarships are submitted every year to the Regional Joint Director of Collegiate Education
- A pre- audit is conducted by the internal auditor and claims under various heads to the staff of the

- o Institution are duly verified by the Regional Joint Director of Collegiate Education
- o Regular audit checks on scholarships, mid-day meals and self-financed courses are conducted by the chartered accountant
- o The financial statements of the College have been audited and audit reports are generated up to March 31, 2021
- o The society also files the returns of income based on the audited report of various departments The Institution has audited its financial accounts which include the detailed income and expenditure of the Institution till 2021
- o The UGC accounts (grants) are audited and certified by the chartered accountant and the statement of accounts and the fund utilization certificate are submitted to the funding agencies
- o Research grants, management salaries and fees collected are audited as per the financial regulations The College has additional operations for social benefit like the Konkani Institute, Star Scheme of DBT, College with Potential for Excellence of UGC, Radio Sarang and Deen Dayal Upadhyay Kaushal Kendra (B.Voc). The financial statements of the above are duly audited and disclosed.
- o The Utilisation Certificates of various Government schemes are submitted periodically ensuring timely and maximum utilisation of financial grants
- o St Aloysius College Alumni Association, Credit and Housing Co-operative Societies and Student Co- opeartive Stores accounts are audited annually by the certified charted accounant and duly approved by the Registrar of Co-operative Societies Auditor General's audit is done periodically

- The college has diligent practice of maintaining accurate and transparent books of accounts by the College, regular inspection by the internal accountants, best policies on utilization of funds, fees, scholarship, making payments through cheques, DD, NEFT and monitoring of finance under the supervision of the Finance Officer and the Principal.

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

Response:

- St Aloysius College (Autonomous) has evolved different strartegies for the mobilisation and optimal utilisation of financial resources.

- **Mobilization of Grants:**

- The Institution mobilizes the funds and allocates sufficient budgetary provision for the prospective growth of the Institution, holistic development of the students and welfare of the staff through the establishment of a conducive and sustainable learning ambience for academics, research, cultural activities, sports, games and extension activities by integrating technology and adopting e-governance.

  - o The College mobilizes resources through several avenues such as students' fee, endowment scholarships and interest from banks

  - o The other sources of funds are Autonomous grants, CPE, DBT-STAR, DST-FIST, UGC-STRIDE, DBT-BUILDER and B.Voc under Deen Dayal Upadhyay Kaushal Kendra

  - o Funds are also mobilized through schemes and projects from governmental and non-governmental agencies

- Staff members apply for grants for major and minor research projects from funding agencies such as UGC, CSIR, DBT, DST, Vision Group of Science and Technology of the Government of Karnataka and other NGOs

- Fund is also generated through consultancy and corporate training by the faculty

- Funds are raised through sponsorships from Government and non-government agencies for conducting seminars and workshops

- College receives funds from well-wishers, alumni/ae and benefactors

- Revenue is also generated by renting out Halls and classrooms for examinations conducted by various Government and private agencies

- Income generated by renting out grounds to other institutions to conduct sports events is used for
- developmental activities

- External research scholars are allowed to use research facilities at a nominal fee

- Faculty members generate revenue by offering consultancy services. Funds are also mobilized through CSR initiatives of Corporate Organisations.

- The Principal and finance committee take responsibility for planning, implementing and managing all programmes and activities related to fund raising for the College and its departments, extension programmes and the like.

- **Fund Utilization:**

- As per the availability of funds, the Management allots financial support for the following:

  - Expenditure towards expansion of infrastructure

  - Providing scholarships to deserving students

  - Providing financial support for conducting seminars, workshops, conferences and endowment lectures

  - Providing mid-day meals to deserving students in the canteen

  - Disbursing salaries to staff

  - Expenditure towards maintenance of infrastructure

  - Providing grants for major and minor research projects to the faculty members and by allocating funds for innovative activities and consultancy

  - Expenditures incurred for conducting extension activities

  - Financial support for sports, games and cultural activities

  - Expenses towards the development of clean and Green Campus

  - For the maintenance of grounds

- o For expenses towards civil service training

- o Expenditures incurred in maintenance of computers

- o Maintenance of the swimming pool

- o For Covid Care expenses and distribution of medical kits
- o Funds generated from funding agencies through common schemes are utilized as per the norms given by the funding agencies

- o Honorarium to the resource persons and artists of Radio Sarang

- Payment to Resource persons, Guest Lecturers of seminars, workshops, conferences and endowment lectures
- All the funds mobilised and their utilisation are accounted and duly audited.

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 visible in terms of – Incremental improvements made for the preceding five years with regard to quality (in case of first cycle) Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (second and subsequent cycles)

Response:

- **Practice 1: Promotion of Quality Culture through Innovative Systems**

- The following Innovative systems are developed to promote quality culture in the Institution during the assessment period

  - o **Research:** College has a well-defined Research Policy with provisions for Major and Minor Research Grants, Seed Money for Projects, FIP Leave for completing the Research, monitoring the Progress through Research Committee. Research Journal Al -Shodhana is published 2 times in a year.
  - o **Entrepreneurship:** Industry-Academia Cell Policy is established in the College. Social Entrepreneurship project "Aloysius Jalasanthe" has attracted local entrepreneurs and students. **Training and Placements:** Final year Students of Both UG and PG are given training in soft skills, communication skills to prepare them for the Industry. Number of placements for job and higher education have increased over the years.
  - o **Innovation, Incubation and Start Ups:** The challenges of the time and the recent trends in technology, education was met through in-house IT Designs & Solutions developed at the Incubation and Start Up Centre.Innovation day is organised every year and the best ideas for growth and development are funded by the management.
    - **Innovative methods of Evaluation:** Registrar along with the Examination Reforms Committee has
  - o made constant revision and added up new components for internal assessment, including module wise tests, online MCQ test etc.
  - o **Online and Certificate Courses:** The staff and students took Online Courses offered through Coursera, edX, Swayam, NPTEL, especially during the pandemic times. 1436 students and staff have completed about 2500 courses. College has now evolved a system to integrate MOOCs into the curriculum.

- **PRACTICE 2: Adoption of the Latest Technology in Teaching and Learning**

- **LMS Portal:** College has an exclusive institutional LMS Portal. Submission of Assignments and Conduct of Exams was done through Institutional portal.
- **Online Classes:** During lockdown, staff engaged online/virtual classes. Class lecture videos were uploaded and made available online.
- **Colloquiums:** IQAC of the College conducted 3 webinars on NEP, Reaccreditation NAAC process, Outcome Based Education etc. Knowledge Factory is the biggest online sharing event held so far.
- **Online SAHAAYA programme:** Experience-based online SAHAAYA activities was held for the students. Reflection sessions are held online as having a physical meeting is a challenge due to varying class schedules.
- **Online Certificate Courses:** College offered 56 free online courses for more than 4,000 students and the general public during the pandemic.
- **MOOC Courses:** The students and faculty members registered for various MOOCs offered by Swayam, Coursera and edX.
- **Webinars:** More than 100 webinars, online workshops were conducted during the pandemic.
- Webinars allowed students to connect to specialised and eminent persons across the globe.
- **Databases:** Library resources were extensively used and OPAC is made available 24 X 7
- **RFID:** The Libraries were fully automated with KOHA LMS and RFID technology
- **HR Connect and Student Connect** Apps were developed for Staff and Students Respectively

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 (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Response:

- The IQAC has been an integral part in fine tuning the teaching learning process by evaluating it at every stage, identifying the lapses and improving the same with corrective measures. IQAC facilitates teaching
- learning reforms and monitors the efficacy of transactions and their implementations at regular intervals, by prioritising the perspective plan of the college.

- **Examples of two such reforms facilitated by the IQAC are as follows:**

- **CASE 1: Institutional Reviews**

- **The Annual Academic Audit:** IQAC reviews the teaching plan, teaching-learning process, pedagogy employed and assessment of performance of both staff and students. Academic and administrative audit is conducted periodically by external experts.

Individual Teacher Level

- The IQAC has initiated a unique evaluation and auditing system wherein the feedback from students, Heads of various departments and Directors of various blocks is collected and a four-member committee comprising of a representative from the Management, the Block Director, Dean and a senior teacher to facilitate the final evaluation periodically.

- **Student Feedback:** Strengths and weaknesses of the staff are identified by collecting the student feedback two times a year. After scrutiny and evaluation, the Directors communicate the ratings to the respective staff. Suggestions are given to overcome the difficulties and weaknesses also. The staff are asked to prepare an action plan on the same.

- **Staff self appraisal:** Individual staff members are supposed to submit a self-appraisal on components related to their individual enhancement in academics, improvements in qualification and contribution to the institution.

- **HOD's Feedback:** The individual teacher feedback is followed by a report prepared by the Head of the Department.

- **Directors' Feedback:** Feedback is collected from the Directors on staff members. All these reports are submitted to the Principal for final assessment.

- Teaching-learning engagement is recorded by the teacher daily in the work diary which is monitored by the HOD and the Principal

Department Level

- **Academic Evaluation of the Departments:** Each Head of the Department presents the activities of the department in the presence of the Principal, Registrar and IQAC Coordinator. Suggestions are offered to departments for enhancement in teaching, learning, evaluation, augmentation of infrastructure, placement, enhancement in research and publication.

- **Feedback from the Employers of the Students:** Periodic feedback is taken from the employers of our alumni. This process is monitored by the Placement Cell and the Heads of the various departments.
- **Alumni Feedback:** Feedback is also collected from the alumni. This enables the Institution to gauge their assessment of curriculum, research facilities of the institution, attainment of graduate attributes and
- industry preparedness of the students.
- The feedback given by all the stakeholders helps the department to evolve a comprehensive curriculum, teaching- learning pedagogy, for the better employability of the students.
- The IQAC reviews all the feedback collected.

CASE 2:Certificate in Teaching Excellence:
- To be competent in the current scenario of education and for preparing the staff to step-up from being good to excellent and make the college a knowledge hub that contributes to the legacy with higher benchmarks, a certificate course in teaching excellence is introduced. This is a learning programme that has been initiated to maximize the strengths, values and acumen that go beyond the subject matter of expertise to be the best.

- This is an Intensive Course of 30 hours. It is organized at 2 levels:

- Level 1 is for Staff members who have a teaching experience of 5 years and below.

- Level 2 is for Staff having experience of 10 years and below.
- **Objectives:**
  - To create life-long learning, enthusiastic and competitive faculty who can rise to the expectations of the students

  - Enable the staff in skills of guiding and mentoring students to be emotionally and intellectually stable to prosper in a challenging context

- To promote research culture in the college by encouraging the staff to complete PhD and publish research articles regularly
- To introduce various teaching pedagogies that are research based so that the students and staff can imbibe research values

Content and methodology:
- The duration of the course is 30 hours. It is usually conducted on Saturday afternoons. The mode of conducting the course is blended. Many of the sessions are conducted offline and few online. Methodology of conducting the course is generally group dynamics, interactive sessions and by conducting case studies.

- Major topics covered in the course are: Excelling in academics, Innovative pedagogical practices for teaching and learning, vision, mission and team building, innovation and entrepreneurship, cyber security and digital world, association activities with talent management, leadership, social responsibility and volunteering, problem solving and decision making, various methods of evaluation, Classroom management, basic and innovative teaching skills, interpersonal skills, basic counselling skills, creating awareness of conducting research and publishing of research outputs.

Evaluative process of the course:
- The candidates attending the course are evaluated rigorously through various procedures.
- **Following are the evaluation procedures:**

  - Session-wise Viva Voce/Oral feedback: A Viva Voce is conducted for all the staff after each session by the resource person as well as the organisers. Also oral and written feedback is collected after each session to assess the outcome of the course.

  - Regular Multiple Choice Question tests are conducted based on topics that have been discussed in the sessions.

  - The candidates are asked to perform case studies based on various topics discussed in the course.
  - This will enhance the expertise of the faculty in the said topics.

  - Final assessment is done based on the overall performance of the staff in the course.

- Staff who successfully complete Level-1 are given certificates of completion of the course. The staff also are offered the advanced Level-2 Certificate course of 30 hour duration which again will consist of various topics of importance.

- **Training of administrative staff:**

- IQAC offers a certificate course in administrative excellence for the benefit of the administrative staff. The participants are issued certificates on the successful completion of the course.

Criterion 7 - 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 last five years.

Response:

- St Aloysius College which was a Men's college, became a co-educational Institution in **1986.** Today an average of **55 %** of the annual admission is of women students.

- **The Centre for Social Concern and the Department of Social Work:**

    - Awareness programmes, workshops, national seminars, training, street plays related to gender equity, women empowerment, educational rights of girl child, sexual harassment at workplace, child sexual abuse, POCSO, POSH, women leadership, etc.
    - Involvement of women at all the levels of governance and leadership, both among staff and students
    - Community Radio SARANG 107.8 FM had the distinction of appointing a transgender Radio Jockey (RJ)
    - Significant increase in the recruitment of women both in teaching and non-teaching categories Maternity Leave with pay for 6 months

- **Cells & Committees:**

    - Listening and Learning Centre/ Counselling
    - Committee Against Sexual Harassment (CASH)
    - Grievance Cell
    - Internal Complaints Committee (ICC)
    - Equal Opportunity Cell
    - Ladies' Welfare Officers
    - Women's Forum

- **Facilities:**

        - **Public Safety and Security**

    - CCTV cameras at all strategic points in the College Campus Full-time security personnel at every entry and exit of the campus
    - The College maintains a close, professional relationship with law and order departments Fire extinguishers are installed at every floor and laboratories
    - Gender equity and Indian Constitution are mandatory subjects in the undergraduate programmes Students and Staff have been trained in first aid and disaster management
    - Students have been involved in relief and post disaster rehabilitation Health check-up facility is available on campus
    - Students are accompanied by faculty during their educational tours and industrial visits

- **Counselling**

  - The College has appointed **3 full time counsellors** to attend to the emotional, psychological and other issues of the students and staff

  - The College provides an array of integrated services such as **Listening and Learning Centre, Manothejaka (helpline)** to promote and enhance personal, social, emotional and academic development
  - The College places emphasis on the healthcare of its students, educating them on their sexual and reproductive health and rights, as well as gender equality
  - Students are given awareness to balance emotional health through yoga, meditation and other life skills
  - The College has a mentor system through which the faculty also give individual counselling The College provides **career counselling** and life skill training

- **Common Rooms:**

  - Separate **staff rooms for teaching and non-teaching staff** with necessary amenities and a special **rest room for the lady staff**
  - There is a **separate ladies' room for lady students** in all the blocks

- **Day Care Centre:** There is an **Aloysian Creche** for children of the staff aged

- between **6 months and 3 years**. The Centre is very spacious and spread over **140 sq mts.**

- **Promotion of teaching and research in gender studies**

  - The College provides opportunities for staff and students for research on Gender Studies through projects sponsored by UGC, STRIDE and other agencies
  - Add on courses on promoting gender sensitivity are offered

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

  - **Solid waste management**
  - **Liquid waste management**
  - **Biomedical waste management**
  - **E-waste management**
  - **Waste recycling system**
  - **Hazardous chemicals and radioactive waste management**

  Response:

- **Solid waste management:**

  - **The Solid waste management unit** consists of 3 chambers for different segregated material. **Metal, Paper and Plastic waste-** Each chamber measures **6.5ft×6ft in dimension and 4.75 ft in height.** The materials are segregated here and are then handed over to Mangaluru City Corporation **Classrooms and all academic spaces** have waste bins. **Colour-coded** labelled bins segregate dry and wet waste in the cafeteria, verandas, parks and open areas

- Biodegradable waste such as dried leaves and other organic waste is utilized in **vermicomposting** by the **Department of Zoology**
- The Wet waste management unit consists of **3 wet waste composting pits**, measuring 4**.5ft×5.5ft in dimension and 2.75ft in height** with a total capacity of **2250 kg each**
- Microbial mediated composting of **food wastes** is undertaken

- **Liquid waste management:**

  - **Vermiwash collected from vermi compsting tanks is used as a fertilizer and disinfectant Non-hazardous** liquid chemical waste is disposed of in designated **sinks** which are connected to concrete pits and the hazardous liquid chemical waste is stored in separate glass containers and disposed off as hazardous waste

- **Bio-medical waste management:**

  - Practicum and research in biological sciences generates bio-medical waste which is systematically disposed off

  - **The Biological waste generated in the laboratories,** particularly microbial/ contaminated cultures are decontaminated in an autoclave and washed separately and disposed off following the standard protocol
  - Biomedical waste is collected separately and handed over to the agency for disposal

- **E-waste management:**

  - Effective maintenance of **IT infrastructure** ensures the increased life span of electronic equipment. E-waste management is monitored by the IT department
  - E-waste is collected regularly and is sent to the MRR e-waste management system. Obsolete equipment is used as exhibits for learning hardware

- **Waste recycling system:**

  - Orientation Programmes are conducted on recycling methods and methodologies
  - **The Sewage Treatment Plant (STP)** having a capacity of **100 KLD,** recycles waste water which is used for watering plants and the deposits are used as manure for plants **Ozone treatment plant** for purification and recycling of swimming pool water

- **Hazardous chemicals and Radioactive waste management**:

  - Chemical waste from laboratories such as acids/bases is **neutralized**
  - **Alternative protocols** are followed to **bypass carcinogenic, cytotoxic** and heavy metal-containing chemicals that are reduced, concentrated, solidified and disposed off as solid waste Laboratories **display protocols for safe handling and disposal** of hazardous waste
  - Chemistry, Biochemistry, Biotechnology and Food Science Laboratories **have fume hoods for gas exhaust and safety**

- **Radioactive isotopes** used in laboratories are of very low radioactivity and therefore do not need any special safety other than what is routinely required for other chemicals. **However, such chemicals are stored till loss of radioactivity in lead shielding.**

Sustainable Green Initiatives and Practices

SAC Green Policy

- Management of degradable & Non degradable Waste
- Awareness Programmes on Green Practices
- Harvesting Solar Energy
- Water Conservation Practices

Under Awareness Programmes on Green Practices:
- Outreach Programmes on Environment
- Green, Energy & Environmental Activities
- Clean & Green Campus
- Increasing Green Cover
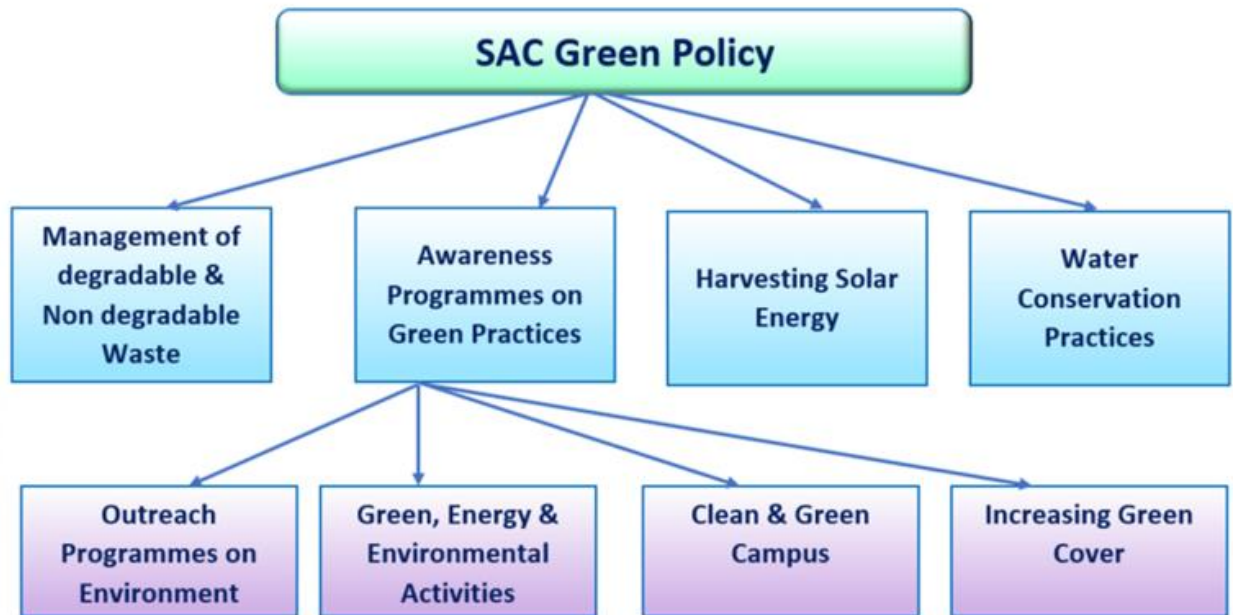
7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).

Response:

- **Appreciation and Promotion of Diverse Culture**

- **INITIATIVES:**

  o **Kalotsav, Utsav and Sangam** are the Intra-collegiate Cultural Festivals organised to capture cultural diversity
  o **The Aloysian Dance League, the Aloysian Theatre League, Aloysius Got Talent, Aloysian Arts League and Aloysian Music League** bring out the cultural richness of the campus **The Aloysius Ranga Adhyayana Kendra** trains students in theatre activities Regular Theatre Festivals are organized
  o **Events like Sangath Suvallo, Kalarava, Ranga Habba, Ranga Bhaskara and Lakshya,** display
  o Indian art forms, Indian music genres and the vibrant cultural diversity of the region
  o A separate fest called **ASTITVA** organized to promote art and culture at the National level
  o The harmonious development of regional diversities is encouraged by activities like **Tulu Special**
  o **and Konkani Manyata Divas highlighting the regional Indian indigenous languages**
  o Several distinguished personalities, artists, scientists and alumni have been felicitated and several endowment lectures have been organized for the benefit of the students

- **Catering to Educational Needs and Balanced Regional Growth:**

- **Efforts made to achieve a balanced regional growth:**

  o The **admission policy** reiterates the need to create an inclusive student community

- o There is faculty representation from different **socio-cultural backgrounds**
- o Students are admitted from different states and overseas
- o Foreign Students Cell and North East Student Cell facilitate the needs of such students

- **Linguistic Inclusivity**

  - o **Local and Foreign Languages are promoted**
  - o The Institution strives to foster an inclusive environment by **promoting national languages**
  - o The Institution offers training in languages like **French, Malayalam, Sanskrit, Hindi, Konkani and Tulu**
  - o **Hindi Diwas** is celebrated by conducting activities for the promotion of Hindi
  - o **Tulu Koota and the Konkani Sangha promote local languages such as Tulu and Konkani Radio Sarang 107.8FM** promotes programmes in local languages like **Kannada, Tulu, Konkani and Beary**

- **Communal Harmony:**

  - o The College celebrates **different religious festivals** by conducting **interfaith meetings** to generate the feeling of oneness and religious harmony.
  - o **The Interfaith Harmony** Day is celebrated
  - o **Prayer meetings** conducted in the College have readings and reflections **from all religious texts** The College provides an **inclusive environment** with tolerance and harmony **towards cultural, regional, linguistic, communal and socio- economic diversities The Ethnic Day** is celebrated as a part of the Degree Day celebrations

- **Socio-economic Inclusivity:**

  - o **The Centre for Social Concern** actively engages with the marginalized to address their issues and concerns and inculcates a sense of 'social responsibility' among the students and staff by conducting **SAHAAYA** programmes for the undergraduate and **Rural Immersion Programmes** for the post-graduate students
  - o Students from the economically weaker sections are supported with **scholarships, fee concessions, mid-day meals and hostel facilities**
  - o The **MSW department** organises conferences and seminars to bridge the **socio-economic divide** in the society
  - o Several programmes on **legal literacy, drug abuse, human rights, welfare schemes, community development, cleanliness and environmental consciousness are** regularly organized
  - o During the pandemic the economically weaker students were supported with **financial aid, smartphones**, **counselling, etc.,** to facilitate online education. Migrant labourers and the general public from the weaker sections were supported with **food, medicines and counselling support**

Initiatives for Inclusive Environment

Appreciation and Promotion of Diverse Culture

1. Kalotsav, Utsav and Sangam (Intra-collegiate fests)
2. The Aloysius Dance League, the Aloysian Theatre League, Aloysius Got Talent and the Aloysius Arts League
3. Ranga Adhyayana Kendra activities
4. Drama Festival
5. National level Inter collegiate fest – ASTITVA
6. Sangath Suvallo, Kalarava, Ranga Habba, Ranga Bhaskara, Lakshya
7. Celebration of different religious festivals

Socio - economic Inclusivity

1. SAHAAYA and rural immersion programmes.
2. Student's scholarships, fee concessions, mid-day meals
3. Conferences and Seminars
4. Extension Programmes
5. Financial help to the deserving students and their families.

Promotion of Languages

1. Training in languages like French, Malayalam and Sanskrit.
2. Hindi Diwas
3. Tulu Koota and Konkani Sangha
4. Radio Sarang promotes local languages

Communal Harmony

1. Inter - faith meetings
2. Interfaith Harmony Day
3. Prayer meetings
4. Ethnic Day

Balanced Regional Growth

1. Admission Policy
2. Student Diversity
3. Faculty Diversity

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Response:

- o The College offers a compulsory foundation course for first year and second year undergraduate
  - o students. They include **Indian Constitution, Gender Equity, Environmental Science and**
  - o **Human Rights**
  - o Programmes on **Civil Rights, Child Rights, Constitution Day, Independence Day, National**
- **Integration Day, Awareness on POCSO and POSH, Education on Child Sexual Abuse** are conducted
- Students of 18 years and above are assisted in obtaining their **voter ID cards**, student orientation,
- **self-employment awareness** and **skill development** programmes are held regularly
- Awareness on Drug abuse, addiction, HIV/AIDS, teenage-puberty and hygiene, road safety,
- awareness on malaria, dengue, cancer, first aid, eye donation, 'swaasthya aur swachhatha', stress
- management and concentration, recharging of bore wells, cyber and other crimes are organised
- To inculcate the spirit of secularism, the College conducts **interreligious dialogues on communal**
- **harmony, Inter-faith Harmony Day, etc.**

- **SAHAAYA** and the **Rural Immersion Programmes** prepare our students to become aware of the social problems faced by the **marginalized and the downtrodden**
- Departments encourage students to undertake projects in the domain of constitutional obligations such as **Human Rights, Duties and Responsibilities of Citizens, etc.**
- **Constitutional Week** is organised to educate students regarding their constitutional rights and responsibilities
- Protest marches and meetings are organized during times of Injustice
- Cyclo walkathon for pollution free Mangaluru, 'Swachh Soch', 'Namma Nadhi Swachha Nadhi 'Campaign, Western Ghats Afforestation Programme, 'Savayava Saptaha', Street Play on Environment Protection, Green Initiative and Plantation Drive, 'Namma Netravathi Namma Javabdari', Plant a Sapling a Month, 'Magis' Eco Drive Campaign for Waste Management, Workshop on Research in Food and Waste Management, 'Poshan' - Campaign on Scientific Waste Management, Beach Cleaning Drives, Pachanady Dumping Yard, Watering the plants and forest nursery, Check Dam making at Andinje are some of the initiatives

- **Green Audit:** A committee is constituted to motivate the students and to develop sensitivity towards environment and ecology. **The College has undertaken several initiatives such as:**

- **Vermi-Bin:** Conversion of biodegradable waste and dry leaves collected on the Campus into organic compost
- **Rainwater Harvesting**: Campus buildings have been designed to store and reuse rainwater
- **Solar Energy**: The use of solar energy has been promoted extensively in the Campus to provide lighting and water heating facilities. Rooftop solar panels are installed in buildings
- **SAC digital green Campus**: Students participate in the mapping of flora in the Campus which are documented by digitizing through the website creation and **QR (Quick Response) code linking Miyawaki-Urban Forest Campaign**: This initiative is organised in association with St Aloysius College Alumni Association (SACAA)

- **Flood and Pandemic:** 'Helping hands for Kerala and Kodagu flood victims', Relief work in the flood affected areas, Provision kit, COVID 19 relief kits distribution and counselling services to the victims were organized
- NSS, Red Cross and NCC organize Blood Donation Camps, 'Swachatha' Programmes, Yoga Day, Wealth out of Waste, Rain Water Harvesting, Kargil Vijaya Diwas, 'Sadbhavana Diwas', World No Tobacco Day, World Environment Day, Gandhi Jayanthi Celebration and International Girl Child Day
- **Covid 19 Vaccination** drives were conducted in collaboration with the district health department

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Response:

- **Independence Day and Republic Days are ceremoniously observed** by hoisting the National Flag, singing the National Anthem and marching by the cadets of all three wings of NCC **Constitution Week** is observed
- **Gandhi Jayanthi** is celebrated every year to commemorate the birth anniversary of the Father of our Nation. On this occasion, talks are arranged by eminent speakers. The department of Political Science in association with the Nehru Study Centre, Mangaluru University, organized an international webinar titled 'Mahatma Gandhi' on the theme **'Gandhi and the Ethics of Nursing: A Pedagogy of Care in Times of CoronaVirus'** on October 5, 2020

- To commemorate the **150th Birth Anniversary of Mahatma Gandhi**, a panel discussion on the Mahatma and a special lecture on Gandhi were organized. **NCC Day, Constitution Day and Hindi Diwas** are also celebrated in the College every year
- **Teachers' Day** is celebrated every year in memory of Dr Sarvepalli Radhakrishnan. The Students' Council conducts various events for the teachers on this occasion

- o **Vanamahotsava** is celebrated by the Biosciences Association, NSS and NCC units. This includes talks by eminent environmental activists, planting of saplings, various competitions with the green theme aimed at creating awareness on the importance of conserving greenery
- o **Inter-Faith Harmony Day** is celebrated during the festive occasions of **Deepavali, Christmas and Eid**
- o The Department of Food Science along with DDU Kaushal Kendra celebrates the **World Food Day** every year by organizing National/International seminars
- o **International Yoga Day** is celebrated to spread the importance of Yoga among the staff, students and the general public. Online Yoga classes were held during Covid times
- o The feast of **St Ignatius of Loyola, the Founder of the Society of Jesus,** is celebrated every year. **Loyola Week** is observed, during which prayers are offered every day, students donate utilities to the poor and needy, various competitions are conducted for the students by the Campus Ministry team and the winners are felicitated on the day of the feast. Over 3000 students witness these celebrations. **The Feast of St Aloysius Gonzaga,** the patron of the **College and Foundation Day** are also celebrated every year in the College
- o **National Science Day, World Environment Day, World Hepatitis Day, World Cancer Day, Helen Keller Day, World Mental Health Day, Womens Day,** etc., are observed as a part of association activities
- o Disablility awareness month and Mental health awareness week are held regularly
- o All the major national festivals are celebrated with enthusiasm in the College
- o Commemorating the days of national importance enable the students to cherish the Noble ideals
- o which inspired our national struggle for freedom, unity and integrity of the country and render
- o national service

7.2 Best Practices

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

    Response:

    Best practice 1

- **Title of the Practice: SAHAAYA and RURAL IMMERSION PROGRAMME**

- **Objectives of the practice:**
- In keeping with the tradition, vision and mission of the Founders, the College aims at the integral formation of its students helping them to **become men and women for and with others.** Through this programme, the College seeks to sensitize its students to the needs of the society at large so that they become a powerful force in the **transformation of society.**

- **The Specific Objectives of SAHAAYA and the Rural Immersion Programmes are:**

  - o **To provide an opportunity for all students and staff to witness social reality and understand their responsibilities**
  - o **To sensitize the students to be proactive contributors in the maintenance of ecological balance To channelise and utilize the creativity and energy of students and staff in bringing about social change**
  - o **To contribute to the holistic growth of students by preparing them to convert challenges into opportunities**

- **The context:**

- St Aloysius College (Autonomous) has been catering to the needs of the local and global communitites for more than a century by providing excellent quality education. In addition to equipping students with

the best academic qualifications, the College also endeavours to inculcate in them a **sense of social responsibility** which is essential for their **holistic growth and development.** The College envisions transforming young students into men and women for and with others. In pursuit of fulfilling this vision, the College has introduced **SAHAAYA and Rural Immersion programmes** which aim at creating a **consciousness of the social realities and environmental sensitivity** in the students. The programmes give an opportunity to the students to see and **experience the harsh realities of life.** The inherent energy of our youth is channelized to transform them into contributors who will conserve the local ecology, reach out to the needy **and uplift the marginalized sections of the society**. We ardently believe that this programme will inculcate the necessary values in all students who pass through the portals of our Institution and enable them to bring about policy changes in favour of the marginalized when they rise to such positions in future.

Promotion of Diverse Local Cultures and Traditions

Objectives	Context	The Practice	Evidence of Success
1. To create awareness regarding various kinds of cultures and traditions	1. The museum and the world-famous Chapel are a testimony to the commitment of College.	1. Organizing national level workshops on cultures and traditions.	1. The drama performed won the 1st place both at district and divisional levels.
2. To promote and preserve the indigenous regional diversities	2. St Aloysius College has a rich tradition of being a cultural leader.	2. Through UGC - STRIDE grants, 14 Research projects are undertaken to study cultural diversity.	2. Radio Sarang was awarded a national award for its creative programme 'ANTARABELAKU'.
3. To document the regional cultural diversity of coastal Karnataka	3. The coastal Karnataka is a multi-religious, multi-cultural, multilingual society.	3. Annually, The Aloysian Literature Festival is conducted.	3. 14 research projects on cultures & traditions have been undertaken under the STRIDE Scheme on cultural diversity.
4. To study the religious diversity of the region	4. The College has a number of associations which organise various cultural fests in the campus.	4. Theatre workshops are conducted.	4. The College is the 1st to offer Konkani as a 2nd language at the UG level.
5. To preserve the biodiversity of the region	5. The College has been granted STRIDE grants from the UGC.	5. Aloysian Theatre League, Aloysian Dance League, Aloysius Got Talent are conducted.	5. The world-renowned paintings in the College chapel are viewed by thousands of tourists.
	6. The college is running 16 hrs daily programme through its Radio Sarang, Community Radio.	6. The biodiversity of the campus is preserved by maintaining a biodiversity Arboretum, Al-Vana.	6. The College campus has a 'Tissue Culture Avenue' trees developed in the Laboratory of Applied Biology.

- **The Practice:**

- The programme initially began as an experiment, but soon realizing the importance and impact it had on the lives of the young students, necessary steps were taken to make it more vibrant. The first step in this regard was evolving **'The Centre for Social Concern'** to facilitate, manage and conduct activities in an organized manner. **The Director** of the programme monitors the functioning of the Centre on a day-to-day basis, with the support and guidance from the management of the College. It is mandatory for every student to put in **40 hours of SAHAAYA** activities to complete his/her undergraduate course. Every member of the teaching faculty is appointed as a Mentor, with few students as Mentees assigned to him/her, to monitor the work done and offer necessary guidance and motivation. At the completion of their exposure to the SAHAAYA programme, **Mentors** take the responsibility to make the students **reflect** on the activities done by them, by having a fruitful discussion. Every activity under the programme is duly recorded in a card that is given to each student, which is later validated by the Centre of Social Concern and the Mentor by affixing their signatures.

- In the **Rural Immersion Programme**, the post graduate students from various departments are placed in several villages in **Inam Neeralgi, Lakshmipura Bidara, Hanumana Koppa, Saavikeri, Hassanabadi, Chigalli of Mundgod, Hangal WSS Nilgiris, Sahajeevanam-Payyannur.** Groups of PG students are made to stay in designated **houses of the villagers**. Mentors supervise the activities of the students placed in these households and their daily activities are recorded. Students experience village stay and assist in the local household activities, help the families in their farms and shops and organize various activities such as **'SWARAKSHA – Education on Child Sexual Abuse',** Transect walk - to analyse the

- community and resources, **Niyukthi -**Training for Job Readiness, Nutrition Assessment, **Swachh Shirigod**, Public programmes on **Chil**d **Marriage, HIV/AIDS** and Community Hygiene, **Rain Water Harvesting** and many more. Students also visit the local schools and **Anganwadis**, helping them by taking classes on English grammar, teaching action songs and also conducting games and quizzes. The students also organize cultural programmes for the villagers and entertain them. Through this programme, the students learn to socialize with the villagers and learn their way of life. Successful completion of rural immersion is mandatory to receive the post graduate degree from the College.

- **Evidence of Success:**

  - The Programme has brought about tremendous change at **two levels**. At the institutional level, it has **moulded students** to be better humans by being aware of social realities and at the societal level, **a positive change in the city's social fabric and ecology as evident through plantation of thousands of saplings in the Western Ghats and in the city areas**
  - The feedback received from the students demonstrated a **noticeable change in their attitudes and perception which lead to the development of Eco warriors, a volunteering group consisting of 100 students who take care of the environment and are committed to work towards solutions of climate issues.**
  - Most of the students were **inspired** to help the **less-privileged children** to come up in their life and they pledged that they would help with at least **one child's education**
  - The life of the people in villages gave the students a chance to reflect on their own privileges and made **them more grateful for what they had**
  - Students understood **the effective and efficient use of limited resources** and also learnt to be patient, spend more time with the family and share the little things
  - The success of this practice can be measured by the selection of the College under **Unnat Bharat Abhiyan** to cater to the **Someshwar , Kandavara, Mulur, Pilathabettu and Kavalpadu villages in Dakshina Kannada district**

- **Problems encountered and resources required:**

- Though the programme has been a great success and has stabilized its functions in the past five years, it has encountered challenges in the process of its smooth implementation. To mention a few –

  - Scarcity of time to complete the activity at a given point of time due to the pandemic and other adversities
  - Lack of cooperation from people/institutions due to ignorance of the objectives of the programme Organizing activities for a large group of students within a stipulated time, without disrupting the academic schedules in a semester system is challenging
  - Retaining student interest consistently and involvement in the practice is a challenge Faculty members need to go beyond the call of duty to engage and mentor the students

- However, notwithstanding all the odds, we are proud to report that we have managed to successfully **implement this programme.**

Best Practice 2

- **Title of the Practice:**
- **PROMOTION OF THE LOCAL, CULTURAL, TRADITIONAL AND BIOLOGICAL DIVERSITY**

- **Objectives of the Practice:**

- Cultural heritage is the legacy of physical artefacts and the intangible attributes of a group or society that are inherited from past generations, maintained in the present and bestowed for the benefit of future generations. **Tangible culture comprises buildings, monuments, landscapes, books, works of art and artefacts.** Intangible cultural traditions include living expressions inherited from our ancestors and passed
- on to our descendants, such as **oral traditions, performing arts, social practices, rituals, festive events, knowledge and practices concerning nature and the universe or the knowledge and skills to produce traditional crafts as well as culturally significant landscapes and biodiversity**. These are important not only due to the present or possible economic value, but also because they create a certain emotion within us or because they make us feel as though we belong to a country, a tradition and a way of life.

- The specific objectives of the practices are:

  - To create awareness regarding the various kinds of culture and traditions
  - To promote and preserve indigenous regional diversities in terms of demography, ethnicities, local languages and ancient folk theatre genres
  - To document the regional cultural diversity of coastal Karnataka and preserve the archives in our museum
  - To study the religious diversity of the region and to prepare grounds to establish a Centre for
  - Interreligious Research and Dialogue.
  - To preserve the biodiversity of the region

The Context:

- Any evolving contemporary society has a connection with the past and its traditions. The **appreciation of cultural heritage** can be achieved through an integrated education approach.

- The College recognizes that to be a **catalyst in facilitating a cohesive, inclusive, holistic and sustainable development of the region, an awareness of our pluralistic society is essential. The museum and the world-famous chapel are a testimony to the commitment of College in preserving culture and traditions**. St Aloysius College has always encouraged its staff and students to participate as well as organize several cultural activities. St. Aloysius College believes that the **acquisition of ideas, attitudes,**
- **values, come from culture and that education and culture are mutually interdependent in all aspects and activities.** The various associations, literary fests and the 'Campus Eye' programme helps our staff and students to reflect and evolve as truly men and women for and with others.

The Practice:

- The Institution executes different programmes and practices to create insights on the local culture and tradition. Encouragement is given by means of organizing national level workshops highlighting and focusing on themes related to culture and tradition.

- Unique and creative practices of fostering local culture and traditions, consisting of **research**
- **projects, case studies, documentaries followed by discussions. Additional programmes consist of folk and indigenous plays, recitation of self-composed multilingual poetry, folk songs, dance and light music. A series of webinars are also conducted with the intent of sensitizing local culture and traditions**
- The College community radio SARANG 107.8 FM - through its unique programmes attempts to promote local culture and traditions. It broadcasts **Yakshagana** daily throughout the year. The most important weekly live programme is '**Tulu Chavadi'** that highlights the tradition and culture of Tulu folklore. The weekly live programme in **Konkani - 'Tallo Umallo'** introduces the culture and important personalities of Konkani. **'Maikalto Phalaka'** is a weekly live programme in the **Beary** language. **'Radio Sanje'** is another daily live programme in Kannada
- **The Aloysian Literature Festival (ALF)** on the theme of **'Celebrating Indigenous Cultures',** succeeded in creating an awareness about marginal cultures and identities among the students, teachers and the public. This fest brought literature lovers face-to-face, with six plenary sessions by research scholars and writers across India, dramas that transcended ethnic boundaries, a korero of song, dance, poetry and folklore
- St Aloysius College, in collaboration with **the Karnataka Yakshagana Academy and UGC-STRIDE Scheme,** has organized a dialogue and workshop on the theme: **'Yakshagana-Rethinking in the Light of the Present'. A unique and experimental dance drama based on**
- **the Shakespearean play Macbeth was performed by the College Yakshagana team**
- Students have immensely benefited from the regular **theatre workshops** conducted with eminent
- theorists like **Mr Chandrahas Ullal, Ninasam Avinash, Mr Shivaram Kalmadka, Mr Natesh**
- **Ullal and Ninasam Christopher D'Souza**
- **The College has 37 non-statutory and 9 statutory associations** at the **UG** level and **22 associations** at the **PG l**evel. Every student is part of any one association and the association activities are integrated into the credit system. **The Dramatics Association, Hindi Sangha, Konkani Sangha, Al-Madhyam, Al-Fine Arts, Music Association, Hopkins Literary**
- **Association and the Heritage Club** are all very active and much-sought after by our students. It is through these associations that our students develop their interpersonal skills and learn to accept unity in diversity
- In addition to having **11 auditoria** with varying facilities and capacities the College also has an **open-air theatre** where students gather in large numbers to exhibit their talents and organize various cultural events. Cultural fests are held annually spanning over several days where all departments actively participate
- St Aloysius College recognises that **forests, marine coasts, water bodies, groundwater and biodiversity are all important prerequisites for life on this planet for sustainable development.**
- The College is committed to the protection, conservation and sustenance of natural resources. The biodiversity of the Campus is preserved in **Al-Vana, an Arboretum** – with an expanse of about **1.5 acres** which is maintained as a **mini biodiversity spot** on the Campus with its natural flora and fauna. About **150 plants** belonging to **70 different species** are maintained in this Arboretum. Additionally, there are about **1500 flowering and shade trees** belonging to **152 different species** at SAC main centre and there are about **1000 flowering** and shade trees belonging to **132** different species **at AIMIT Beeri centre, Details of which are maintained in the Biodiversity Registerin the College**

Evidence of Success:

- **Our students gain good organizational and communication skills.**

  - The Dramatics association has staged several plays both inside and outside the College and won

  - several accolades. **The drama troupe bagged the first place in both the district and divisional levels held in Mangaluru and Mysuru respectively in 2017**

- **Radio Sarang 107.8 FM**, the Community Radio reaches out to the surrounding areas of Mangaluru for **16 hours a day** in four different local languages through several programmes promoting and spreading awareness on local culture, language, health and hygiene and the economic and social aspects of life. The Community Radio has bagged multiple National Awards for promoting local language and culture. The recent one being **National Award** for its creative programme **'ANTARABELAKU'** from **the Ministry of Information and Broadcasting, Government of India on 27th August 2019**
- The students of the Dramatics Association of St Aloysius College (Autonomous) secured the **II Place for the Play 'Nattirulaata'** during the 3-day State Level Drama Competition **'Abhinayotsava 2020'** organized by **Abhinaya Sagara** (R) on 30th & 31st January and 1st February 2020 held at the Kagodu Thimmappa Rangamandira, Sagara
- The College has attempted a '**Critical Evaluation of the origins, evolution and perceptions of Cultural Diversities of coastal Karnataka and their impact on the social, political and religious identities of the people of the region'.** About **14 major research projects** on culture and traditions are underway sponsored by the prestigious **UGC STRIDE – Component 1 with the grant of Rs. 84.5 Lakhs**
- The College is the **first to offer Konkani** as a second language at the undergraduate level since **1992 i**n the state
- The world-renowned paintings in the **College chapel** attract thousands of foreign and domestic tourists
- The College **museum- Aloysium,** with rare collections, is an added attraction
- The **Laboratory of Applied Biology** has been constantly working on the preservation of endangered red listed plant species through tissue culture techniques. The **'Tissue Culture Avenue'** of test tube trees developed by the doctoral students of the Laboratory of Applied Biology not only adorns the Campus but also stands testimony to their innovation
- **The fern house, an initiative of the department of Botany, has preserved about 40 medicinal plants in the Campus**
- **The Centre for Environmental Concern** too has contributed immensely towards initiating programmes to popularise and preserve biodiversity

Problems Encountered and Resources Required:

- The major constraint to finding **adequate resources** has been met with the help of the **UGC - STRIDE project**, which has helped the College to promote the local culture and traditions as well as initiating research into these aspects
- The problems associated with **the pandemic** have posed major challenges in the implementation of many of these activities. However, the College has transitioned to the **digital mode** and tried to overcome these limitations by organising meaningful webinars and online talent shows Absence of students in the Campus during the pandemic

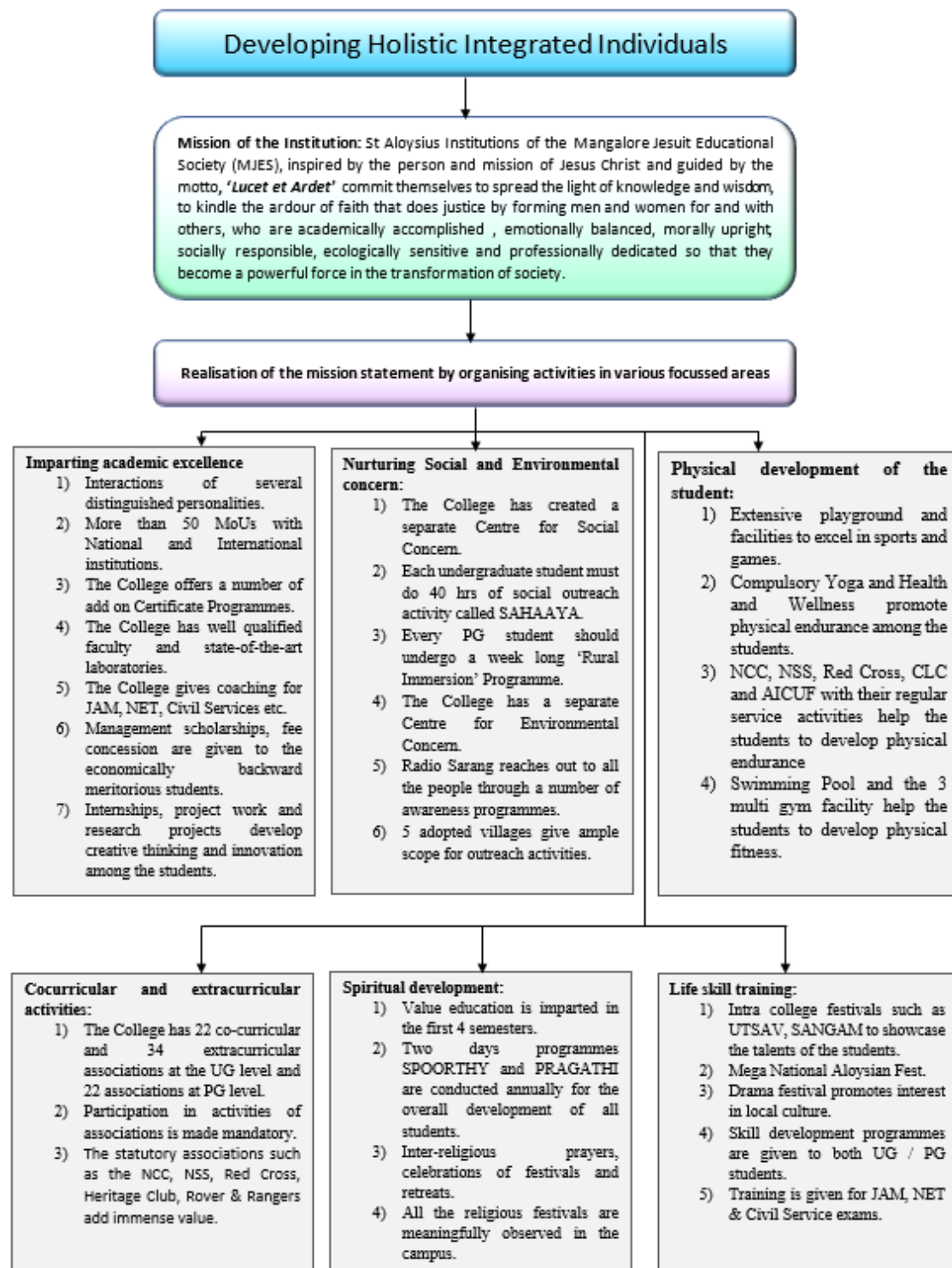- Organising activities for students **without disrupting the academic schedules** in a semester system is challenging

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

- **Institutional Distinctiveness:**

- **Developing Holistic Integrated Individuals**

- The College follows the Jesuit educational paradigm which:

  - Sees life and the whole universe as a gift, calling forth wonder and gratitude Gives ample scope to imagination and emotion as well as the intellect
  - Seeks to find the divine in all things - in all peoples and cultures, in all areas of study and learning and in every human experience
  - Cultivates a critical awareness of personal and social evil but points to God's love as more powerful than any evil
  - Stresses freedom, need for discernment and responsible action
  - Empowers people to become leaders in service, men and women for and with others, whole persons of solidarity, building a more just and humane world

Developing Holistic Integrated Individuals

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

Realisation of the mission statement by organising activities in various focussed areas

Imparting academic excellence
1) Interactions of several distinguished personalities.
2) More than 50 MoUs with National and International institutions.
3) The College offers a number of add on Certificate Programmes.
4) The College has well qualified faculty and state-of-the-art laboratories.
5) The College gives coaching for JAM, NET, Civil Services etc.
6) Management scholarships, fee concession are given to the economically backward meritorious students.
7) Internships, project work and research projects develop creative thinking and innovation among the students.

Nurturing Social and Environmental concern:
1) The College has created a separate Centre for Social Concern.
2) Each undergraduate student must do 40 hrs of social outreach activity called SAHAAYA.
3) Every PG student should undergo a week long 'Rural Immersion' Programme.
4) The College has a separate Centre for Environmental Concern.
5) Radio Sarang reaches out to all the people through a number of awareness programmes.
6) 5 adopted villages give ample scope for outreach activities.

Physical development of the student:
1) Extensive playground and facilities to excel in sports and games.
2) Compulsory Yoga and Health and Wellness promote physical endurance among the students.
3) NCC, NSS, Red Cross, CLC and AICUF with their regular service activities help the students to develop physical endurance
4) Swimming Pool and the 3 multi gym facility help the students to develop physical fitness.

Cocurricular and extracurricular activities:
1) The College has 22 co-curricular and 34 extracurricular associations at the UG level and 22 associations at PG level.
2) Participation in activities of associations is made mandatory.
3) The statutory associations such as the NCC, NSS, Red Cross, Heritage Club, Rover & Rangers add immense value.

Spiritual development:
1) Value education is imparted in the first 4 semesters.
2) Two days programmes SPOORTHY and PRAGATHI are conducted annually for the overall development of all students.
3) Inter-religious prayers, celebrations of festivals and retreats.
4) All the religious festivals are meaningfully observed in the campus.

Life skill training:
1) Intra college festivals such as UTSAV, SANGAM to showcase the talents of the students.
2) Mega National Aloysian Fest.
3) Drama festival promotes interest in local culture.
4) Skill development programmes are given to both UG / PG students.
5) Training is given for JAM, NET & Civil Service exams.

- **Promoting academic excellence:**

  - The College has been enriched by the presence and interactions of several distinguished personalities like **Bharat Ratna recipient Prof. C. N. R. Rao, Padma vibhushan awardee Dr K Kasturirangan, Padmashree awardee Anant Agarwal**.
  - The College has entered into about **77 MoUs** with National and International institutions of eminence for exchange programmes which have ensured global exposure to the staff and students The College offers several programmes at the **certificate, diploma, postgraduate diploma, vocational, undergraduate, postgraduate and doctoral degrees in Humanities & Social Sciences, Physical & Biological Sciences, Commerce & Management, Computer Science Applications and Animation**
  - The College has qualified faculty and **state-of-the-art laboratories**
  - The College has excellent libraries with **more than 1.5 Lakh books**
  - The Institution offers **19 postgraduate programmes**
  - For Peek Performers, the College gives coaching for competitive examinations such as **JAM, Civil Services, CAT, MAT, etc.**
  - **Scholarships:** Management scholarships are given to economically backward meritorious students **Skill development**, **personality development and language proficiency** along with academics are given emphasis
  - **123 add on programmes** are offered to students
  - **Webinars, workshops and seminars** give academic input to the students and the faculty **Internships, project work and research projects** develop creative thinking and innovation among the students
  - **Innovation Day and Incubation Centre** promote creativity and start up orientation in the students

- **Physical development of the students:**

  - The College has extensive playgrounds and facilities to excel in sports and games.
  - **The NCC has all three wings - Army, Navy and Air wings.** Other associations such as **NSS, Youth Red Cross, CLC, AICUF with** their regular service activities help the students to develop physical endurance, team spirit and punctuality. Compulsory Yoga and health and wellness promote physical endurance among the students
  - **Swimming Pool and 3 multi gym facilities** give ample scope for the students to develop their physical fitness

- **Spiritual development**:

  - **Value Education** is imparted in the **first 4 semesters** along with Constitution, Gender Equity, Human Rights and Environmental Studies

- o The 2 day programmes - **SPOORTHY** and **PRAGATHI** are intended to help improve the overall development of the students
- o The approach of the College has been one of '**celebrating diversities and differences'** and this value has been constantly driven home during the **inter-religious prayers, retreats and celebration of festivals**
- o All religious festivals like **Diwali, Christmas, Eid** and other major occasions are meaningfully observed in the Campus with gaiety and fervour
- o Respect for the 'other' has been the bedrock of the Aloysian tradition

- **Co-curricular and extracurricular activities:**

  - o The College has **37** non statutory and **9** statutory associations at the **UG** level and **22** associations at the **PG** level to showcase the skills and talents of the students in various fields
  - o The performance and participation in these activities have been made mandatory and an integral part of the curricular aspects displayed in their attainment credentials
  - o The statutory associations such as the **NCC, NSS, Youth Red Cross, Heritage Club, Sports & Games, Rovers & Rangers** have been adding enormous value to the graduate outcomes of the curriculum and the Campus culture of the Institution

- **Nurturing Social and Environmental Concern:**

  - o The Vision and the Mission of the College lays thrust on **social consciousness**. Only a **compassionate and empathetic person** can be instrumental in the inclusive development of society
  - o The College has created a separate **Centre for Social Concern (CSC)**, which regulates, monitors and promotes social empowerment activities.
  - o Each undergraduate student has to fulfil social service activity as specified for **20** hours in each of the first two years. The programme is titled **'SAHAAYA'**
  - o **Postgraduate students** have to spend a minimum one week in a remote village selected for this purpose under the **'Rural Immersion Programme'** staying with families accompanied by the teachers
  - o Staff and students are sensitized towards environmental issues through regular orientation programmes under the **Centre for Environmental Concern**
  - o Students participate in community development activities and are trained to take care of the environment. The **Indian Constitution, Human Rights, Gender Equity, Environmental Science and Value Education** are all part of the curriculum
  - o **Radio Sarang 107.8 FM**, the Community Radio reaches out to the surrounding areas of Mangaluru for **16 hours a day** in **four different local languages** through several programmes promoting and spreading awareness on local culture, language, health and hygiene, the economic and social aspects of life

- **Life skill training**

  - Intra-college festivals such as **UTSAV for UG and SANGAM for PG** promote budding artists and showcase the talents of the students.
  - **The Mega National Aloysian Fest** has **7 different fests** which help in improving the organizational skills among the students. Competitions such as **Aloysius Got talent, Aloysian Dance League and Aloysian Theatre League help in developing art and culture**.

- In summary, the Institution has made consistent efforts to keep itself abreast of the **contemporary context**, constantly qualifying its Vision and Mission to respond to the needs and challenges of the times. At the centre of all the endeavours are the students, whose integral development into persons who are

- **academically accomplished, emotionally balanced, morally upright, socially responsible, ecologically sensitive and professionally committed, provides meaning and justification for the existence and continuation of St Aloysius College.**