



## **YEARLY STATUS REPORT - 2023-2024**

### **Part A**

#### **Data of the Institution**

##### **1.Name of the Institution**

**St. Joseph's Degree & PG College**

- Name of the Head of the institution **Rev. Fr. Anthony Sagayaraja**
- Designation **Principal**
- Does the institution function from its own campus? **Yes**
- Phone No. of the Principal **9849321619**
- Alternate phone No. **04023234860**
- Mobile No. (Principal) **9381376744**
- Registered e-mail ID (Principal) **sjcprincipal@josephscollege.ac.in**
- Address **5-9-1106, King Koti Main Road,  
Basheerbagh**
- City/Town **Hyderabad**
- State/UT **Telangana**
- Pin Code **500029**

##### **2.Institutional status**

- Autonomous Status (Provide the date of conferment of Autonomy) **18/04/2011**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **Self-financing**
- Name of the IQAC Co-ordinator/Director **Mrs. G. Sunitha**
- Phone No. **9849119977**
- Mobile No: **04023231769**
- IQAC e-mail ID **iqac@josephscollege.ac.in**

**3. Website address (Web link of the AQAR (Previous Academic Year))** <https://josephscollege.ac.in/wp-content/uploads/2024/06/AQAR-2022-23-Final-Report.pdf>

**4. Was the Academic Calendar prepared for that year?** **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: <https://josephscollege.ac.in/almanac-4/>

### 5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.51	2008	16/09/2008	16/09/2013
Cycle 2	A	3.49	2014	24/09/2014	24/09/2019
Cycle 3	B++	2.86	2021	16/03/2021	15/03/2026

**6. Date of Establishment of IQAC** **06/01/2009**

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

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Nil	Nil	Nil	Nil	Nil

**8. Provide details regarding the composition of the IQAC:**

- Upload the latest notification regarding the composition of the IQAC by the HEI [View File](#)

**9.No. of IQAC meetings held during the year 4**

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

**10.Did IQAC receive funding from any funding agency to support its activities during the year? Yes**

- If yes, mention the amount **RS. 7,48,000**

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

Recognizing the growing demand for professionals in the digital media landscape, the IQAC played a pivotal role in the launch of the BA in Digital Media and Mass Communication (DMMC) program from the academic year 2023-2024, aligning the course with industry needs and academic standards. This program is designed to equip students with cutting-edge skills in media, communication, and digital content creation. Additionally, the IQAC initiated the need assessment process for launching the B.Sc. Data Science Honors program from the academic year 2024-2025, further enhancing the institution's commitment to offering future-ready academic programs.

The IQAC undertook key initiatives to enhance institutional quality. An Academic and Administrative Audit from 31st January 2024 to 2nd February, 2024 reviewed departmental activities, teaching-learning processes, research output, and administrative efficiency, led by experts Dr. Charles J.A., Rev. Fr. V.K. Swamy, and Rev. Fr. Anthony Sagayaraja. Their feedback identified strengths and areas for improvement, ensuring continuous enhancement. Additionally, the IQAC facilitated ISO certification to standardize procedures and boost efficiency. An orientation by SBV ISO Consultants on 10th January, 2024 prepared the staff for the process, culminating in the institution receiving ISO certification on 14th February, 2024 a milestone reflecting its commitment to excellence in academics and administration.

On 3rd June, 2023 the IQAC facilitated the installation of a water tank in Venkateswarlu Bavi village to address local water needs, demonstrating the institution's commitment to enhancing community

welfare. This initiative aimed to improve access to clean water for the villagers, significantly impacting their daily lives. A health camp was arranged in lilipur village on 17th February, 2024. Following this, from 11th to 25th May 2024, the IQAC organized a summer camp for the neighboring community. The camp featured yoga sessions for students, promoting physical and mental well-being, and basketball coaching to encourage fitness and skill development. Together, these initiatives fostered community interaction, provided holistic development opportunities for local youth, and reinforced the college's dedication to social responsibility

The IQAC facilitated the inauguration of the NSE Lab on 22nd November, 2023 equipped with 60 systems in collaboration with the National Stock Exchange (NSE) to provide students with hands-on experience in studying day-to-day financial markets. This state-of-the-art lab offers a live learning environment, enhancing students' understanding of financial markets and trading practices. Additionally, the IQAC has initiated the process for setting up another lab with 45 systems specifically for the B.Sc. Data Science course, aimed at providing practical exposure and advanced learning opportunities in data analytics and computational skills.

The IQAC organized several faculty development programs to enhance institutional preparedness and empower educators. From 5th to 9th June 2023, a program focused on institutional readiness for the National Education Policy (NEP) 2020 was conducted, equipping faculty with the necessary insights and strategies. Following this, a new faculty refresher course was held from 20th June to 1st July 2023, designed to support the integration of new staff into the academic environment. Additionally, a five-day Faculty Development Program on Course Outcomes (CO) and Program Outcomes (PO) mapping was scheduled for February 2024, alongside a Faculty Empowerment Program on Outcome-Based Education (OBE) from 5th to 9th February 2024. These initiatives reflect the institution's commitment to continuous professional development and quality enhancement in education.

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

Plan of Action	Achievements/Outcomes
<p>Faculty Development Program in the beginning of the academic year</p>	<p>Faculty Development Program on Institutional Preparedness for NEP Implementation is conducted from 5th June to 9th June 2023, Professional Development Program PDP on E-Content Development Tools , FDP on CO-PO mapping from 15th to 19th July 2023, Faculty Empowerment Program in collaboration with IEEE Education Society on OBE from 5th to 9th February, 2024</p>
<p>National Conferences</p>	<p>National Seminar on "Self-Reliant India: A Pathway to Being Developed India Mission 2047" (Under Azadi Ka Amrit Mahotsav) on 25th &amp; 26th August 2024, National Seminar on "Self-Reliant India: A Pathway to Being Developed India Mission 2047" (Under Azadi Ka Amrit Mahotsav) on 15th &amp; 16th Feb 2024.</p>
<p>Academic &amp; Administrative Audit Orientation</p>	<p>On 05-01-2024 an online Orientation on Academic &amp; Administrative Audit to Heads of Departments , Coe, Deans, Admin people, Office in-charges, Accounts in-charges was conducted . The IQAC organized an Academic and Administrative Audit from 31st January to 2nd February, 2024 aimed at evaluating and enhancing the quality of academic and administrative functions. The audit involved a comprehensive review of departmental activities, teaching-learning processes, research output, functioning of the cells/committees/offices, and administrative efficiency by Dr.</p>

	<p>Charles J.A, Deputy Principal, Loyola Academy, Chennai, Rev. Fr. V.K. Swamy, Director, TCBC, and Rev. Fr. Anthony Sagayaraja, Principal of the college .Academic and Administrative Audit Review Presentation was conducted on 19 Feb, 2024 virtually.</p>
<p>ISO Certification</p>	<p>The IQAC spearheaded the initiative to achieve ISO certification as part of its commitment to quality assurance and continuous improvement. An orientation on ISO certification was conducted on 10th January 2024 by SBV ISO Consultants to familiarize the staff with the certification process and its benefits. Following an evaluation, the institution was awarded the ISO certification on 14th February 2024 for a period of 3 years, marking a significant milestone in standardizing procedures, enhancing administrative efficiency, and elevating academic standards</p>
<p>Green , Energy and Environment Audit</p>	<p>On December 5th, 2024, Greenvio Solutions conducted a comprehensive Green, Energy &amp; Environment Audit at our campus. Led by Nahida Shaikh, the team meticulously assessed various aspects of our campus's environmental impact and energy efficiency. The audit encompassed a range of areas, aiming to identify strengths and areas for improvement in our sustainability efforts.</p>
<p>Introduction of new Programmes</p>	<p>BA in Digital Media and Mass communication was introduced</p>

	from the Academic year 2023-2024
<b>FEEDBACK</b>	<p>IQAC administered structured feedback twice during the months of October, 2023 and March 2024 from students regarding teacher quality and teaching-learning methodologies. Additionally, twice feedback was gathered from parents in the months of September 2023 and February 2024 concerning quality-related issues. The IQAC also assisted departments in collecting feedback from various stakeholders on curriculum matters. Student entry-level feedback was obtained from all first-year students to understand their expectations from the college, while exit feedback was collected to assess how well these expectations were met. A comprehensive Student Satisfaction Survey was also conducted. All feedback was thoroughly analyzed and shared with the respective departments for the incorporation of relevant suggestions.</p>
<b>Industry Academic Meets</b>	<p>The Industry Academia meets by all the departments were conducted in the months of January and February 2024.</p>
<b>IQAC Advisory Meeting</b>	<p>The IQAC internal advisory meeting for the academic year 2024-2025 was conducted on 6th March 2024. During this meeting, various initiatives for the upcoming year were proposed and discussed, focusing on improving quality in academics, curriculum development, and stakeholder engagement. Following this, the IQAC Advisory Meeting was held</p>

	<p>on 16th March 2024. Esteemed attendees included Prof. B. Sireesha, Director, OU IQAC; Mr. David Mario, Vice President, HR, JPMorgan Chase &amp; Co., Hyderabad; Mr. Debashish Ghosh, Senior Vice President, Berkedia; Mr. N.G. Srikanth, Senior Software Technical Manager, Concentrix Pvt. Ltd., Hyderabad; and Mr. Umang Rana, Business Analyst, Amazon, Hyderabad.</p>
<p>Parent Teacher Meeting</p>	<p>Parent Teacher meeting for the Odd semester was conducted on 16th and 23rd September 2023 and for the Even September on 10th February 2024</p>
<p>Cultural Fests &amp; Commemorative Days</p>	<p>The college's cultural events—Josephiesta, Cinevolution, and Fête De Noël—were celebrated with overwhelming participation and enthusiasm from students across the twin cities. These events received a massive response, highlighting the vibrant student community and their active involvement in the cultural life of the college. The commemorative days are celebrated along with , teachers day, Fresher's Day, Bathukamma, Christmas Day</p>
<p>SQAC</p>	<p>SQAC consisting of class representatives of all the classes for the Academic year was formed in the Month of August. The Election for the Student Council was conducted on 22nd September 2023 and the Investiture ceremony was conducted on 23rd December 2023</p>
<p>Encourage every department to</p>	<p>30 Research pacers were</p>



<p>publish Book Chapters and Research Articles.</p>	<p>published in UGC care journals 93 books/chapters were published by faculty</p>
<p>ACM, FCM &amp; GB</p>	<p>The Academic Council Meeting was conducted on 10 May 2024 Finance committee meeting was conducted on 10th May 2024 at 3.00 pm The Governing Body Meeting was conducted on 21st May 2024</p>
<p>To Conduct Alumni meet</p>	<p>Alumni Meet MILAN was conducted on 20th January 2024</p>
<p>To enhance MOUs at Regional , National and International level</p>	<p>22 new MoUs were signed with various educational institutions for academic and extension programs, Telangana Tribal welfare Residential Degree College, Go Training India, Shree Informational technology &amp; educational Services, Voice for girls, global degrees, ALEAP India, ISDC Project India Pvt.India Ltd, Public Relations India Ltd, Institute of Public Enterprise</p>
<p>Collaborative events</p>	<p>Faculty Empowerment Program in collaboration with IEEE Education Society, National level 5 days FDP on "Crafting Scholarly papers- FDP for Researchers in collaboration with the Institute of Public Enterprise, Telangana Dashabdi Celebrations in collaboration with Cluster colleges, National Seminar on "Self-Reliant India: A Pathway to Being Developed India Mission 2047" (Under Azadi Ka Amrit Mahotsav) in collaboration with ICSSR, The National Level Management Fest in collaboration with IPE, Institute of Public Enterprise, Shamirpet, Quiz in collaboration</p>

with NMDC, HMA Student Development on Beyond Fear & Brand Stories in collaboration with Miles Education, Student Development program on Communication Skills, Interpersonal Skills and Problem Solving Skills in collaboration with TASK, Water Tank Installation in collaboration with Street Cause, National Seminar on NEP - 2020: Challenges, Issues & Implementations in collaboration with ICSSR-SRC, Hyderabad 2 Day Workshop on IPR in collaboration with NIPAM ,A Session on Road Safety and Traffic Awareness in collaboration with Traffic Training Institute, Hyderabad.

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

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Academic Council	10/05/2024

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

- Year

**Part A****Data of the Institution**

<b>1.Name of the Institution</b>	<b>St. Joseph's Degree &amp; PG College</b>
• Name of the Head of the institution	<b>Rev. Fr. Anthony Sagayaraja</b>
• Designation	<b>Principal</b>
• Does the institution function from its own campus?	<b>Yes</b>
• Phone No. of the Principal	<b>9849321619</b>
• Alternate phone No.	<b>04023234860</b>
• Mobile No. (Principal)	<b>9381376744</b>
• Registered e-mail ID (Principal)	<b>sjcprincipal@josephscollege.ac.in</b>
• Address	<b>5-9-1106, King Koti Main Road, Basheerbagh</b>
• City/Town	<b>Hyderabad</b>
• State/UT	<b>Telangana</b>
• Pin Code	<b>500029</b>
<b>2.Institutional status</b>	
• Autonomous Status (Provide the date of conferment of Autonomy)	<b>18/04/2011</b>
• Type of Institution	<b>Co-education</b>
• Location	<b>Urban</b>
• Financial Status	<b>Self-financing</b>
• Name of the IQAC Co-ordinator/Director	<b>Mrs. G. Sunitha</b>

• Phone No.	9849119977				
• Mobile No:	04023231769				
• IQAC e-mail ID	iqac@josephscollege.ac.in				
<b>3.Website address (Web link of the AQAR (Previous Academic Year)</b>	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/06/AQAR-2022-23-Final-Report.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/06/AQAR-2022-23-Final-Report.pdf</a>				
<b>4.Was the Academic Calendar prepared for that year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://josephscollege.ac.in/alm/anac-4/">https://josephscollege.ac.in/alm/anac-4/</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
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Cycle 3	B++	2.86	2021	16/03/2021	15/03/2026
<b>6.Date of Establishment of IQAC</b>	06/01/2009				
<b>7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?</b>					
Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount	
Nil	Nil	Nil	Nil	Nil	
<b>8.Provide details regarding the composition of the IQAC:</b>					
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<b>9.No. of IQAC meetings held during the year</b>	4				

<ul style="list-style-type: none"> <li>• Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?</li> </ul>	Yes	
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<b>11. Significant contributions made by IQAC during the current year (maximum five bullets)</b>		
<p>Recognizing the growing demand for professionals in the digital media landscape, the IQAC played a pivotal role in the launch of the BA in Digital Media and Mass Communication (DMMC) program from the academic year 2023-2024, aligning the course with industry needs and academic standards. This program is designed to equip students with cutting-edge skills in media, communication, and digital content creation. Additionally, the IQAC initiated the need assessment process for launching the B.Sc. Data Science Honors program from the academic year 2024-2025, further enhancing the institution's commitment to offering future-ready academic programs.</p>		
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community welfare. This initiative aimed to improve access to clean water for the villagers, significantly impacting their daily lives. A health camp was arranged in lilipur village on 17th February, 2024. Following this, from 11th to 25th May 2024, the IQAC organized a summer camp for the neighboring community. The camp featured yoga sessions for students, promoting physical and mental well-being, and basketball coaching to encourage fitness and skill development. Together, these initiatives fostered community interaction, provided holistic development opportunities for local youth, and reinforced the college's dedication to social responsibility

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	<p>by Dr. Charles J.A, Deputy Principal, Loyola Academy, Chennai, Rev. Fr. V.K. Swamy, Director, TCBC, and Rev. Fr. Anthony Sagayaraja, Principal of the college .Academic and Administrative Audit Review Presentation was conducted on 19 Feb, 2024 virtually.</p>
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<p>Introduction of new Programmes</p>	<p>BA in Digital Media and Mass communication was introduced</p>



	from the Academic year 2023-2024
FEEDBACK	<p>IQAC administered structured feedback twice during the months of October, 2023 and March 2024 from students regarding teacher quality and teaching-learning methodologies. Additionally, twice feedback was gathered from parents in the months of September 2023 and February 2024 concerning quality-related issues. The IQAC also assisted departments in collecting feedback from various stakeholders on curriculum matters. Student entry-level feedback was obtained from all first-year students to understand their expectations from the college, while exit feedback was collected to assess how well these expectations were met. A comprehensive Student Satisfaction Survey was also conducted. All feedback was thoroughly analyzed and shared with the respective departments for the incorporation of relevant suggestions.</p>
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SQAC	<p>SQAC consisting of class representatives of all the classes for the Academic year was formed in the Month of August. The Election for the Student Council was conducted</p>

	on 22nd September 2023 and the Investiture ceremony was conducted on 23rd December 2023
Encourage every department to publish Book Chapters and Reasearch Articles.	30 Research pacers were published in UGC care journals 93 books/chapters were published by faculty
ACM, FCM & GB	The Academic Council Meeting was conducted on 10 May 2024 Finance committee meeting was conducted on 10th May 2024 at 3.00 pm The Governing Body Meeting was conducted on 21st May 2024
To Conduct Alumni meet	Alumni Meet MILAN was conducted on 20th January 2024
To enhance MOUs at Regional , National and International level	22 new MoUs were signed with various educational institutions for academic and extension programs, Telangana Tribal welfare Residential Degree College, Go Training India, Shree Informational technology & educational Services, Voice for girls, global degrees, ALEAP India, ISDC Project India Pvt.India Ltd, Public Relations India Ltd, Institute of Public Enterprise
Collaborative events	Faculty Empowerment Program in collaboration with IEEE Education Society, National level 5 days FDP on "Crafting Scholarly papers- FDP for Researchers in collaboration with the Institute of Public Enterprise, Telangana Dashabdi Celebrations in collaboration with Cluster colleges, National Seminar on "Self-Reliant India: A Pathway to Being Developed India Mission 2047" (Under

	<p>Azadi Ka Amrit Mahotsav) in collaboration with ICSSR, The National Level Management Fest in collaboration with IPE, Institute of Public Enterprise, Shamirpet, Quiz in collaboration with NMDC, HMA Student Development on Beyond Fear &amp; Brand Stories in collaboration with Miles Education, Student Development program on Communication Skills, Interpersonal Skills and Problem Solving Skills in collaboration with TASK, Water Tank Installation in collaboration with Street Cause, National Seminar on NEP - 2020: Challenges, Issues &amp; Implementations in collaboration with ICSSR-SRC, Hyderabad 2 Day Workshop on IPR in collaboration with NIPAM ,A Session on Road Safety and Traffic Awareness in collaboration with Traffic Training Institute, Hyderabad.</p>
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<b>13. Was the AQAR placed before the statutory body?</b>	<b>Yes</b>
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<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>	
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Name of the statutory body	Date of meeting(s)
<b>Academic Council</b>	<b>10/05/2024</b>

<b>14. Was the institutional data submitted to AISHE ?</b>	<b>Yes</b>
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<ul style="list-style-type: none"> <li>Year</li> </ul>	
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Year	Date of Submission
2022-2023	05/04/2024

### 15. Multidisciplinary / interdisciplinary

St. Joseph's Degree & PG College initiated a multidisciplinary approach, by introducing Generic Elective courses starting in the fifth semester of undergraduate programs. These electives allow students to explore subjects beyond their core discipline, broadening their academic experience and preparing them to tackle complex real-world challenges. Courses span various fields, including Business Economics, Cyber Security, Stress Management, Renewable Energy and Marketing Fundamentals, offering students the opportunity to diversify their knowledge and skills. This multidisciplinary approach fosters critical thinking, creativity, and problem-solving abilities, enhancing employability and preparing students for an interconnected, interdisciplinary world. By integrating diverse perspectives, the college aims to develop well-rounded graduates capable of addressing diverse challenges across sectors. Ultimately, the introduction of Generic Electives aligns with the college's vision of producing adaptable, globally aware graduates who are equipped for success in both their professional and personal lives. Through these initiatives, we aspire to nurture well-rounded individuals capable of addressing multifaceted challenges in today's dynamic world.

b. St. Joseph's Degree & PG College integrates humanities and science through multidisciplinary programs that bridge diverse fields. Courses like Stress Management & Wellbeing, Psychological Competencies are offered to science students, while Cyber Security, Renewable Energy Resources, and Mathematics for Economics and Finance benefit commerce, management, and arts students. Additionally, Probability and Statistics, Physics in Daily Life, and Social Media & Film Appreciation promote interdisciplinary learning. Programs such as Content Writing & Creative Writing and Environmental Sustainability foster creativity alongside scientific inquiry, enhancing holistic education.

c. Our institution ensures a flexible and innovative curriculum with mandatory credit-based courses in Universal Human Values, gender sensitization, and Environmental Studies. Additionally, the holistic development of students is ensured through non-CGPA credit-based activities facilitated by 13 extra-curricular committees including JSR, JGG, YRCW, WEC, and NSS. Through the adoption of Three villages and outreach programs community engagement is emphasized, fostering service-oriented learning. This approach integrates values-based education with

hands-on experience in environmental consciousness and social responsibility. The curriculum thus offers a multidisciplinary approach, preparing students to address real-world challenges with empathy and practical skills. e). Our institution will seek partnerships with external stakeholders including government agencies, non-profit organizations, industry partners, and other educational institutions.. These partnerships will provide opportunities for collaborative research, funding support, and real-world application of research findings to address societal challenges effectively. f). Our institution has implemented a comprehensive strategy to promote multidisciplinary and interdisciplinary approaches in line with NEP 2020.

Multidisciplinary papers are introduced through generic electives offered during the 5th semester, allowing students to explore diverse subjects beyond their major. Additionally, interdisciplinary/multidisciplinary papers are integrated into the curriculum during the second and third years of study through SEC papers. These initiatives encourage students to engage with various disciplines, fostering critical thinking and problem-solving skills essential for addressing complex challenges. This approach aligns with NEP 2020's emphasis on holistic education and prepares students for success . Students are also encouraged to complete the wide array of courses available in SWAYAM/MOOCs.

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

Our institution is committed to enhancing the educational experience for our students through innovative initiatives that align with national objectives. One of our key initiatives in this regard has been the comprehensive orientation provided to our students through digital drive on the National Academic Depository (NAD) portal and the Academic Bank of Credits (ABC) system ensuring that our students are well-informed and comfortable with these digital platforms. b. As part of this the institution got registered in NAD and ABC. We organized a one-on-one guidance session to assist students in creating their Digilocker accounts and understanding the functionalities of the NAD portal and the ABC system. We conducted an extensive digital drive, aimed at opening Digi Lockers and ABC accounts for all our students which was pivotal in acquainting our students with the digital tools necessary for utilizing the ABC system effectively. We are pleased to report that through our efforts, 3000 students were successfully registered on the NAD portal, ensuring their seamless integration into the ABC framework. c. The institution has adopted CBCS and OBE to facilitate credit transfers between Indian and foreign institutions, in alignment

with NEP 2020. d. We believe that fostering creativity and innovation in teaching improves the overall learning experience for students. Our faculty members are encouraged to design curriculum using Bloom's Taxonomy levels of OBE and adopt various teaching methods to meet the diverse learning needs of students. Faculty select textbooks, reading materials, reference books and diverse assignments based on student learning levels for each course to meet the educational goals. To ensure the effectiveness of these methods, we use regular feedback from students, peer reviews, and expert evaluations. This helps us improve our teaching strategies, address challenges, and apply best practices, creating a flexible and engaging learning environment. Additionally, students are encouraged to take NPTEL courses to earn extra credits. They register for these courses using their ABC ID, allowing for smooth credit transfers. e. The institution organizes an annual digital drive for newly enrolled students to raise awareness about ABC and NAD and assist them in setting up their DigiLockers. Also the information on Academic Bank of Credits system and its initiatives are hoisted on our college website (<https://josephscollege.ac.in/academic-bank-of-creditsabc/>) In conclusion, we firmly believe that our institution's proactive approach, coupled with the successful implementation of the digital drive and orientation sessions, has prepared our students to leverage the benefits of the Academic Bank of Credits (ABC) system effectively. We are confident that these initiatives will enhance the overall educational experience for our students and contribute significantly to their academic and professional growth

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

Skill development courses aligned with NSQF are offered, with industry collaboration to ensure relevance to market needs.

- Internships under the Non-CGPA framework provide 4 credits and hands-on industry experience.
- Workshops and training sessions focus on enhancing both technical and soft skills.
- Soft skills programs emphasize teamwork, communication, problem-solving, and adaptability to boost employability.
- Industry-academia meets, guest lectures, and expert-led workshops highlight trends and expectations.
- The incubation centre encourages innovation and entrepreneurship.
- b. • The institution offers certificate courses like Digital Marketing, Tableau, Power BI, Business Analytics using Tableau, Financial Analytics, and Artificial Intelligence and Machine Learning, integrated with mainstream programs to promote flexible learning pathways.

Partnerships with industry and government organizations enable students to earn additional certifications (Degree + Certificate), boosting their employability. Integrated internships are mandatory, for BA and MBA conducted in collaboration with industry partners to provide hands-on experience and practical exposure and the students of the other programs are encouraged to complete them for earnig four non-CGPA extra credits. c. The institution integrates universal human values such as truth (satya), righteous conduct (dharma), peace (shanti), love (prem), and nonviolence (ahimsa) into the curriculum through second language courses and the Universal Human Values Course. Constitutional values and life skills are emphasized via guest lectures and workshops during induction and throughout the academic year. Research projects and exhibitions foster scientific temper, while outreach programs under Joseph's Social Responsibility, NSS, and YRCW cultivate citizenship values. Environmental consciousness is instilled through the Joseph's Green Group. Life skills such as emotional intelligence and resilience are promoted through targeted guest lectures and workshops. d) 1. A credit-based framework ensures students must complete at least one certificate course to graduate and 2 credits are awarded. 2. Certificate course credits are integrated into the degree program requirements, encouraging students to pursue. 3. The institution collaborated with the industry for a few programs and certificate courses, and also invited industry experts for guest lectures, workshops, and collaborative initiatives, providing students with the opportunity to acquire insights and hands-on experience from experienced professionals. 4. The certificate courses are conducted in blended mode as and when required. Students are encouraged to complete the NPTEL courses online for which 2 credits are awarded on successful completion of the course . 5. The organization has entered into a Memorandum of Understanding (MoU) with the National Skill Development Corporation (NSDC) to establish a cohesive platform for student enrollment, skill assessment, and certification. This collaboration guarantees that the skills acquired by students are acknowledged on a national level, thereby improving their employment opportunities. 6. Skilling courses are planned to be offered to students through online and/or distance mode. A few of the skill development courses are delivered through blended mode. e) The entrepreneurship cell offers incubation assistance to students aspiring to launch their own businesses, thereby fostering self-sufficiency and innovation. Prepare curriculum in collaboration with the Industry expertise Providing elective courses focusing on Skill



development . Introduce certificate courses to make student industry ready . Providing Entrepreneurship Development programs through value added courses. . Motivating students to participate in skill competition like Hackathon organized nationwide by MIC and other organisations. . Human Values and Gender Sensitization: These 2-credit courses are mandatory for all undergraduate programs. They aim to instill humane values, promote gender equality, and sensitize students to gender-related issues. . Celebration of Commemorative days . Joseph's Green Group: Likely focusing on environmental initiatives and sustainability efforts. . Women Empowerment Cell: A platform to empower and support women in various aspects, promoting gender equity and inclusivity.

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

Our curriculum is thoughtfully crafted to offer courses in Indian languages integrating elements of Indian heritage and traditional knowledge across disciplines. The curriculum includes renowned epics, philosophical texts, and cultural studies, fostering a deep appreciation of Indian ethos. The Hindi Language curriculum provides value-based education that promotes positivity and encourages the development of humanistic, ethical, constitutional, and universal human values, such as satya (truth), dharma (duty), shanti (peace), prem (love), and ahimsa (non-violence), along with scientific temper and lifelong skills. In Sanskrit, the curriculum draws from the Ramayana, Mahabharata, Bhagavad Gita, Upanishads, Panchatantra, and other classical works, incorporating values and life skills from these timeless texts. The courses integrate various aspects of the IKS, from foundational texts like the Vedas and Upanishads to Vedangas, Upavedas, Puranas, and Itihasas. Additionally, the works of ancient Indian philosophers, scientists, and grammarians enrich the curriculum. Moral values and ethics are imparted through gnomic literature and poetry, including Panchatantra, Subhashitanis, Vemana Padyalu in Telugu, and the Dohas of Kabir, Tulsidas, and Rahim in Hindi. b)Faculty Training for Bilingual Delivery: recognizing the importance of faculty competence in bilingual delivery the senior faculty members guide the junior faculty members to equip them with necessary skills for bilingual instruction in both English and vernacular languages. This ensures effective communication and engagement with students from varied linguistic backgrounds. The Department of Second Languages mostly uses bilingual mode in transacting the curriculum.

c). Degree Courses in Indian Languages: Though all the degree courses offered are in English medium the programs like BCom (Gen), BA (MCJ), BA (JPE), BBA (Gen) and BSc, MPCs, MSCs, MECs offer Sanskrit/Telugu/Hindi/ courses during the first two years of study of the under graduate program d) Our institution actively promotes and preserves Indian culture and traditions through a variety of activities and events. Our language and literary clubs Sutra - Parampara, Sangoshti, Nayi Disha conduct activities to enrich students' knowledge of the Indian Knowledge System (IKS). We celebrate Sanskrit Diwas, Hindi Bhasha Diwas, Telugu Bhasha Dinotsavam, and Matri Bhasha Diwas, fostering a deep respect for our linguistic heritage. We also conduct guest lectures, Bhagavad Gita recitations, and poetry reading competitions, encouraging students to engage with Indian literary and spiritual traditions. Assignments and projects cover culturally enriching topics such as Festivals of India, Rivers of India, Ayurveda, and the works of prominent poets from Sanskrit, Hindi, and Telugu literature. Major cultural celebrations at the institution include Bathukamma from Telangana, Garbha from Gujarat, and Guru Pournima, which highlight regional traditions and values. e) In alignment with NEP 2020, our institution prioritizes the preservation and promotion of Indian culture and traditions as a core practice. Each year, International Yoga Day is celebrated in the college reinforcing the physical and mental health aspects of Indian traditions.. We also organize educational field trips to significant historical sites, such as Golconda Fort to and Chowmahalla Palace, offering students an enriching experience of India's cultural heritage. Faculty members actively engage in training and professional development through various workshops, seminars, and webinars focused on the Indian Knowledge System (IKS). Mahakavi Kalidas Tarkasangraha, Nyaya Bodhini Online Workshop on Grantha Script Learning (Millennium India Education Foundation), Fort Architecture ,Ancient Indic Scripts Introduction to IKS , Mallinatha Suri's Works are to name a few. These initiatives support faculty in enhancing their expertise in IKS, contributing to the integration of traditional knowledge within the academic curriculum.

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

Institutional Initiatives to Transform Curriculum Towards Outcome-Based Education (OBE): St. Joseph's Degree and PG College (Autonomous) has implemented a strategic framework spearheaded by the Internal Quality Assurance Cell (IQAC) to facilitate a seamless transformation toward OBE. Key initiatives include:

1. Faculty Development Programs (FDPs): Regular workshops and training sessions equip faculty with OBE concepts, focusing on designing effective Program Educational Objectives (PEOs), Program Outcomes (POs), and Course Outcomes (COs) aligned with Bloom's Taxonomy.

2. Curriculum Design and Alignment:

- PEOs, POs, PSOs, and COs are meticulously framed through expert consultations, reflecting the institution's mission and vision.
- Integration of interdisciplinary and multidisciplinary courses through Skill Enhancement Certificate Courses (SECs) and Generic Electives broadens students' educational scope.
- Value-added and online courses through industry collaborations and MOOCs/NPTEL provide practical exposure.

3. Holistic Educational Framework: Interdisciplinary learning, mandatory internships, and project-based approaches emphasize practical application and align with NEP 2020 goals.

ii. Efforts to Capture Outcome-Based Education in Teaching and Learning Practices: The institution has embedded OBE principles into teaching and learning processes through:

1. Learner-Centric Pedagogies:
  - Adopting project-based learning, problem-solving techniques, and experiential learning to foster critical thinking and application skills.
  - Emphasis on higher-order cognitive skills as outlined in Bloom's Taxonomy.
2. Assessment Strategies:
  - Balanced evaluations, combining formative Continuous Internal Assessments (CIA) with summative End Semester Assessments (ESA), encourage deep engagement with subject matter.
  - Assessments are designed to test analytical and problem-solving abilities, promoting student readiness for real-world challenges.
3. Mapping and Attainment of Outcomes:
  - Regular CO-PO mapping and attainment calculation sessions ensure alignment of course outcomes with program objectives.

iii. Good Practices Related to OBE in View of NEP 2020:

1. Faculty Empowerment Programs:
  - Workshops on "Why in Education," "Designing Effective Course Outcomes," and "Bloom's Taxonomy" to ensure faculty adopt innovative teaching methods are conducted from 5th February to 9th February, 2024.
  - Sessions on CO-PO mapping and examination reforms ensure comprehensive understanding and consistent implementation of OBE principles.
  - From 5th June to 9th June 2023, a dedicated program on NEP implementation was conducted for faculty, focusing on aligning institutional practices with NEP 2020.
  - From 20th June to 1st July 2023, senior faculty members conducted a comprehensive training program for new faculty, covering OBE principles, curriculum design, and teaching strategies.
  - A department-wise session on Outcome Mapping, specifically focusing on Program Outcomes (POs), was held from 15th July to 19th July 2023.

• A follow-up session on CO-PO Mapping for all faculty members was conducted on 19th August 2023, ensuring alignment and consistency across departments. • Faculty are encouraged to participate in the FDPs/Workshops/Seminars focussed on NEP 2020, OBE and are reimbursed • A National seminar on National Education Policy- 2020: Challenges, Issues & Implementations On 15th & 16th February 2024 in collaboration with ICSSR 2. Collaborative Skill Development: • Value-added courses in collaboration with industry partners enhance employability and practical skills. • Engagement activities, such as guest lectures, workshops, and interdisciplinary projects, align with NEP 2020 objective 3. Interdisciplinary and Experiential Learning: • Inclusion of mandatory internships and final-year projects ensures experiential learning. • Diverse course offerings and multidisciplinary approaches promote holistic development. Conclusion: St. Joseph's Degree and PG College's transition to Outcome-Based Education exemplifies a proactive approach to educational reform, aligning with NEP 2020. The focus on interdisciplinary learning, practical exposure, and pedagogical innovation prepares students for future challenges while fostering their overall growth and development.

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

1. Although vocational courses are not yet offered in distance learning, St. Joseph's Degree & PG College is embedding vocational courses into academics. The institution mandates credit-based Value-Added Courses (VACs) under the Non-CGPA category, designed to merge theoretical learning with practical skills to enhance their employability. In the academic year 2023-24, 996 students successfully completed these courses. Furthermore, students are required to complete at least one MOOCs / NPTEL course during their program, exposing them to diverse industry trends (476 students successfully completed NPTEL course in 2023-2024). Institutional collaboration with reputed training partners through MoUs ensures that real-world insights enrich the curriculum. Plans to explore vocational courses through Open and Distance Learning (ODL) mode align with NEP 2020's vision for lifelong learning and skill development. b)Development and Use of Technological Tools for Teaching and Learning Activities The institution has embraced a Learning Management System (LMS) to facilitate blended and online education, aligning with NEP 2020's focus on accessibility and flexibility. The LMS provides:

- E-Content Delivery: Faculty upload multimedia resources, including video lectures, PDFs, quizzes, and audio

content, catering to diverse learning styles. • 24/7  
 Access: Students can access content anytime, fostering self-paced learning. • Live Classes and Webinars: Interactive sessions promote deeper engagement. • Credit Integration: SWAYAM/MOOCs integration for credit transfer, awarding two credits for completed certificate. In addition, faculty training ensures the consistent creation of e-content, while the LMS seamlessly integrates with the institution's ERP system for efficient course management. Blended Learning Initiatives Blended learning is a cornerstone of the college's pedagogy. Key efforts include: • Online Content Creation: Faculty produce learning materials using multimedia tools. • ICT-Enabled Tools: digital pens, and projectors facilitate interactive teaching. • Student-Centric Platforms: Tools like Kahoot, mentimeter, Padlet, and Google Classroom enhance engagement. • Discipline-Specific Tools: Departments use advanced software for simulations, statistical modeling, cloud computing, and creative projects, offering hands-on learning experiences. Best Practices in Distance and Online Education St. Joseph's stands out in its approach to online education through: 1. Lecture Capture and E-Content Creation: A 100% e-content strategy supported by a lecture capture system ensures consistent and scalable content delivery. 2. Blended Learning : A blended learning is encouraged for effective syllabus coverage. 3. Encouraging Innovation: Students participate in creative projects, such as video assignments and educational content creation, fostering innovation and practical skills. Conclusion St. Joseph's Degree & PG College demonstrates a strong commitment to enhancing education through technological integration, vocational elements, and blended learning. These initiatives not only meet the demands of a digitally-driven world but also align with NEP 2020's vision for holistic, accessible, and lifelong education. The institution's forward-looking strategies position it as a leader in delivering flexible, high-quality education tailored to evolving student needs.

## Extended Profile

### 1. Programme

1.1

19

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

**2.Student**

2.1 3003

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	<a href="#">View File</a>

2.2 989

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.3 2941

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

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

**3.Academic**

3.1 425

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

3.2 127

Number of full-time teachers during the year:

## Extended Profile

### 1. Programme

1.1 19

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

### 2. Student

2.1 3003

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	<a href="#">View File</a>

2.2 989

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.3 2941

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

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

### 3. Academic

3.1 425

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

3.2	127
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
3.3	127
Number of sanctioned posts for the year:	
<b>4.Institution</b>	
4.1	581
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	67
Total number of Classrooms and Seminar halls	
4.3	484
Total number of computers on campus for academic purposes	
4.4	958
Total expenditure, excluding salary, during the year (INR in Lakhs):	

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curriculum Design and Development

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

- The curriculum at St. Joseph's Degree & PG College is thoughtfully designed to meet local, national, and global developmental needs. Aligned with the Outcome-Based Education (OBE) framework and the National Education Policy (NEP) 2020, all programs are structured with well-



defined Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs). This ensures a learner-centric approach with a focus on skill development and holistic education, in line with the institution's vision and mission.

- Programs like B.Com (IFA), BBA (Financial Markets), and BBA (Business Analytics) are developed in collaboration with ACCA, NSE, and Miles Education, while BBA (Entrepreneurship) addresses the growing demand for entrepreneurial skills. B.Sc programs emphasize computational thinking, programming, and problem-solving, equipping students to adapt to technological advancements.
- The BA Mass Communication and Journalism program prepares students for contemporary media practices, while the BA Digital Media, Mass Communication (DMMC) program focuses on emerging digital media trends. Psychology programs enhance critical thinking and analytical skills, fostering a deep understanding of human behavior and societal dynamics.
- The curriculum integrates modules on universal human values and gender sensitization, environmental studies as ability enhancement courses, along with social commitment through non-CGPA courses.
- St. Joseph's Degree & PG College ensures its curricula remain dynamic and responsive to the rapidly evolving global environment, preparing students for successful careers and meaningful contributions to society.

File Description	Documents
Upload additional information, if any	<a href="#">View File</a>
Link for additional information	<a href="https://josephscollege.ac.in/academics/under-graduate-courses/b-com-general/">https://josephscollege.ac.in/academics/under-graduate-courses/b-com-general/</a>

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

9

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	<a href="#">View File</a>
Details of syllabus revision during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

425

File Description	Documents
Curriculum / Syllabus of such courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	<a href="#">View File</a>
MoUs with relevant organizations for these courses, if any	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

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

25

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

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

19

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template)	<a href="#">View File</a>

### 1.3 - Curriculum Enrichment

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

St. Joseph's Degree & PG College is committed to integrating cross-cutting issues such as Professional Ethics, Gender Sensitization, Human Values, Environmental studies and Sustainability into its curriculum, reflecting its mission to nurture responsible and compassionate global citizens.

Courses like Corporate Communication, Gender and Human Rights, Indian Ethos & Business Ethics, Governance and Ethics, Business and Corporate Law, and Abnormal Psychology instill a strong foundation in ethical conduct, gender equality, and social responsibility. Programs like Introduction to Journalism and Society, Media Laws and Ethics, Mass Communication Theories, Online Journalism (T & P), and Visual Communication cultivate an understanding of societal dynamics and media's ethical practices.

Environmental awareness and sustainability are addressed through courses such as Environmental Studies and Basic Computer Skills, ensuring students develop eco-conscious perspectives essential for technological and professional innovation.

Entrepreneurial and professional skills are emphasized through specialized courses such as Software Project Management, Entrepreneurship Development, Innovation and Entrepreneurship, Startup & MSME Management, Family Business Management, and Entrepreneurship Finance. These programs prepare students to be leaders in sustainable business practices.

Additionally, initiatives like Universal Human Values and Gender Sensitization (UHVGS), and non-CGPA course through NSS, YRCW, JGG, WEC, and JSR foster compassion, civic engagement, and community service, reinforcing the institution's dedication to holistic development.

Through this integrative approach, the institution equips students with the knowledge, skills, and values needed to create an equitable, ethical, and sustainable future.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

20

File Description	Documents
List of value-added courses	<a href="#">View File</a>
Brochure or any other document relating to value-added courses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

1031

File Description	Documents
List of students enrolled	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

2100

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

## 1.4 - Feedback System

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

**A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	<a href="https://josephscollege.ac.in/feedback-on-curriculum-from-stakeholders-2/">https://josephscollege.ac.in/feedback-on-curriculum-from-stakeholders-2/</a>
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.4.2 - The feedback system of the Institution comprises the following**

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

File Description	Documents
Provide URL for stakeholders' feedback report	<a href="https://josephscollege.ac.in/stakeholders-feedback-analysis/">https://josephscollege.ac.in/stakeholders-feedback-analysis/</a>
Any additional information	<a href="#">View File</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment of Students

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

**1130**

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

580

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

At St. Joseph's College, a comprehensive and inclusive approach is adopted to address the diverse learning needs of students. By leveraging students profiles, diagnostic tests, continuous internal assessments, semester-end exams, and classroom engagement, the institution evaluates students' learning levels from the beginning of the academic year. This structured process ensures the identification of both slow and advanced learners, enabling personalized interventions and opportunities.

### Support for Slow Learners

- **Bridge Courses:** Designed to cover foundational gaps and prepare students for academic rigor.
- **Remedial and Tutorial Classes:** Focused sessions to strengthen core concepts and address specific academic challenges.
- **Peer-Assisted Learning:** Advanced learners assist slow learners, fostering mutual growth and understanding.
- **Supplementary Materials:** Important questions and additional practice materials simplify preparation and build confidence.
- **Continuous Monitoring:** Regular assessments, feedback, and performance reviews ensure progress and timely adjustments.

### Opportunities for Advanced Learners

- **Leadership Roles:** Assignments within academic and co-curricular clubs to enhance organizational and leadership skills.
- **Research and Projects:** Opportunities to publish papers, undertake mini-projects, and participate in workshops.
- **Competitions and Certifications:** Encouragement to engage in inter-collegiate events and pursue certifications like NPTEL.
- **Peer Teaching and SQAC:** Advanced learners lead flipped classroom sessions and contribute to institutional activities through the Student Quality Assurance Cell and Student Council.
- **Conduct of Exhibitions & Fests**

Through this dual-focused approach, St. Joseph's College ensures that every student receives the necessary support and opportunities to achieve their full potential.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.2.1%20Additional%20Info%20links_.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.2.1%20Additional%20Info%20links_.pdf</a>

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

Year	Number of Students	Number of Teachers
24/04/2024	3003	127

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

### 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:

#### Experiential Learning

We prioritize practical application of knowledge by:

- Integrating online learning platforms that sustain academic rigor and promote student-centric engagement.
- Utilizing ICT-enabled smart classrooms equipped with cutting-edge technology.
- Encouraging hands-on experiences through internships, industrial visits, and practical hours.
- Supporting students in creating working models, audio-visual aids, and film projects that provide real-world insights and foster creativity and organising EXhibitions
- Leveraging NEP 2020 implementation to enhance comprehension and analytical thinking via technological tools.

### Participative Learning

Our participative methods foster collaboration and communication through:

- Active participation in national and international webinars, online workshops, and virtual conferences to cultivate a research-oriented mindset.
- Engagement in Assignments, seminars, group discussions, and peer learning activities to enhance teamwork and critical thinking.
- Faculty guidance for students to create and share content like technical videos on platforms such as YouTube, promoting independent learning and digital literacy.
- Role-playing exercises and gamified learning strategies to improve communication skills and self-confidence.
- Flipped Classroom Model: Students engage with instructional material such as videos, readings, and online resources prior to class, enabling in-class sessions to focus on discussions, problem-solving, and collaborative activities.

### Problem-Solving Methodologies

We incorporate structured problem-solving techniques into the curriculum, including:

- Analytical tasks such as case studies, quizzes, and brainstorming sessions.
- Real-world problem-solving through debates, practical assignments, and internships.



- Focused Industrial/Field Visits aimed at understandingsocial and economic issues, encouraging innovative solutions.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Teaching%20Methodologies%20Addl.Info%20.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Teaching%20Methodologies%20Addl.Info%20.pdf</a>

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

At St. Joseph’s College, we integrate advanced ICT tools and online resources to create dynamic, student-centered learning environments. Equipped with LCD projectors, Smart Boards, and internet access, our classrooms foster interactive and engaging education. Platforms like Google Classroom, video conferencing tools, and interactive games such as Kahoot! and Blooket encourage active participation and collaboration.

Our faculty utilize extensive e-resources like Delnet & Inflibnetincluding e-journals, e-books, and educational videos on platforms like YouTube, alongside global open educational resources like NPTEL and MIT Open Courseware. The Joseph’s Learning Management System (JLMS) serves as a digital hub, providing students with access to course materials and personalized learning.

Specialized labs, such as the Mass Communication Studio, Language Lab, and Psychology Lab, Science Labs offer hands-on experiences, enabling practical application of theoretical knowledge. Students gain technical expertise using software like Final Cut Pro, Adobe Premiere Pro, and SPSS, alongside tools like AWS cloud services and finance apps like MoneyControl.

By leveraging technology and fostering innovation, St. Joseph’s College transforms education, equipping students with critical skills and preparing them for success in a rapidly evolving world

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.3.2%20ICT%20upload.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.3.2%20ICT%20upload.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

130

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	<a href="#">View File</a>
Circulars with regard to assigning mentors to mentees	<a href="#">View File</a>

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

#### Commitment to Academic Excellence

At St. Joseph's Degree & PG College, we prioritize meticulous academic planning and adherence to the Academic Calendar, Annual Planner and Teaching Plans for a seamless academic year. Annually, the Principal, HODs, Deans, Controller of Examination, and IQAC coordinator collaborate to craft the Almanac. This document details the academic, co-curricular, and extra-curricular activities for the year, finalizing schedules for assessments and the last date of instruction.

The Almanac, available on the college website and student handbook, outlines the schedule of academic events, co-curricular, extra curricular events and examinations. Adherence to this calendar is monitored through a robust reporting system by IQAC.

At the start of the academic year, HODs allocate courses and prepare workload statements, followed by department-wise timetables. Subject teachers craft course plans with clear objectives and teaching methodologies, aligning with the

Academic Calendar to guide course delivery and assessments.

Faculty plan guest lectures and workshops as per the Academic Calendar, ensuring schedules are maintained. P24 X 7 ERP for academics fosters efficiency, benefiting staff and students by ensuring strict adherence to the timeline.

By embracing meticulous planning and governance, St. Joseph's College ensures a streamlined and effective educational experience, preparing students for academic and professional success.

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

## 2.4 - Teacher Profile and Quality

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

127

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

26

File Description	Documents
List of number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

760

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

**2.5 - Evaluation Process and Reforms****2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year**

15

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

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

654

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

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

**IT integration and reforms**

- Examination registration, application form, Revaluation

application forms and hall ticket generation are done using eOne Prajna college ERP.

The college uses eOne- Integrated Software wherein Internal & External marks entry, Semester and Consolidated Grade Sheets, Provisional Certificate, SGPA, CGPA

- Continuous Internal Assessment (CIA) marks are uploaded to the ERP which can be viewed by both students and parents along with Periodic parent teacher meetings.
- College launched an online Certificate Verification System [www.josephscollege.directverify.in](http://www.josephscollege.directverify.in). (Docswallet Digital Locker Services) to facilitate verification of students' certificates
- Grade sheets are printed with highest level security features like Micro Line, Rainbow Gradient, Copy Void, Watermark, background design.
- The questions are set at different levels incorporating Bloom's taxonomy solicited from a panel of external experts.
- Answer Scripts are coded with Dummy numbers to ensure the transparency in valuation of answer scripts of the End Semester Examination.
- Surveillance cameras in the exam branch are installed for security purposes.
- Examination Review committee meetings are conducted to review the statistics related to examination results.
- Dates in Time table were incorporated in the hall ticket with the help of the software
- Non-CGPA courses (Extracurricular activities- 2 credits, MOOCs- 2 credits. Certificate courses- 2 credits) credits earned by the students are incorporated in the Semester Grade sheet from R22 Batch(2022-2025) onwards
- One time chance Examination was conducted for the students from 2011 batch to 2018 batch from 21st March to 27th March 2024.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.5.3%20Addl%20info.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.5.3%20Addl%20info.pdf</a>

## 2.6 - Student Performance and Learning Outcomes

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

At St. Joseph's Degree & PG College, our commitment to Outcome-Based Education (OBE) drives us to develop comprehensive Program Educational Objectives (PEOs), Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) in collaboration with subject matter experts. Faculty Development Programs (FDPs) are conducted to deepen faculty understanding of OBE principles and their implementation.

Our POs, PSOs, and PEOs are aligned with graduate attributes and the college's vision and mission, ensuring a holistic educational approach. Each course is meticulously structured with clear objectives and outcomes, approved in meetings of the Board of Studies, Academic Council, and Governing Body.

These outcomes are prominently displayed in classrooms and on the college website. During the Orientation/Induction programme at the start of the academic year, students receive an overview of the curriculum framed within these outcomes. Detailed Course Plans or Unit Planners are provided to students at the semester's beginning.

Throughout the teaching-learning process, faculty consistently emphasize the standards expected from students, regularly communicating targets, expectations, and desired outcomes. This transparent approach ensures students are well-informed and actively engaged in their educational journey.

By embracing OBE and maintaining high standards, St. Joseph's Degree & PG College equips students with the knowledge and skills for academic and professional excellence.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Link for additional Information	<a href="https://josephscollege.ac.in/academics/under-graduate-courses/">https://josephscollege.ac.in/academics/under-graduate-courses/</a>

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

At St. Joseph’s College, we meticulously evaluate Programme Outcomes (POs), Course Outcomes (COs), Program Specific Outcomes (PSOs), and Program Educational Objectives (PEOs) through a well-defined process:

**Establishing Framework:** The process starts with formulating appropriate COs for each course and POs, PSOs, and PEOs for all programs.

**Mapping COs with POs and PSOs:** COs are mapped to POs and PSOs for all courses, with correlations rated on a scale of 1 to 3, indicating the degree of alignment.

**Evaluation Pattern:** The evaluation pattern includes Continuous Internal Assessment (CIA) I and II, Skill-Based Tests, and End Semester Assessments (ESA), weighted in a ratio of 40:60.

**Calculation of CO Attainment:** CO attainment is calculated using the formula:

CO Attainment = Number of students meeting or exceeding the threshold

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Total Number of Students

**Feedback and Measures:** Feedback is collected to assess outcomes and implement measures to ensure CO attainment.

**Programme Outcome Evaluation:** Programme Coordinators compile

reports and calculate Programme Outcomes to gauge attainment levels.

Calculation of PO Attainment: PO attainment is calculated by taking the weighted average of CO attainment values, using the formula:

$PO_{Attainment} = \frac{\sum (CO_{Attainment} \times CO_{PO} \text{ Mapping})}{\sum (CO_{PO} \text{ Mapping})}$

-----  
 $\frac{\sum (CO_{Attainment} \times CO_{PO} \text{ Mapping})}{\sum (CO_{PO} \text{ Mapping})}$

This structured approach ensures comprehensive assessment of POs and COs, guiding continuous improvement in the institution's educational framework.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Final%20all%20CO%20PO%20attainmet.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Final%20all%20CO%20PO%20attainmet.pdf</a>

### 2.6.3 - Pass Percentage of students

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

921

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/EXAM%20BRANCH%20ANNUAL%20REPORT%20AC%20YR%202023-2024.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/EXAM%20BRANCH%20ANNUAL%20REPORT%20AC%20YR%202023-2024.pdf</a>



## 2.7 - Student Satisfaction Survey

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

<https://josephscollege.ac.in/student-satisfactory-survey-2023-2024/>

## 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

At St. Joseph's, our unwavering dedication to academic excellence and innovation is exemplified by the cultivation of a research culture among both faculty and students through the establishment of Center for Research&Development and Research Ethics Committee, guided by a well-defined Policy. Central to this commitment is the ongoing enhancement of our research facilities, ensuring they remain at the cutting edge. Our institution maintains a comprehensive research promotion policy, readily accessible on our website, which outlines guidelines for supporting research activities. The following are the research facilities:

1. Library resources and research journals (Inflibnet&Delnet) are regularly subscribed to meet the evolving needs of our researchers.
2. Resource allocation and budget provision for the conduct of research-related FDPs/Seminars/Training Programmes/Awareness Programmes/Conferences/Guest Lectures/Workshops/In-house Projects to promote a research culture on campus.
3. Actively fostering a collaborative research environment by offering incentives such as teaching workload remission, on-duty permissions, and opportunities for professional development across departments.
4. Encouraging students and faculty to publish research articles in reputed UGC care journals/Scopus/ABDC Journals.
5. College is a Licensed Partner with Drillbit Plagiarism Tool and Quillbot academic writing platform , an AI-powered paraphrasing tool .The research Center facilitates Plagiarism

Checking Support to all the faculty members and students who are undergoing various research papers, projects and thesis.

6. Seeking funding from national and international organizations for major and minor research projects.

7. Developing and implementing an official Code of Ethics to prevent plagiarism in research.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	<a href="#">View File</a>
Provide URL of policy document on promotion of research uploaded on the website	<a href="https://josephscollege.ac.in/research-policy-document/">https://josephscollege.ac.in/research-policy-document/</a>
Any additional information	<a href="#">View File</a>

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

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

1,93,500

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	<a href="#">View File</a>
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	<a href="#">View File</a>
List of teachers receiving grant and details of grant received	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

0

File Description	Documents
e-copies of the award letters of the teachers	<a href="#">View File</a>
List of teachers and details of their international fellowship(s)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.2 - Resource Mobilization for Research

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

15,32,000

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	<a href="#">View File</a>
List of projects and grant details	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 3.2.2 - Number of teachers having research projects during the year

5

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephcollege.ac.in/wp-content/uploads/2025/01/3.2.2-Addl.Info.pdf">https://josephcollege.ac.in/wp-content/uploads/2025/01/3.2.2-Addl.Info.pdf</a>
List of research projects during the year	<a href="#">View File</a>

#### 3.2.3 - Number of teachers recognised as research guides

1

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	<a href="#">View File</a>
Institutional data in Prescribed format	<a href="#">View File</a>

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

03

File Description	Documents
Supporting document from Funding Agencies	<a href="#">View File</a>
Paste link to funding agencies' website	<a href="https://icssr.org/sites/default/files/major-project-2022.pdf">https://icssr.org/sites/default/files/major-project-2022.pdf</a>
Any additional information	<a href="#">View File</a>

### 3.3 - Innovation Ecosystem

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

- The Centre for Research and Development provides an environment conducive to cutting-edge research. It instils and develops a research ethos among students and faculty, promoting the presentation and publication of research work.
- The Centre for Innovation and Entrepreneurship empowers aspiring entrepreneurs through various programs, workshops, and mentorship initiatives, enabling them to transform innovative ideas into viable startups.
- The Institute Innovation Council (IIC) and Techno Innovation & Incubation Centre (TIIC) play vital roles in promoting an innovation & startup culture, and HEI secured Four Star rating consecutively for past 3 Years from the Ministry of Education, GOI.
- The Techno-Innovation & Incubation Centre also offers resources, infrastructure and mentorship to startups, facilitating their success in the competitive market landscape.

- Value-added courses related to entrepreneurship are offered to equip interested students with industry-specific skills.
- The institution also prioritizes community engagement through initiatives led by Joseph's Social Responsibility (JSR), the Youth Red Cross Wing (YRCW), Joseph's Green Group (JGG), and the National Service Scheme (NSS). These programs focus on addressing social challenges, environmental sustainability, and disaster preparedness, fostering a sense of societal responsibility and empathy among students.
- In alignment with fostering a holistic culture, the institution organizes year-round cultural, academic, and community service events to instill ethical values and societal responsibility among students.

We believe that by nurturing such an ecosystem, we not only enrich the academic experience of our students and faculty but also contribute significantly to societal development and economic growth.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.3.1%20No.%20of%20events.jpg">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.3.1%20No.%20of%20events.jpg</a>

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

31

File Description	Documents
Report of the events	<a href="#">View File</a>
List of workshops/seminars conducted during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.4 - Research Publications and Awards

#### 3.4.1 - The Institution ensures implementation of its Code of Ethics for

A. All of the above

**Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software**

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

**3.4.2.1 - Number of PhD students registered during the year**

02

File Description	Documents
URL to the research page on HEI website	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/3.4.2_evidence.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/3.4.2_evidence.pdf</a>
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

30

File Description	Documents
List of research papers by title, author, department, and year of publication	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

93

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.4.4%20%20Link%20for%20Addl.%20Info.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.4.4%20%20Link%20for%20Addl.%20Info.pdf</a>

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

#### 3.4.5.1 - Total number of Citations in Scopus during the year

3

File Description	Documents
Any additional information	<a href="#">View File</a>
Bibliometrics of the publications during the year	<a href="#">View File</a>

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

#### 3.4.6.1 - h-index of Scopus during the year

2

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.5 - Consultancy

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

1.774

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	<a href="#">View File</a>
List of consultants and revenue generated by them	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

133910

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	<a href="#">View File</a>
List of training programmes, teachers and staff trained for undertaking consultancy	<a href="#">View File</a>
List of facilities and staff available for undertaking consultancy	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.6 - Extension Activities

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

'Social consciousness' and 'Social Commitment' are integral components of the college's vision and are promoted among students through the National Service Scheme (NSS), Youth Red Cross Wing (YRCW), Joseph's Social Responsibility (JSR), Women



Empowerment Cell (WEC), and Joseph's Green Group (JGG).

These initiatives engage both faculty and students in various community programs, social and environmental awareness campaigns such as Blood Screening, Clean India Program, Field Trips to Active Farms, Societal Engagement and Women Skill Development, with the aim of cultivating ethical and socially responsible citizens of India. The college has adopted four villages to identify real problems, seek a deeper understanding, explore innovative solutions and propose pathways for development and well-being.

**Impact & Sensitization:**

Exposure to extension and outreach activities sensitizes students to their social responsibilities, such as:

1. Helping people in need and distress
2. Promoting cleanliness both on and off campus
3. Acquiring social values and developing a deep interest in environmental issues

**Learning outcomes of the activities:**

1. Expand knowledge of societal issues and problems to provide solutions
2. Build relations and partnerships with organizations/NGOs to advance humanitarian work
3. Develop a sense of brotherhood and service-oriented commitment towards marginalized and underprivileged communities.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/Joy%20of%20Giving%20-%20Little%20Sisters%20of%20the%20Poor.docx.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/Joy%20of%20Giving%20-%20Little%20Sisters%20of%20the%20Poor.docx.pdf</a>

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

143

File Description	Documents
Number of awards for extension activities in during the year	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

34

File Description	Documents
Reports of the events organized	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

2500

File Description	Documents
Reports of the events	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.7 - Collaboration

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

830

File Description	Documents
Copies of documents highlighting collaboration	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only**

**functional MoUs with ongoing activities to be considered)**

25

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**INFRASTRUCTURE AND LEARNING RESOURCES****4.1 - Physical Facilities**

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

- The institution provides a robust infrastructure and advanced physical facilities to foster an effective teaching-learning environment. It is equipped with 484 high-performance computers and 82 projectors across classrooms and laboratories, ensuring an optimal digital learning experience. Five browsing centers with high-speed internet connectivity further enhance accessibility for students and staff.

The computer labs are consistently upgraded with both open-source software like Tomcat Web Server, Redhat Linux, MySQL, Weka Tool, and SPSS, and proprietary software such as 64-bit operating systems, Microsoft Office, Oracle 8i, Tally ERP9, SAP, and advanced communication skills software. This wide range of software caters to diverse academic and research requirements.

To streamline operations, software solutions ( ERP) are deployed for admissions, examination branch management, messaging for parent updates, and staff notifications.

Classrooms and labs feature cutting-edge technology, including fiber-optic connections, computer-aided

instruction systems, internet access, and power/data outlets at each seat. The campus-wide Wi-Fi, with 1 Gbps bandwidth, ensures seamless connectivity across all nodes in labs, departments, offices, and classrooms. An LED display board adds to the efficiency of campus communication.

The library is fully automated using the Integrated Library Management System (ILMS) NewGenLib, providing intuitive features for document searches and status tracking. The Web-OPAC facility allows remote access, ensuring uninterrupted academic support for all users.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/facilities/labs-studio/">https://josephscollege.ac.in/facilities/labs-studio/</a>

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

The institution is committed to fostering the holistic development of students by offering diverse facilities for cultural activities, sports, games, yoga, and fitness. Dedicated committees oversee co-curricular and extracurricular activities, encouraging student participation in intercollegiate, regional, national, and international events. To further promote engagement, the institution offers a Non-CGPA course in extracurricular activities worth two credits.

The institution hosts cultural events in Joseph's Hall and the college grounds. Signature events like Flash Mob, Josephiesta, Cine Evolution, and Bathukkamma are celebrated with great enthusiasm. The grounds also serve as venues for stalls during major events such as Cine Evolution, Josephiesta, the ED Cell, Commera Food Fest, and the Christmas fest, "Fede de Noel."

A dedicated band room equipped with instruments such as the

keyboard, guitar, and drum kit supports the choir, "Anno Domini".

Joseph's Hall, equipped with audio visual facilities, and the Joseph's Indoor Hall are venues for yoga sessions and cultural programs, Zumba, singing competitions, and Theatre Arts and for celebration like including Teacher's Day, Women's Day,

The campus boasts a well-equipped gymnasium that promotes physical fitness among students and staff. Indoor and outdoor sports facilities are available to encourage active participation in sports and games.

community service initiatives through the NSS, JGG, YRCW, and JSR programs.

A separate wellness center is available to address first-aid needs during emergencies, ensuring the well-being of students and staff.

File Description	Documents
Geotagged pictures	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/campus-life/student-support/">https://josephscollege.ac.in/campus-life/student-support/</a>

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

67

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

173

File Description	Documents
Upload audited utilization statements	<a href="#">View File</a>
Details of Expenditure, excluding salary, during the years	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

The college library boasts an extensive collection of texts and general books, as well as international and national journals, designed to meet the needs of both undergraduate and postgraduate students. It features distinct sections for general books, reference materials, journals, periodicals, and magazines, along with browsing facilities for accessing online databases and academic resources. The library is fully automated through an Integrated Library Management System, which includes the following features:

2023-24

Name of the ILMS software

NewGenLib 3.2

Nature of automation (fully or partially)

Fully Automated

Version

3.2

Year of automation

2008

**FEATURES OF THE SOFTWARE:**

- Functional modules are completely web based. Uses Java Web Start™ Technology.
- Compatibility - Complies with international metadata and interoperability standards: MARC-21, MARC-XML, z39.50, SRU/W, OAI-PMH.
- Data entry, storage, retrieval in any (Unicode 3.0) language

#### Technical Processing (Cataloging)

- Primary or Original Cataloging
- Customizable MARC21 templates and Search indexes
- Technical Processing of items received through Acquisitions

#### Circulation

- Check out (Issues)
- Check in (Returns)

#### Acquisitions

- Accession received items
- Process payments

#### Web OPAC

- Various types of searches
- Basic
- Advanced
- List of new arrivals
- View special collections in the library.

#### Reports

- Acquisitions
- Accession register
- Customized list of titles
- List of new arrivals
- Circulation
- Detailed Circulation Transaction
- Overdue material
- Patron List (Users List)
- Daily Circulation Transaction

<https://josephscollege.ac.in/wp->

[content/uploads/2024/12/criteria4/424ws/OPAC%20Screenshots.pdf](#)

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/facilities/library-information-cell/">https://josephscollege.ac.in/facilities/library-information-cell/</a>

**4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources**

**A. Any 4 or more of the above**

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

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

**6.82**

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

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

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

**187**



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

### 4.3 - IT Infrastructure

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

The institution has a comprehensive IT policy covering areas like Wi-Fi, cybersecurity, and IT system maintenance, which is regularly updated with approval from the Academic Council and Governing Body to meet the institution's evolving needs. The Infrastructure/Lab Maintenance Committee oversees IT tasks such as installations, Wi-Fi connectivity, network management, security systems, ERP, servers, and classroom equipment like LCD projectors. The IT policy ensures proper software/hardware installation, maintenance, and network usage, while outlining responsibilities for system upkeep and software renewal.

Classrooms and auditoriums are IT-enabled, offering a modern learning environment with multiple Wi-Fi connections up to 1 Gbps, supported by 35 routers for staff and students. The institution regularly updates its IT facilities to stay current with new needs.

Before finance committee meetings, department heads, convenors, CoE, and IQAC submit infrastructure requirements and equipment status. Based on this input, the budget is proposed and allocated for the academic year. Around 3-5% of the annual budget is dedicated to enhancing IT facilities, with allocations being audited to ensure transparency and accountability in expenditure.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2022/04/IT-POLICY.pdf">https://josephscollege.ac.in/wp-content/uploads/2022/04/IT-POLICY.pdf</a>

#### 4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3003	484

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

**4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus**      A. 250 Mbps

File Description	Documents
Details of bandwidth available in the Institution	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

**4.3.4 - Institution has facilities for e-content development:**      A. All four of the above  
**Facilities available for e-content development**  
**Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.youtube.com/@Jointhe_Josephites/videos">https://www.youtube.com/@Jointhe_Josephites/videos</a>
List of facilities for e-content development (Data Template)	<a href="#">View File</a>

**4.4 - Maintenance of Campus Infrastructure**

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

785

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

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

Our institution has well-established systems and procedures for maintaining and utilizing its physical, academic, and support facilities, including classrooms, laboratories, libraries, sports grounds, and IT infrastructure. A dedicated team, comprising administrative faculty, non-teaching staff, support staff, and external service providers, ensures the seamless operation of these facilities under the guidance of faculty and management.

Administrative faculty and support staff oversee the coordination and adherence to regulations of facilities. The IT Cell, led by the System Administrator and faculty coordinators, manages the functioning of technical assets like computers, projectors, labs, and Wi-Fi. Specialized equipment in departments such as Physics, Electronics, and Mass Communication is maintained by respective departmental staff. External experts manage the college website in coordination with faculty representatives.

Security systems, including biometric systems and CCTV, are maintained by Lorven Telecom, Khairatabad. Facilities like lifts, generators, and water purifiers are serviced under Annual Maintenance Contracts (AMCs), with electricians and plumbers available for repairs. Full-time support staff maintain classrooms and campus grounds. Automated systems in the library ensure smooth cataloging, circulation, and resource availability. The Physical Director oversees the upkeep of sports facilities.

Maintenance issues reported by department heads are addressed promptly. By delegating responsibilities to skilled personnel and external providers, our institution ensures the efficiency, safety, and quality of its facilities, supporting academic and extracurricular excellence.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria4/4.4.2%20Additional%20Info.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria4/4.4.2%20Additional%20Info.pdf</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

122

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

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

307

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

File Description	Documents
Link to Institutional website	<a href="https://josephcollege.ac.in/campus-life/student-support/">https://josephcollege.ac.in/campus-life/student-support/</a>
Details of capability development and schemes	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

1263

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

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

**A. All of the above**

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

## 5.2 - Student Progression

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

321

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

### 5.2.2 - Number of outgoing students progressing to higher education

110

File Description	Documents
Upload supporting data for students/alumni	<a href="#">View File</a>
Details of students who went for higher education	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

26

File Description	Documents
Upload supporting data for students/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 5.3 - Student Participation and Activities

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

24

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

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

The Student Quality Assurance Cell (SQAC) serves as the student branch of the IQAC. The SQAC includes the Principal, the Dean Student Affairs, faculty coordinators, and all class representatives. It functions as the voice of the student body.

Each class elects or nominates two representatives to be part of the SQAC. The Class Representatives from all undergraduate programs vote to elect the President, Vice-President, Secretary, Joint Secretary, and Executive Members of the Council. The Student Council election took place on September 22, 2023 through google form with a formal Investiture Ceremony held on December 23, 2023.

The student council plays an active role in organizing and participating in a range of activities, including national seminars, conferences, and community engagement programs. Throughout the academic year, SQAC holds regular meetings to address student grievances and other concerns, ensuring that student issues are brought to the attention of the Principal.

Major events such as Teachers' Day, Fresher's Day, Farewell Day, College Day, "CinEvolution," and "Josephiesta" are planned and executed by SQAC members. Additionally, the college has introduced credit-based non-CGPA courses through extracurricular committees/cells, encouraging student participation based on their interests. SQAC members take on leadership roles in coordinating these activities in consultation with faculty conveners.

The cell also organizes various outreach and eco-conscious programs. With the involvement of the Principal, Dean Student Affairs, Student Council. The SQAC serves as a vital link between the students and the college management.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/student-quality-assurance-council/">https://josephscollege.ac.in/student-quality-assurance-council/</a>

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

53

File Description	Documents
Report of the event	<a href="#">View File</a>
List of sports and cultural events / competitions organised per year	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

## 5.4 - Alumni Engagement

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

The College's Alumni Association, guided by the motto "Reunite, Renew, Reflect," plays a vital role in the institution's development. Though their contributions are non-financial, they significantly enhance the institution's goals and quality.

Alumni provide valuable career guidance and mentorship, offering insights into various career paths, helping students make decisions. They actively participate in placement activities, organizing pre-placement sessions and facilitating corporate placement drives, leveraging their industry connections. Alumni also serve on statutory bodies, such as the Board of Studies and Academic Council, ensuring the curriculum aligns with industry needs.

Additionally, alumni donate books to the college library, enriching resources for current students. They participate in guest lectures, events, and seminars, broadening students' horizons and inspiring them in their careers. Alumni also contribute as resource persons for value-added courses and regularly visit the college to orient students about career



opportunities and adjust to new academic environments.

The association organizes annual Alumni Meets, providing a platform for networking and reconnecting. Alumni also serve on departmental Boards of Studies, bringing industry expertise to update and refine the curriculum. Regular interactive sessions with alumni offer students practical insights, including career orientations, technical input, and syllabus feedback. These interactions ensure the curriculum remains relevant and prepares students for industry challenges.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/alumni/">https://josephscollege.ac.in/alumni/</a>

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

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

## 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

St. Joseph's Degree & PG College, a Christian minority autonomous institution, operates under the Chairmanship of the Archbishop of HAES and is administered by the Correspondent and the Principal at the institutional level, with a clear vision to provide a distinct environment of excellence in education with humane values and social commitment.

The College functions in compliance with the directions provided by the UGC/AICTE and Osmania University. It ensures decentralized and participatory governance, emphasizing collaborative administration by involving its stakeholders not only in the Statutory Bodies such as the Board of Studies, Academic Council, and Governing Body but also in the various cells and Committees.

The Management entrusts responsibilities to faculty members in various administrative roles who are involved in the decision-making processes for all academic and administrative activities. The faculty members play a pivotal role in shaping students' academic journeys and preparing them for successful careers, thereby achieving the vision and mission of the college. By providing guidance, mentorship, and inspiration, faculty members empower students to excel academically and pursue their career goals with confidence, contributing to the realization of the college's goals and objectives.

Representation of the Student Council is also ensured by involving them in various cells and committees. This hierarchical structure ensures the delegation of power and allocation of responsibilities for the smooth functioning of the College.

Organogram Description :

<https://josephscollege.ac.in/wp-content/uploads/2020/07/Organogram-Description-FINAL.pdf>

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/about-st-josephs/vision-mission/">https://josephscollege.ac.in/about-st-josephs/vision-mission/</a>

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

Effective leadership at our institution is exemplified through strategic practices like decentralization and participative management. By prioritizing quality administration, the institution embraces decentralized decision-making for critical policy formulations and systematic academic planning. This approach actively involves all stakeholders, ensuring transparency and inclusivity in platforms like the IQAC Advisory, Academic Council (AC), and Governing Board (GB) meetings.

Transparency is upheld through the delegation of well-defined roles and responsibilities to faculty members. Key administrative roles, such as Dean of Academics, Dean of

Students, Controller of Examinations, IQAC Coordinator, and Heads of Departments, Additional Head of the departments, Program Coordinators are assigned to faculty members, reinforcing their active involvement in both academic and administrative decision-making. This structured hierarchy ensures smooth institutional operations by effectively distributing power and responsibilities.

Moreover, the institution operates through over thirty-five committees, each appointed by the Principal based on faculty members' expertise and interests. These committees address diverse aspects of the college's functioning, fostering a culture of bottom-up leadership and faculty participation in academic and policy decisions. Additionally, the active involvement of Student Council members in various cells and committees ensures their representation and participation in planning major college events.

This collaborative and inclusive approach to leadership and governance ensures well-coordinated academic and administrative planning, significantly contributing to the institution's effectiveness, sustainability, and success.

File Description	Documents
Upload strategic plan and deployment documents on the website	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/strategic-plan-for-introduction-of-new-courses/">https://josephscollege.ac.in/strategic-plan-for-introduction-of-new-courses/</a>

## 6.2 - Strategy Development and Deployment

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

St. Joseph's Degree & PG College has articulated and implemented its strategic plan with a focus on academic and infrastructural development while upholding quality education. Short-term goals emphasize introducing new programs, such as BA DMMC, and Generic Elective Courses, extending academic opportunities to marginalized communities.

A significant initiative reflecting this vision is the

implementation of Non-CGPA courses, launched under the Outcome-Based Education (OBE) framework, incorporating Bloom's Taxonomy. These courses combine Co-Curricular and Extra-Curricular Activities, fostering holistic development by enhancing teamwork, communication, and leadership skills.

In alignment with NEP 2020, the institution prioritizes skill development through MOOCs/SWAYAM courses, Value-Added Certificate Courses, and internships, Projects. A strengthened incubation center nurtures innovation and entrepreneurship, equipping students with competencies to meet modern challenges.

Our strategic goals include introducing skill-oriented programs and fostering a sustainable research and innovation culture. We promote social responsibility, cultural appreciation, environmental consciousness, and student advocacy.

Infrastructural upgrades, such as classrooms equipped with ICT facilities, laboratories, libraries, and IT facilities, support an effective teaching-learning environment. The college's commitment to sustainability is evident through its efforts to create an Eco-Friendly Campus.

These initiatives collectively strengthen St. Joseph's regional and global stature, preparing students for professional success and contributing to their holistic development, in alignment with the institution's mission to cultivate employability skills, leadership, and social sensitivity.

<https://josephscollege.ac.in/wp-content/uploads/2024/06/Institutional-Development-Plan-2022-2027.pdf>

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/06/Short-Term-Goals-2024-2026.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/06/Short-Term-Goals-2024-2026.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

The efficient and effective functioning of institutional bodies, the Governing Body, Academic Council, Finance Committee, IQAC, and Board of Studies play pivotal roles in governance and decision-making through meticulous structuring of policies, administrative setups, appointment and service rules, and procedural frameworks. Institutional bodies work with commitment to excellence, transparency, and stakeholder satisfaction.

The hierarchical structure, outlined in the organogram, allows for strategic planning and execution at various levels of autonomy. The apex body, the Governing Body, frames strategic plans, policies, and oversees key decisions, while the Academic Council and Finance Committee contribute to policy approval and guidance on academic, financial, and administrative matters. IQAC is responsible for developing a quality system for conscious, consistent and catalytic action to improve the academic and administrative performance.

The faculty manual provides clear delineation of roles and responsibilities, facilitating policy implementation. Heads of Departments and Deans manage departmental affairs, ensuring smooth communication and decision implementation. Appointment and service rules ensure transparency and fairness in staff recruitment, selection, and promotion. Regular meetings of the Governing Body set achievable goals and review performance, ensuring accountability. Adherence to regulations from higher education departments underscores the commitment to quality and compliance. The Controller of Examinations oversees exam-related activities confidentially, while support staff, committees, and facilities collaborate to facilitate policy execution. Alumni and stakeholders provide valuable feedback, contributing to continuous improvement.

<https://josephscollege.ac.in/wp-content/uploads/2023/10/Final-List-of-Committee-2023-24-signed-copy.pdf>

File Description	Documents
Paste link to Organogram on the institution webpage	<a href="https://josephscollege.ac.in/organogram/">https://josephscollege.ac.in/organogram/</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/statutory-bodies/">https://josephscollege.ac.in/statutory-bodies/</a>

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Documen	<a href="#">View File</a>
Screen shots of user interfaces	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 6.3 - Faculty Empowerment Strategies

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

The Institution continued to offer the following welfare schemes for general well-being, with additional welfare initiatives listed under the "Other welfare schemes" category.

- E.S.I for staff drawing salary below Rs.21,000/-
- EPF with provident and pension scheme
- Gratuity up to 5 Lakhs
- 75% contribution in Medical Insurance
- Leave encashments
- Maternity benefit of 2 Months paid Leave
- Two Pair of Uniforms for Support Staff
- Concession in fees for Teaching/Non-Teaching staff children
- Financial Assistance to attend Seminars/Conference/Book Publications
- Financial assistance up to an amount of 1 lakh to staff in the form of interest free loans

#### Others Welfare Schemes:

- Teachers Day & Christmas Gifts
- Membership Fees of CSI - 100% & HMA - 40% by Organisation
- Financial Support to the family of Deceased
- Recognition day for the Staff
- Incentives to Teaching and Non Teaching Staff for

supporting on the Autonomy Renewal work

- Felicitation/Awards for the Ph.D Holders
- Permission to attend Capacity Building Programs
- Regular conduct of Orientation Programmes/Faculty Development/ Professional Development Programmes
- Awareness programmes for non-teaching staff
- Free Car Parking
- Staff Discussion Rooms/Boardroom
- Annual Staff Picnic/Fraternity grand lunch
- Each faculty is provided with an official Email ID for official communication
- Free Medical Camps/Check-ups for the staff
- On Duty for research/PhD work
- Indoor games facility for the staff to relax and to refresh physically and mentally.
- Faculty are encouraged to attend FDPs/register in NPTEL Courses and after the clearing of examination faculty are given full fee reimbursement.
- Paid sick leave for support staff

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/agar/Faculty%20Reimburse ment%20-%202024-25.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/agar/Faculty%20Reimburse ment%20-%202024-25.pdf</a>

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

32

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

**6.3.3 - Number of professional development / administrative training programmes**

organized by the Institution for its teaching and non-teaching staff during the year

18

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

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

127

File Description	Documents
Summary of the IQAC report	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

## 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The institution upholds its commitment to financial integrity and transparency through a well-structured framework of internal and external audits. These audits are integral to the institution's robust financial management system and are overseen by the Society and the Finance Committee constituted by the Governing Body.

Audits are conducted bi-annually following an interim model to ensure comprehensive scrutiny of financial transactions. Internal audits are scheduled mid-year, while external audits are conducted annually in April. A Schedule for the Audit dates is released by the HAES, the management Board of the Institution.

The interim internal audit was conducted on 6th and 7th December



2023 focusing on:

- Verification of invoices, bills, and receipts.
- Validation of budgets and financial statements.

Recommendations and observations from the audit were documented for the Finance Committee to address promptly.

The external audit was conducted on 29th and 30th April, was carried out by a team of reputable Chartered Accountants. This comprehensive audit included:

- Procedural and compliance checks to validate adherence to financial standards.
- Detailed scrutiny of financial planning and execution.
- Verification of previous audit recommendations' implementation.

Both audits generated detailed reports highlighting observations and recommending corrective measures for improving financial management practices. These reports were submitted to the Governing Body and relevant authorities for review and implementation.

In summary, the bi-annual audits reinforce the institution's dedication to financial prudence and compliance with best practices, contributing to its overall operational excellence

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/aqar/SKM_36724102514200.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/aqar/SKM_36724102514200.pdf</a>

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

7.48

File Description	Documents
Annual statements of accounts	<a href="#">View File</a>
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

The institution's resource mobilization primarily depends on tuition fees, interest from Corpus fund supplemented by sponsorships, value-added course fees, and funding from government agencies such as ICSSR, NABARD, and TSCH, to sustain its academic and research operations and initiatives.

Resource mobilization and utilization strategies are meticulously planned and executed through a well-structured process. Meetings involving HoDs, committees, and staff serve as platforms to discuss resource requirements, which are further deliberated in IQAC meetings. The proposed budgets undergo thorough scrutiny in Finance Committee meetings before being presented to the Governing Body for final approval.

Infrastructural upgrades and purchases are managed systematically. Decisions are made based on specific parameters to ensure optimal value.

The institution adopts a strategic approach to the optimal utilization of resources for both recurring and non-recurring expenses, focusing on:

- Provision of staff salaries.
- Campus infrastructure enhancement
- Continuous maintenance and improvement of physical facilities
- Student Development Programs
- Conducting Fests
- Financial aid, concessions, and scholarships to promote student progress and diversity.

- Staff welfare measures.
- Library upgrades.
- Website Maintainance
- ERP implementation and maintenance.
- Staff development programs.
- Travel grants to support the presentation of research papers.
- Outreach Programs

By adhering to the resource mobilization policy and guidelines outlined in the Faculty Manual and the procedural framework established by Finance Committee approvals, the institution ensures the effective utilization of available resources. This systematic approach maximizes its capability to achieve strategic objectives and foster growth.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/10/2023-24-14th-FCM-Composition.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/10/2023-24-14th-FCM-Composition.pdf</a>

## 6.5 - Internal Quality Assurance System

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

The IQAC has played a crucial role in institutionalizing quality assurance strategies and processes over the past year. An Academic and Administrative Audit was conducted from January 29 to 31, 2024, with a a followup session on 19th Feb 2024. A Green , Energy & Environment Audit was conducted on 05-12-2023. Financial audits are carried out once each semester, and the college proudly achieved ISO 2006 certification on February 14,

2024 , reflecting its commitment to continuous enhancement in quality assurance.

Feedback mechanisms were enhanced, with regular input from students on curriculum and faculty effectiveness, TLE as well as feedback from parents during PTMs and exit feedback from final year students, Alumni feedback during Alumni meetings & suggestions during Statutory Body meetings are analyzed and considered for improvement .

Students are encouraged to enhance their skills through value-added/certificate courses , NPTEL Courses , Skill enhancement courses which are part of the curriculum

OBE :Curriculum is designed stating the course outcomes, programme outcomes and BT levels. Examinations question papers are set as per Bloom's Taxonomy levels .Faculty empowerment programs on OBE and NEP implementation have been conducted

Multidisciplinary courses/interdisciplinary courses are offered as Generic Electives in each program

Indian Knowledge System : IKS is included in Second languages curriculum , Faculty are sent for training in IKS and student activities are focussed on IKS

ABC Drive is conducted to register students in the NAD portal

Online Learning :First year students syllabus completion is done by taking online classes during saturdays.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria6/6.5.1%20Additional%20info.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria6/6.5.1%20Additional%20info.pdf</a>

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

At the start of each academic year, an Almanac is prepared and approved by the Academic Council, serving as the foundation for department planners. Each department creates a month-wise plan,

shared with faculty to guide academic activities. Faculty members prepare detailed course planners, including learning objectives, outcomes, teaching methods, and evaluation techniques, which are reviewed and approved by the HoD and Dean. Weekly attendance registers, academic records, and teaching diaries are submitted to the HoD and monthly to the Principal for review. The HoD oversees syllabus completion and ensures adherence to the planned methodologies.

### Feedback

At the end of each semester, student feedback on faculty is collected and shared with faculty by the Principal. After the first internal exam, class incharges conduct Parent-Teacher Meetings to gather feedback on teaching and facilities, both in person and via Google forms. The IQAC analyzes this feedback and addresses improvement areas through faculty development programs, peer learning sessions, and workshops on innovative teaching methods. Faculty are encouraged to enhance their knowledge through NPTEL courses. This feedback system helps refine teaching methods and curriculum, promoting continuous improvement in the teaching-learning process.

Learning outcomes are assessed through continuous internal assessments and end-semester exams. Results are reviewed at both department and institution levels in results review committee meetings, leading to remedial actions. An Academic Audit was conducted in early 2024 to evaluate teaching practices, and IQAC provides faculty training on teaching strategies and ICT integration.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/feedback-2/">https://josephscollege.ac.in/feedback-2/</a>

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

**A. Any 4 or all of the above**

**ISO Certification)**

File Description	Documents
Paste the web link of annual reports of the Institution	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/agar/AR20232024.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/agar/AR20232024.pdf</a>
Upload e-copies of accreditations and certification	<a href="#">View File</a>
Upload details of quality assurance initiatives of the institution	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

**INSTITUTIONAL VALUES AND BEST PRACTICES****7.1 - Institutional Values and Social Responsibilities**

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

**Curricular - mandatory courses on "Universal Human Values and Gender Sensitization" and electives like "Women Entrepreneurship" and "Gender and Human Rights" are offered. Additionally, the curriculum incorporates topics on "Women Leadership" and gender-related literature. Student-centric methodologies like assignments, projects, classroom activities, and guest lectures are employed to raise awareness about gender stereotyping, violence, harassment, and related laws.**

**Co-curricular - The Women Empowerment Cell conducts awareness programs on gender equality, violence against women, and women's rights. Activities include poetry recitations, movie screenings, pledge-taking ceremonies, and awareness campaigns.**

**Project - In-House Research Project on "Government Residential Schooling Strategies- Impact on Girls' Education with Reference to Selected Districts of Telangana State" by Prof. N. Srinivas.**

**Counseling week - "EMPOWER HER," focuses on the holistic well-being and self-esteem of girl students. A dedicated counseling cell promotes healthy relationships and addresses gender equity concerns.**

**Extension sessions on Women Entrepreneurship are conducted in collaboration with MSME.**

Safety measures include an Anti-Sexual Harassment Cell, Anti-Ragging Cell, CCTV surveillance, professional counseling, and dedicated common rooms for girls.

Women Sports - Rs.1,82,500 was spent towards promoting women in Sports and freeships are given to Out-standing Women achievers in Sports.

Women leadership - Women hold over 90% of faculty positions and leadership roles(committees, department headships, deanship), apart from 2 girl class leaders to represent in SQAC., ensuring gender diversity and representation.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/campus-life/student-support/women-empowerment-cell/">https://josephscollege.ac.in/campus-life/student-support/women-empowerment-cell/</a>

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

**A. Any 4 or All of the above**

File Description	Documents
Geotagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

St. Joseph's has added a new dimension to promoting eco-friendly waste management awareness by conducting workshops on Waste Management in collaboration with MSME.

**Solid Waste Management**

Solid waste segregated as bio degradable and non- degradable is handed over to Greater Hyderabad Municipal Corporation. Different colored dustbins meant exclusively for dry and wet waste are placed in strategic locations for effective solid

waste management.

The college has a vermicomposting culture on 89 Sq.feet (356 cubic feet).

100 kgs vermicompost is approximately produced per month, which is used as organic manure. The solid waste from the canteen is collected and given to Hyderabad municipal corporation. The institution has MOUs with various waste ventures contributing to easy solid waste management.

As a part of Joseph's Green Group, Eco friendly practices to ban single use plastics include competitions in paper bag making etc.

Use of sanitary disposal machines is one of the best practices adopted by the college towards eco-friendly disposal mechanisms.

#### E -Waste Management

System administrator periodically reviews the functioning of the computers for eco-friendly disposal of E-Waste. The institution has widened the campaign for raising awareness for effective E Waste management by conducting five sessions for students across colleges.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	<a href="#">View File</a>
Geotagged photographs of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**A. Any 4 or all of the above**



File Description	Documents
Geotagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

### 7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

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

File Description	Documents
Geotagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

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

A. Any 4 or all of the above

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

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**A. Any 4 or all of the above**

File Description	Documents
Geotagged photographs / videos of facilities	<a href="#">View File</a>
Policy documents and brochures on the support to be provided	<a href="#">View File</a>
Details of the software procured for providing assistance	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**A well outlined, monitored and implemented Ethical policy and prompt grievance redressal mechanism ensure Equality of opportunities, human dignity and justice to all the students and staff for their individual development irrespective of the background, gender, cultural or socio-economic identity and**

status.

Equal Opportunity Cell gives guidance on Government Scholarships, Psychological, academic and other career development counselling apart from special sessions conducted for SC, ST Students on environmental ethics.

Positive affirmation admission policy -preference to minorities, girls, differently abled students

Soon after admissions, the class incharges compile Student profiles to clearly map socio- economic, regional and cultural diversities for appropriately evolving strategies to address diverse student needs for inclusive learning environment. Mentoring and personal counselling services ensure that the students receive socio- psychological guidance apart from academic guidance for their holistic development.

Academic diversity addressed through collaborative learning like group discussions; equality in leadership opportunities for several academic, cultural clubs, fests,

Fee concession and fee waiver to economically backward students

Linguistic diversity-five second languages offered

Multilingual and multi ethnic cultural programs highlight linguistic and cultural diversity of the nation.

Community events like Bathukamma, Dandiya , Christmas, Bojan- E - Jashn, Traditional Day, Ekta divas , Freshers Day promote universal brotherhood

National Integration, Gender sensitisation, Civic engagement initiatives build social solidarity.

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

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

The College Campus displays Constitutional Preamble, fundamental rights and duties in the corridors to instil constitutional values among staff and students and realise institutional vision to provide "distinctive environment of excellence in education with humane values and social commitment".

"All the curricular, co-curricular and extension activities of the college aim "To develop the scientific temper, humanism and the spirit of inquiry and reform", which is one of the prime fundamental duties of Indian citizens.

Cells like Equal Opportunities Cell in addition to various cells and committees have student, Faculty and Management representation so that Equality of opportunities, human dignity and justice is ensured to all the students and staff through democratic policies and transparency in all academic and administrative processes.

Liberty of thought and action-

Students are given various platforms like Literary, Mathematics, Science clubs, etc.; debates, elocutions, projects, exhibitions, documentaries to express their ideas and opinion building to strengthen the democratic society.

Constitutional values instilled through- Ektha Diwas, Kargil Diwas, National Constitutional Day, Know your constitution quiz, Independence Day, National integration week, National Seminar on Self Reliant India, Vigilance week.

The students are made aware of their fundamental duties and responsibilities of being citizens through the activities undertaken by Joseph's Centre for Social Transformation- NSS, Red Cross, Josephs Green Group, Women Empowerment Cell and JSR (Josephs Social Responsibility).

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.10 - The institution has a prescribed code of conduct for students, teachers,**

**A. All of the above**

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

File Description	Documents
Code of Ethics - policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

The campus culture of St. Joseph's is ever vibrant with celebration of national and international commemorative days, events and festivals. These are aimed to offer multidimensional learning experiences to the students in order to groom them into wholesome integrated individuals.

The special days celebrated are wide ranging to include :

- Events to promote national consciousness like Republic Day and Independence Week, Constitution and Unity Day
- Events to promote social consciousness and raise awareness like Aids awareness Day, Suicide Prevention Day.
- Events to promote scientific temperament like National Mathematics Day, Science Day
- Events to promote health and well-being like World Mental Health Day and Organ Donation Day
- Events to uphold the spirit of education and promote reading like National Education Day Events to promote Gender sensitization like International Day for Girl Child

and Women's Day

- Events to promote the dynamics of youth leadership with National Youth Day, NSS Day
- Events to encourage art and inculcate creative spirit like World Photography Day
- Events to promote the importance of language and literature like Vishwa Hindi Diwas

All the special commemorative days, awareness programs are organized predominantly by the students in an air of discipline with team spirit and a spirit of scientific inquiry, innovativeness and unbound enthusiasm to explore knowledge and develop social, environmental, scientific and national consciousness.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	<a href="#">View File</a>
Geotagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

## 7.2 - Best Practices

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

### Best Practice: I Bridging Theory and Practice through Experiential Learning

Our learner-centered education model fosters vibrant, multidimensional learning by integrating theory with hands-on, real-world experiences. Emphasizing NEP 2020's principles, we implement internships, industry visits, field trips, and exhibitions to enhance practical knowledge and employability. Students engage in innovative teaching methods such as role plays, case studies, and projects, developing critical thinking, problem-solving, and teamwork. Exhibitions like "Entrepreneurship Day" and initiatives like "Innovilla Fete" foster entrepreneurship and innovation. Internships and field activities ensure professional readiness, evidenced by improved skills and positive industry feedback. This approach transforms students into confident, lifelong learners, ready to excel in

their careers.

**Best Practice: Transformative Impact through Community Engagement and Gender Sensitization**

St. Joseph's College fosters holistic development by integrating social awareness, gender equity, and environmental responsibility into its curriculum. Through NSS, JSR, YRCW, WEC, and UBA initiatives, students engage in impactful activities like community outreach, gender sensitization programs, and environmental campaigns. Notable efforts include adopting villages, organizing blood donation camps, empowering women through skill-building workshops, and promoting eco-friendly practices like plastic-free drives and tree plantations. Evidence of success is seen in 98% student participation in outreach programs and their transformative experiences. These initiatives prepare students as socially conscious, responsible citizens capable of driving meaningful societal change.

File Description	Documents
Best practices in the Institutional website	<a href="https://josephscollege.ac.in/best-practices-2023-2024/">https://josephscollege.ac.in/best-practices-2023-2024/</a>
Any other relevant information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/Criteria7/relevant%20information.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/Criteria7/relevant%20information.pdf</a>

**7.3 - Institutional Distinctiveness**

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

St. Joseph's Degree & PG College exemplifies excellence through its distinctive initiatives that span academic, professional, community, and ethical dimensions.

**Top Ranking:** Ranked among the top 5 colleges in Telangana and within the top 60 in India

**Industry-Aligned Curriculum:** Regular industry-academia meets and stakeholder feedback

**Skill-Based Programs:**The introduction of unique employability-focused courses, such as B.Com (IFA) in collaboration with

ACCA/ISDC, BBA (BA) with Miles Education, BBA FM in partnership with NSE, DMMC in BA, along with skill-based certificate programs

**Career Success:** Campus Recruitment Training (CRT) prepares students with professional skills which is mandatory for MBA students for 2 credits , resulting in 280 placements and 536 internships

**Holistic Development:** Non-CGPA courses are designed to holistically engage students in extracurricular activities and skill development through platforms like NPTEL, certificate programs, and internships. **NEP 2020 Implementation:** Adoption of a multidisciplinary approach through generic electives, aligning with national educational reforms.

**MA Programs for Army Officers:** Indian Army officers have been pursuing master's degrees at the college for the past seven years, with 22 officers currently enrolled.

**Community Outreach:** Initiatives include water tank installations, rural medical camps, support for underprivileged groups, blanket distribution to the homeless, and lab-to-land programs.

**Ethical and Mindful Practices:** Daily morning prayers, except on examination days, foster mindfulness and discipline among students and staff.

**College's commitment to the "Go Green" initiative:** As part of this practice, in all events, seminars, and workshops, resource persons are honored with a sapling instead of a traditional flower bouquet.



## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curriculum Design and Development

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

- The curriculum at St. Joseph's Degree & PG College is thoughtfully designed to meet local, national, and global developmental needs. Aligned with the Outcome-Based Education (OBE) framework and the National Education Policy (NEP) 2020, all programs are structured with well-defined Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs). This ensures a learner-centric approach with a focus on skill development and holistic education, in line with the institution's vision and mission.
- Programs like B.Com (IFA), BBA (Financial Markets), and BBA (Business Analytics) are developed in collaboration with ACCA, NSE, and Miles Education, while BBA (Entrepreneurship) addresses the growing demand for entrepreneurial skills. B.Sc programs emphasize computational thinking, programming, and problem-solving, equipping students to adapt to technological advancements.
- The BA Mass Communication and Journalism program prepares students for contemporary media practices, while the BA Digital Media, Mass Communication (DMMC) program focuses on emerging digital media trends. Psychology programs enhance critical thinking and analytical skills, fostering a deep understanding of human behavior and societal dynamics.
- The curriculum integrates modules on universal human values and gender sensitization, environmental studies, ability enhancement courses, along with social commitment through non-CGPA courses.

- St. Joseph's Degree & PG College ensures its curricula remain dynamic and responsive to the rapidly evolving global environment, preparing students for successful careers and meaningful contributions to society.

File Description	Documents
Upload additional information, if any	<a href="#">View File</a>
Link for additional information	<a href="https://josephscollege.ac.in/academics/under-graduate-courses/b-com-general/">https://josephscollege.ac.in/academics/under-graduate-courses/b-com-general/</a>

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

9

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	<a href="#">View File</a>
Details of syllabus revision during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

425

File Description	Documents
Curriculum / Syllabus of such courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	<a href="#">View File</a>
MoUs with relevant organizations for these courses, if any	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

<b>1.2 - Academic Flexibility</b>	
<b>1.2.1 - Number of new courses introduced across all programmes offered during the year</b>	
25	
File Description	Documents
Minutes of relevant Academic Council/BoS meetings	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>
<b>1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System</b>	
19	
File Description	Documents
Minutes of relevant Academic Council/BoS meetings	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template)	<a href="#">View File</a>
<b>1.3 - Curriculum Enrichment</b>	
1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum	
<p>St. Joseph's Degree &amp; PG College is committed to integrating cross-cutting issues such as Professional Ethics, Gender Sensitization, Human Values, Environmental studies and Sustainability into its curriculum, reflecting its mission to nurture responsible and compassionate global citizens.</p> <p>Courses like Corporate Communication, Gender and Human Rights, Indian Ethos &amp; Business Ethics, Governance and Ethics, Business and Corporate Law, and Abnormal Psychology instill a strong foundation in ethical conduct, gender equality, and social responsibility. Programs like Introduction to Journalism and Society, Media Laws and Ethics, Mass Communication Theories, Online Journalism (T &amp;</p>	

P), and Visual Communication cultivate an understanding of societal dynamics and media's ethical practices.

Environmental awareness and sustainability are addressed through courses such as Environmental Studies and Basic Computer Skills, ensuring students develop eco-conscious perspectives essential for technological and professional innovation.

Entrepreneurial and professional skills are emphasized through specialized courses such as Software Project Management, Entrepreneurship Development, Innovation and Entrepreneurship, Startup & MSME Management, Family Business Management, and Entrepreneurship Finance. These programs prepare students to be leaders in sustainable business practices.

Additionally, initiatives like Universal Human Values and Gender Sensitization (UHVGS), and non-CGPA course through NSS, YRCW, JGG, WEC, and JSR foster compassion, civic engagement, and community service, reinforcing the institution's dedication to holistic development.

Through this integrative approach, the institution equips students with the knowledge, skills, and values needed to create an equitable, ethical, and sustainable future.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

20

File Description	Documents
List of value-added courses	<a href="#">View File</a>
Brochure or any other document relating to value-added courses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

1031

File Description	Documents
List of students enrolled	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

2100

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

**1.4 - Feedback System**

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

**A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	<a href="https://josephscollege.ac.in/feedback-on-curriculum-from-stakeholders-2/">https://josephscollege.ac.in/feedback-on-curriculum-from-stakeholders-2/</a>
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.4.2 - The feedback system of the Institution comprises the following**

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

File Description	Documents
Provide URL for stakeholders' feedback report	<a href="https://josephscollege.ac.in/stakeholders-feedback-analysis/">https://josephscollege.ac.in/stakeholders-feedback-analysis/</a>
Any additional information	<a href="#">View File</a>

**TEACHING-LEARNING AND EVALUATION**

**2.1 - Student Enrollment and Profile**

**2.1.1 - Enrolment of Students**

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

**1130**

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

**580**

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

At St. Joseph's College, a comprehensive and inclusive approach is adopted to address the diverse learning needs of students. By leveraging students profiles, diagnostic tests, continuous internal assessments, semester-end exams, and classroom engagement, the institution evaluates students' learning levels from the beginning of the academic year. This structured process ensures the identification of both slow and advanced learners, enabling personalized interventions and opportunities.

### Support for Slow Learners

- **Bridge Courses:** Designed to cover foundational gaps and prepare students for academic rigor.
- **Remedial and Tutorial Classes:** Focused sessions to strengthen core concepts and address specific academic challenges.
- **Peer-Assisted Learning:** Advanced learners assist slow learners, fostering mutual growth and understanding.
- **Supplementary Materials:** Important questions and additional practice materials simplify preparation and build confidence.
- **Continuous Monitoring:** Regular assessments, feedback, and performance reviews ensure progress and timely adjustments.

### Opportunities for Advanced Learners

- **Leadership Roles:** Assignments within academic and co-curricular clubs to enhance organizational and leadership skills.
- **Research and Projects:** Opportunities to publish papers, undertake mini-projects, and participate in workshops.
- **Competitions and Certifications:** Encouragement to

engage in inter-collegiate events and pursue certifications like NPTEL.

- Peer Teaching and SQAC: Advanced learners lead flipped classroom sessions and contribute to institutional activities through the Student Quality Assurance Cell and Student Council.
- Conduct of Exhibitions & Fests

Through this dual-focused approach, St. Joseph's College ensures that every student receives the necessary support and opportunities to achieve their full potential.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.2.1%20Adit%20ional%20Info%20links.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.2.1%20Adit%20ional%20Info%20links.pdf</a>

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

Year	Number of Students	Number of Teachers
24/04/2024	3003	127

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

### 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:

#### Experiential Learning

We prioritize practical application of knowledge by:

- Integrating online learning platforms that sustain academic rigor and promote student-centric engagement.
- Utilizing ICT-enabled smart classrooms equipped with cutting-edge technology.
- Encouraging hands-on experiences through internships, industrial visits, and practical hours.



- Supporting students in creating working models, audio-visual aids, and film projects that provide real-world insights and foster creativity and organising EXhibitions
- Leveraging NEP 2020 implementation to enhance comprehension and analytical thinking via technological tools.

### Participative Learning

Our participative methods foster collaboration and communication through:

- Active participation in national and international webinars, online workshops, and virtual conferences to cultivate a research-oriented mindset.
- Engagement in Assignments, seminars, group discussions, and peer learning activities to enhance teamwork and critical thinking.
- Faculty guidance for students to create and share content like technical videos on platforms such as YouTube, promoting independent learning and digital literacy.
- Role-playing exercises and gamified learning strategies to improve communication skills and self-confidence.
- Flipped Classroom Model: Students engage with instructional material such as videos, readings, and online resources prior to class, enabling in-class sessions to focus on discussions, problem-solving, and collaborative activities.

### Problem-Solving Methodologies

We incorporate structured problem-solving techniques into the curriculum, including:

- Analytical tasks such as case studies, quizzes, and brainstorming sessions.
- Real-world problem-solving through debates, practical assignments, and internships.
- Focused Industrial/Field Visits aimed at understanding social and economic issues, encouraging innovative solutions.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Teaching%20Methodologies%20Addl.Info%20.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Teaching%20Methodologies%20Addl.Info%20.pdf</a>

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

At St. Joseph's College, we integrate advanced ICT tools and online resources to create dynamic, student-centered learning environments. Equipped with LCD projectors, Smart Boards, and internet access, our classrooms foster interactive and engaging education. Platforms like Google Classroom, video conferencing tools, and interactive games such as Kahoot! and Blooket encourage active participation and collaboration.

Our faculty utilize extensive e-resources like Delnet & Inflibnet including e-journals, e-books, and educational videos on platforms like YouTube, alongside global open educational resources like NPTEL and MIT Open Courseware. The Joseph's Learning Management System (JLMS) serves as a digital hub, providing students with access to course materials and personalized learning.

Specialized labs, such as the Mass Communication Studio, Language Lab, and Psychology Lab, Science Labs offer hands-on experiences, enabling practical application of theoretical knowledge. Students gain technical expertise using software like Final Cut Pro, Adobe Premiere Pro, and SPSS, alongside tools like AWS cloud services and finance apps like MoneyControl.

By leveraging technology and fostering innovation, St. Joseph's College transforms education, equipping students with critical skills and preparing them for success in a rapidly evolving world

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.3.2%20ICT%20upload.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.3.2%20ICT%20upload.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

130

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	<a href="#">View File</a>
Circulars with regard to assigning mentors to mentees	<a href="#">View File</a>

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

#### Commitment to Academic Excellence

At St. Joseph's Degree & PG College, we prioritize meticulous academic planning and adherence to the Academic Calendar, Annual Planner and Teaching Plans for a seamless academic year. Annually, the Principal, HODs, Deans, Controller of Examination, and IQAC coordinator collaborate to craft the Almanac. This document details the academic, co-curricular, and extra-curricular activities for the year, finalizing schedules for assessments and the last date of instruction.

The Almanac, available on the college website and student handbook, outlines the schedule of academic events, co-curricular, extra curricular events and examinations. Adherence to this calendar is monitored through a robust reporting system by IQAC.

At the start of the academic year, HODs allocate courses and prepare workload statements, followed by department-wise timetables. Subject teachers craft course plans with clear

objectives and teaching methodologies, aligning with the Academic Calendar to guide course delivery and assessments.

Faculty plan guest lectures and workshops as per the Academic Calendar, ensuring schedules are maintained. P24 X 7 ERP for academics fosters efficiency, benefiting staff and students by ensuring strict adherence to the timeline.

By embracing meticulous planning and governance, St. Joseph's College ensures a streamlined and effective educational experience, preparing students for academic and professional success.

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

## 2.4 - Teacher Profile and Quality

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

127

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

26

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

760

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

### 2.5 - Evaluation Process and Reforms

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

15

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

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

654

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

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

#### IT integration and reforms

- Examination registration, application form, Revaluation application forms and hall ticket generation are done using eOne Prajna college ERP.

The college uses eOne- Integrated Software wherein Internal & External marks entry, Semester and Consolidated Grade Sheets, Provisional Certificate, SGPA, CGPA

- Continuous Internal Assessment (CIA) marks are uploaded to the ERP which can be viewed by both students and parents along with Periodic parent teacher meetings.
- College launched an online Certificate Verification System [www.josephscollege.directverify.in](http://www.josephscollege.directverify.in). (Docswallet Digital Locker Services) to facilitate verification of students' certificates
- Grade sheets are printed with highest level security features like Micro Line, Rainbow Gradient, Copy Void, Watermark, background design.
- The questions are set at different levels incorporating Bloom's taxonomy solicited from a panel of external experts.
- Answer Scripts are coded with Dummy numbers to ensure the transparency in valuation of answer scripts of the End Semester Examination.
- Surveillance cameras in the exam branch are installed

for security purposes.

- Examination Review committee meetings are conducted to review the statistics related to examination results.
- Dates in Time table were incorporated in the hall ticket with the help of the software
- Non-CGPA courses (Extracurricular activities- 2 credits, MOOCs- 2 credits. Certificate courses- 2 credits) credits earned by the students are incorporated in the Semester Grade sheet from R22 Batch(2022-2025) onwards
- One time chance Examination was conducted for the students from 2011 batch to 2018 batch from 21st March to 27th March 2024.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.5.3%20Addl%20info.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/2.5.3%20Addl%20info.pdf</a>

## 2.6 - Student Performance and Learning Outcomes

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

At St. Joseph's Degree & PG College, our commitment to Outcome-Based Education (OBE) drives us to develop comprehensive Program Educational Objectives (PEOs), Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) in collaboration with subject matter experts. Faculty Development Programs (FDPs) are conducted to deepen faculty understanding of OBE principles and their implementation.

Our POs, PSOs, and PEOs are aligned with graduate attributes and the college's vision and mission, ensuring a holistic educational approach. Each course is meticulously structured

with clear objectives and outcomes, approved in meetings of the Board of Studies, Academic Council, and Governing Body.

These outcomes are prominently displayed in classrooms and on the college website. During the Orientation/Induction programme at the start of the academic year, students receive an overview of the curriculum framed within these outcomes. Detailed Course Plans or Unit Planners are provided to students at the semester's beginning.

Throughout the teaching-learning process, faculty consistently emphasize the standards expected from students, regularly communicating targets, expectations, and desired outcomes. This transparent approach ensures students are well-informed and actively engaged in their educational journey.

By embracing OBE and maintaining high standards, St. Joseph's Degree & PG College equips students with the knowledge and skills for academic and professional excellence.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Link for additional Information	<a href="https://josephscollege.ac.in/academics/under-graduate-courses/">https://josephscollege.ac.in/academics/under-graduate-courses/</a>

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

At St. Joseph's College, we meticulously evaluate Programme Outcomes (POs), Course Outcomes (COs), Program Specific Outcomes (PSOs), and Program Educational Objectives (PEOs) through a well-defined process:

**Establishing Framework:** The process starts with formulating appropriate COs for each course and POs, PSOs, and PEOs for all programs.

**Mapping COs with POs and PSOs:** COs are mapped to POs and PSOs for all courses, with correlations rated on a scale of 1 to 3, indicating the degree of alignment.



**Evaluation Pattern:** The evaluation pattern includes Continuous Internal Assessment (CIA) I and II, Skill-Based Tests, and End Semester Assessments (ESA), weighted in a ratio of 40:60.

**Calculation of CO Attainment:** CO attainment is calculated using the formula:

CO Attainment = Number of students meeting or exceeding the threshold

-----  
 -----  
 Total Number of Students

**Feedback and Measures:** Feedback is collected to assess outcomes and implement measures to ensure CO attainment.

**Programme Outcome Evaluation:** Programme Coordinators compile reports and calculate Programme Outcomes to gauge attainment levels.

**Calculation of PO Attainment:** PO attainment is calculated by taking the weighted average of CO attainment values, using the formula:

POAttainment =  $\frac{\sum(\text{CO Attainment} \times \text{CO PO Mapping})}{\sum(\text{CO PO Mapping})}$

-----  
 $\frac{\sum(\text{CO Attainment} \times \text{CO PO Mapping})}{\sum(\text{CO PO Mapping})}$

This structured approach ensures comprehensive assessment of POs and COs, guiding continuous improvement in the institution's educational framework.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Final%20all%20CO%20PO%20attainmet.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/Final%20all%20CO%20PO%20attainmet.pdf</a>

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

921

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/EXAM%20BRANCH%20ANNUAL%20REPORT%20AC%20YR%202023-2024.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria2/EXAM%20BRANCH%20ANNUAL%20REPORT%20AC%20YR%202023-2024.pdf</a>

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

<https://josephscollege.ac.in/student-satisfactory-survey-2023-2024/>

**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

At St. Joseph's, our unwavering dedication to academic excellence and innovation is exemplified by the cultivation of a research culture among both faculty and students through the establishment of Center for Research&Development and Research Ethics Committee, guided by a well-defined Policy. Central to this commitment is the ongoing enhancement of our research facilities, ensuring they remain at the cutting edge. Our institution maintains a comprehensive research promotion policy, readily accessible on our website, which outlines guidelines for supporting research activities. The

following are the research facilities:

1. Library resources and research journals (Inflibnet&Delnet) are regularly subscribed to meet the evolving needs of our researchers.

2. Resource allocation and budget provision for the conduct of research-related FDPs/Seminars/Training Programmes/Awareness Programmes/Conferences/Guest Lectures/Workshops/In-house Projects to promote a research culture on campus.

3. Actively fostering a collaborative research environment by offering incentives such as teaching workload remission, on-duty permissions, and opportunities for professional development across departments.

4. Encouraging students and faculty to publish research articles in reputed UGC care journals/Scopus/ABDC Journals.

5. College is a Licensed Partner with Drillbit Plagiarism Tool and Quillbot academic writing platform , an AI-powered paraphrasing tool .The research Center facilitates Plagiarism Checking Support to all the faculty members and students who are undergoing various research papers, projects and thesis.

6. Seeking funding from national and international organizations for major and minor research projects.

7. Developing and implementing an official Code of Ethics to prevent plagiarism in research.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	<a href="#">View File</a>
Provide URL of policy document on promotion of research uploaded on the website	<a href="https://josephscollege.ac.in/research-policy-document/">https://josephscollege.ac.in/research-policy-document/</a>
Any additional information	<a href="#">View File</a>

**3.1.2 - The institution provides seed money to its teachers for research****3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)****1,93,500**

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	<a href="#">View File</a>
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	<a href="#">View File</a>
List of teachers receiving grant and details of grant received	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year****0**

File Description	Documents
e-copies of the award letters of the teachers	<a href="#">View File</a>
List of teachers and details of their international fellowship(s)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.2 - Resource Mobilization for Research****3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)****15,32,000**

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	<a href="#">View File</a>
List of projects and grant details	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.2.2 - Number of teachers having research projects during the year

5

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephcollege.ac.in/wp-content/uploads/2025/01/3.2.2-Addl.Info.pdf">https://josephcollege.ac.in/wp-content/uploads/2025/01/3.2.2-Addl.Info .pdf</a>
List of research projects during the year	<a href="#">View File</a>

### 3.2.3 - Number of teachers recognised as research guides

1

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	<a href="#">View File</a>
Institutional data in Prescribed format	<a href="#">View File</a>

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

03

File Description	Documents
Supporting document from Funding Agencies	<a href="#">View File</a>
Paste link to funding agencies' website	<a href="https://icssr.org/sites/default/files/major-project-2022.pdf">https://icssr.org/sites/default/files/major-project-2022.pdf</a>
Any additional information	<a href="#">View File</a>

### 3.3 - Innovation Ecosystem

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

- The Centre for Research and Development provides an environment conducive to cutting-edge research. It instils and develops a research ethos among students and faculty, promoting the presentation and publication of research work.
- The Centre for Innovation and Entrepreneurship empowers aspiring entrepreneurs through various programs, workshops, and mentorship initiatives, enabling them to transform innovative ideas into viable startups.
- The Institute Innovation Council (IIC) and Techno Innovation & Incubation Centre (TIIC) play vital roles in promoting an innovation & startup culture, and HEI secured Four Star rating consecutively for past 3 Years from the Ministry of Education, GOI.
- The Techno-Innovation & Incubation Centre also offers resources, infrastructure and mentorship to startups, facilitating their success in the competitive market landscape.
- Value-added courses related to entrepreneurship are offered to equip interested students with industry-specific skills.
- The institution also prioritizes community engagement through initiatives led by Joseph's Social Responsibility (JSR), the Youth Red Cross Wing (YRCW), Joseph's Green Group (JGG), and the National Service Scheme (NSS). These programs focus on addressing social challenges, environmental sustainability, and disaster preparedness, fostering a sense of societal responsibility and empathy among students.
- In alignment with fostering a holistic culture, the institution organizes year-round cultural, academic,

and community service events to instill ethical values and societal responsibility among students.

We believe that by nurturing such an ecosystem, we not only enrich the academic experience of our students and faculty but also contribute significantly to societal development and economic growth.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.3.1%20No.%20of%20events.jpg">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.3.1%20No.%20of%20events.jpg</a>

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

31

File Description	Documents
Report of the events	<a href="#">View File</a>
List of workshops/seminars conducted during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.4 - Research Publications and Awards

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

**A. All of the above**

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

#### 3.4.2.1 - Number of PhD students registered during the year

02

File Description	Documents
URL to the research page on HEI website	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/3.4.2_evidence.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/3.4.2_evidence.pdf</a>
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

30

File Description	Documents
List of research papers by title, author, department, and year of publication	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

93



File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.4.4%20Link%20for%20Addl.%20Info.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/3.4.4%20Link%20for%20Addl.%20Info.pdf</a>

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

#### 3.4.5.1 - Total number of Citations in Scopus during the year

3

File Description	Documents
Any additional information	<a href="#">View File</a>
Bibliometrics of the publications during the year	<a href="#">View File</a>

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

#### 3.4.6.1 - h-index of Scopus during the year

2

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.5 - Consultancy

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

1.774

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	<a href="#">View File</a>
List of consultants and revenue generated by them	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

133910

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	<a href="#">View File</a>
List of training programmes, teachers and staff trained for undertaking consultancy	<a href="#">View File</a>
List of facilities and staff available for undertaking consultancy	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.6 - Extension Activities

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

'Social consciousness' and 'Social Commitment' are integral components of the college's vision and are promoted among students through the National Service Scheme (NSS), Youth Red Cross Wing (YRCW), Joseph's Social Responsibility (JSR), Women Empowerment Cell (WEC), and Joseph's Green Group (JGG).

These initiatives engage both faculty and students in various community programs, social and environmental awareness campaigns such as Blood Screening, Clean India Program, Field

Trips to Active Farms, Societal Engagement and Women Skill Development, with the aim of cultivating ethical and socially responsible citizens of India. The college has adopted four villages to identify real problems, seek a deeper understanding, explore innovative solutions and propose pathways for development and well-being.

**Impact & Sensitization:**

Exposure to extension and outreach activities sensitizes students to their social responsibilities, such as:

1. Helping people in need and distress
2. Promoting cleanliness both on and off campus
3. Acquiring social values and developing a deep interest in environmental issues

**Learning outcomes of the activities:**

1. Expand knowledge of societal issues and problems to provide solutions
2. Build relations and partnerships with organizations/NGOs to advance humanitarian work
3. Develop a sense of brotherhood and service-oriented commitment towards marginalized and underprivileged communities.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/Joy%20of%20GIVING%20-%20Little%20Sisters%20of%20the%20Poor.docx.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria3/Joy%20of%20GIVING%20-%20Little%20Sisters%20of%20the%20Poor.docx.pdf</a>

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

**143**

File Description	Documents
Number of awards for extension activities in during the year	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

34

File Description	Documents
Reports of the events organized	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

2500

File Description	Documents
Reports of the events	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.7 - Collaboration**

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

830

File Description	Documents
Copies of documents highlighting collaboration	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only**

**functional MoUs with ongoing activities to be considered)**

25

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**INFRASTRUCTURE AND LEARNING RESOURCES****4.1 - Physical Facilities**

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

- The institution provides a robust infrastructure and advanced physical facilities to foster an effective teaching-learning environment. It is equipped with 484 high-performance computers and 82 projectors across classrooms and laboratories, ensuring an optimal digital learning experience. Five browsing centers with high-speed internet connectivity further enhance accessibility for students and staff.

The computer labs are consistently upgraded with both open-source software like Tomcat Web Server, Redhat Linux, MySQL, Weka Tool, and SPSS, and proprietary software such as 64-bit operating systems, Microsoft Office, Oracle 8i, Tally ERP9, SAP, and advanced communication skills software. This wide range of software caters to diverse academic and research requirements.

To streamline operations, software solutions ( ERP) are deployed for admissions, examination branch management, messaging for parent updates, and staff notifications.

Classrooms and labs feature cutting-edge technology, including fiber-optic connections, computer-aided instruction systems, internet access, and power/data outlets at each seat. The campus-wide Wi-Fi, with 1 Gbps bandwidth, ensures seamless connectivity across all nodes in labs, departments, offices, and classrooms. An LED display board adds to the efficiency of campus communication.

The library is fully automated using the Integrated Library Management System (ILMS) NewGenLib, providing intuitive features for document searches and status tracking. The Web-OPAC facility allows remote access, ensuring uninterrupted academic support for all users.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephcollege.ac.in/facilities/labs-studio/">https://josephcollege.ac.in/facilities/labs-studio/</a>

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

The institution is committed to fostering the holistic development of students by offering diverse facilities for cultural activities, sports, games, yoga, and fitness. Dedicated committees oversee co-curricular and extracurricular activities, encouraging student participation in intercollegiate, regional, national, and international events. To further promote engagement, the institution offers a Non-CGPA course in extracurricular activities worth two credits.

The institution hosts cultural events in Joseph's Hall and the college grounds. Signature events like Flash Mob, Josephiesta, Cine Evolution, and Bathukkamma are celebrated with great enthusiasm. The grounds also serve as venues for stalls during major events such as Cine Evolution,

Josephiesta, the ED Cell, Commera Food Fest, and the Christmas fest, "Fede de Noel."

A dedicated band room equipped with instruments such as the keyboard, guitar, and drum kit supports the choir, "Anno Domini".

Joseph's Hall, equipped with audio visual facilities, and the Joseph's Indoor Hall are venues for yoga sessions and cultural programs, Zumba, singing competitions, and Theatre Arts and for celebration like including Teacher's Day, Women's Day,

The campus boasts a well-equipped gymnasium that promotes physical fitness among students and staff. Indoor and outdoor sports facilities are available to encourage active participation in sports and games.

community service initiatives through the NSS, JGG, YRCW, and JSR programs.

A separate wellness center is available to address first-aid needs during emergencies, ensuring the well-being of students and staff.

File Description	Documents
Geotagged pictures	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/campus-life/student-support/">https://josephscollege.ac.in/campus-life/student-support/</a>

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

67

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

173

File Description	Documents
Upload audited utilization statements	<a href="#">View File</a>
Details of Expenditure, excluding salary, during the years	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

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

The college library boasts an extensive collection of texts and general books, as well as international and national journals, designed to meet the needs of both undergraduate and postgraduate students. It features distinct sections for general books, reference materials, journals, periodicals, and magazines, along with browsing facilities for accessing online databases and academic resources. The library is fully automated through an Integrated Library Management System, which includes the following features:

2023-24

Name of the ILMS software

NewGenLib 3.2

Nature of automation (fully or partially)

Fully Automated



## Version

3.2

## Year of automation

2008

## FEATURES OF THE SOFTWARE:

- Functional modules are completely web based. Uses Java Web Start™ Technology.
- Compatibility - Complies with international metadata and interoperability standards: MARC-21, MARC-XML, z39.50, SRU/W, OAI-PMH.
- Data entry, storage, retrieval in any (Unicode 3.0) language

## Technical Processing (Cataloging)

- Primary or Original Cataloging
- Customizable MARC21 templates and Search indexes
- Technical Processing of items received through Acquisitions

## Circulation

- Check out (Issues)
- Check in (Returns)

## Acquisitions

- Accession received items
- Process payments

## Web OPAC

- Various types of searches
- Basic
- Advanced
- List of new arrivals
- View special collections in the library.

## Reports

- Acquisitions
- Accession register
- Customized list of titles
- List of new arrivals
- Circulation
- Detailed Circulation Transaction
- Overdue material
- Patron List (Users List)
- Daily Circulation Transaction

<https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria4/424ws/OPAC%20Screenshots.pdf>

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/facilities/library-information-cell/">https://josephscollege.ac.in/facilities/library-information-cell/</a>

**4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources**

**A. Any 4 or more of the above**

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

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

**6.82**

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

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

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

187

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

#### 4.3 - IT Infrastructure

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

The institution has a comprehensive IT policy covering areas like Wi-Fi, cybersecurity, and IT system maintenance, which is regularly updated with approval from the Academic Council and Governing Body to meet the institution's evolving needs. The Infrastructure/Lab Maintenance Committee oversees IT tasks such as installations, Wi-Fi connectivity, network management, security systems, ERP, servers, and classroom equipment like LCD projectors. The IT policy ensures proper software/hardware installation, maintenance, and network usage, while outlining responsibilities for system upkeep and software renewal.

Classrooms and auditoriums are IT-enabled, offering a modern learning environment with multiple Wi-Fi connections up to 1 Gbps, supported by 35 routers for staff and students. The institution regularly updates its IT facilities to stay current with new needs.

Before finance committee meetings, department heads, convenors, CoE, and IQAC submit infrastructure requirements and equipment status. Based on this input, the budget is proposed and allocated for the academic year. Around 3-5% of the annual budget is dedicated to enhancing IT facilities, with allocations being audited to ensure transparency and accountability in expenditure.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2022/04/IT-POLICY.pdf">https://josephscollege.ac.in/wp-content/uploads/2022/04/IT-POLICY.pdf</a>

#### 4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3003	484

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

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

A. 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

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

A. All four of the above

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.youtube.com/@Jointhe_Josephites/videos">https://www.youtube.com/@Jointhe_Josephites/videos</a>
List of facilities for e-content development (Data Template)	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

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

785

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

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

Our institution has well-established systems and procedures for maintaining and utilizing its physical, academic, and support facilities, including classrooms, laboratories, libraries, sports grounds, and IT infrastructure. A dedicated team, comprising administrative faculty, non-teaching staff, support staff, and external service providers, ensures the seamless operation of these facilities under the guidance of faculty and management.

Administrative faculty and support staff oversee the coordination and adherence to regulations of facilities. The IT Cell, led by the System Administrator and faculty coordinators, manages the functioning of technical assets like computers, projectors, labs, and Wi-Fi. Specialized equipment in departments such as Physics, Electronics, and Mass Communication is maintained by respective departmental staff. External experts manage the college website in coordination with faculty representatives.

Security systems, including biometric systems and CCTV, are maintained by Lorven Telecom, Khairatabad. Facilities like lifts, generators, and water purifiers are serviced under Annual Maintenance Contracts (AMCs), with electricians and plumbers available for repairs. Full-time support staff maintain classrooms and campus grounds. Automated systems in the library ensure smooth cataloging, circulation, and resource availability. The Physical Director oversees the upkeep of sports facilities.

Maintenance issues reported by department heads are addressed promptly. By delegating responsibilities to skilled personnel and external providers, our institution ensures the efficiency, safety, and quality of its facilities, supporting academic and extracurricular excellence.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephcollege.ac.in/wp-content/uploads/2024/12/criteria4/4.4.2%20Additional%20Info.pdf">https://josephcollege.ac.in/wp-content/uploads/2024/12/criteria4/4.4.2%20Additional%20Info.pdf</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

122

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

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

307

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>
<b>5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology</b>	<b>A. All of the above</b>
File Description	Documents
Link to Institutional website	<a href="https://josephscollege.ac.in/campus-life/student-support/">https://josephscollege.ac.in/campus-life/student-support/</a>
Details of capability development and schemes	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
<b>5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year</b>	
<b>1263</b>	
File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>
<b>5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism</b>	<b>A. All of the above</b>

**for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees**

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

## **5.2 - Student Progression**

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

**321**

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

### **5.2.2 - Number of outgoing students progressing to higher education**

**110**

File Description	Documents
Upload supporting data for students/alumni	<a href="#">View File</a>
Details of students who went for higher education	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

**5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/**



**TOEFL/Civil Services/State government examinations) during the year**

26

File Description	Documents
Upload supporting data for students/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

24

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

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

The Student Quality Assurance Cell (SQAC) serves as the student branch of the IQAC. The SQAC includes the Principal, the Dean Student Affairs, faculty coordinators, and all class representatives. It functions as the voice of the student body.

Each class elects or nominates two representatives to be part of the SQAC. The Class Representatives from all undergraduate programs vote to elect the President, Vice-President, Secretary, Joint Secretary, and Executive Members of the Council. The Student Council election took place on September 22, 2023 through google form with a formal Investiture Ceremony held on December 23, 2023.

The student council plays an active role in organizing and participating in a range of activities, including national seminars, conferences, and community engagement programs. Throughout the academic year, SQAC holds regular meetings to address student grievances and other concerns, ensuring that student issues are brought to the attention of the Principal.

Major events such as Teachers' Day, Fresher's Day, Farewell Day, College Day, "CinEvolution," and "Josephiesta" are planned and executed by SQAC members. Additionally, the college has introduced credit-based non-CGPA courses through extracurricular committees/cells, encouraging student participation based on their interests. SQAC members take on leadership roles in coordinating these activities in consultation with faculty conveners.

The cell also organizes various outreach and eco-conscious programs. With the involvement of the Principal, Dean Student Affairs, Student Council. The SQAC serves as a vital link between the students and the college management.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/student-quality-assurance-council/">https://josephscollege.ac.in/student-quality-assurance-council/</a>

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

53

File Description	Documents
Report of the event	<a href="#">View File</a>
List of sports and cultural events / competitions organised per year	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

### 5.4 - Alumni Engagement

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

The College's Alumni Association, guided by the motto "Reunite, Renew, Reflect," plays a vital role in the institution's development. Though their contributions are non-financial, they significantly enhance the institution's goals and quality.

Alumni provide valuable career guidance and mentorship, offering insights into various career paths, helping students make decisions. They actively participate in placement activities, organizing pre-placement sessions and facilitating corporate placement drives, leveraging their industry connections. Alumni also serve on statutory bodies, such as the Board of Studies and Academic Council, ensuring the curriculum aligns with industry needs.

Additionally, alumni donate books to the college library, enriching resources for current students. They participate in guest lectures, events, and seminars, broadening students' horizons and inspiring them in their careers. Alumni also contribute as resource persons for value-added courses and regularly visit the college to orient students about career opportunities and adjust to new academic environments.

The association organizes annual Alumni Meets, providing a platform for networking and reconnecting. Alumni also serve on departmental Boards of Studies, bringing industry expertise to update and refine the curriculum. Regular interactive sessions with alumni offer students practical insights, including career orientations, technical input, and syllabus feedback. These interactions ensure the curriculum remains relevant and prepares students for industry challenges.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/alumni/">https://josephscollege.ac.in/alumni/</a>

**5.4.2 - Alumni's financial contribution during the year**

E. <2 Lakhs

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

## 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

St. Joseph's Degree & PG College, a Christian minority autonomous institution, operates under the Chairmanship of the Archbishop of HAES and is administered by the Correspondent and the Principal at the institutional level, with a clear vision to provide a distinct environment of excellence in education with humane values and social commitment.

The College functions in compliance with the directions provided by the UGC/AICTE and Osmania University. It ensures decentralized and participatory governance, emphasizing collaborative administration by involving its stakeholders not only in the Statutory Bodies such as the Board of Studies, Academic Council, and Governing Body but also in the various cells and Committees.

The Management entrusts responsibilities to faculty members in various administrative roles who are involved in the decision-making processes for all academic and administrative activities. The faculty members play a pivotal role in shaping students' academic journeys and preparing them for successful careers, thereby achieving the vision and mission of the college. By providing guidance, mentorship, and inspiration, faculty members empower students to excel academically and pursue their career goals with confidence, contributing to the realization of the college's goals and objectives.

Representation of the Student Council is also ensured by involving them in various cells and committees. This hierarchical structure ensures the delegation of power and allocation of responsibilities for the smooth functioning of the College.

Organogram Description :

<https://josephscollege.ac.in/wp-content/uploads/2020/07/Organogram-Description-FINAL.pdf>

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/about-st-josephs/vision-mission/">https://josephscollege.ac.in/about-st-josephs/vision-mission/</a>

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

Effective leadership at our institution is exemplified through strategic practices like decentralization and participative management. By prioritizing quality administration, the institution embraces decentralized decision-making for critical policy formulations and systematic academic planning. This approach actively involves all stakeholders, ensuring transparency and inclusivity in platforms like the IQAC Advisory, Academic Council (AC), and Governing Board (GB) meetings.

Transparency is upheld through the delegation of well-defined roles and responsibilities to faculty members. Key administrative roles, such as Dean of Academics, Dean of Students, Controller of Examinations, IQAC Coordinator, and Heads of Departments, Additional Head of the departments, Program Coordinators are assigned to faculty members, reinforcing their active involvement in both academic and administrative decision-making. This structured hierarchy ensures smooth institutional operations by effectively distributing power and responsibilities.

Moreover, the institution operates through over thirty-five committees, each appointed by the Principal based on faculty members' expertise and interests. These committees address diverse aspects of the college's functioning, fostering a culture of bottom-up leadership and faculty participation in academic and policy decisions. Additionally, the active involvement of Student Council members in various cells and committees ensures their representation and participation in planning major college events.

This collaborative and inclusive approach to leadership and governance ensures well-coordinated academic and administrative planning, significantly contributing to the institution's effectiveness, sustainability, and success.

File Description	Documents
Upload strategic plan and deployment documents on the website	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/strategic-plan-for-introduction-of-new-courses/">https://josephscollege.ac.in/strategic-plan-for-introduction-of-new-courses/</a>

## 6.2 - Strategy Development and Deployment

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

St. Joseph's Degree & PG College has articulated and implemented its strategic plan with a focus on academic and infrastructural development while upholding quality education. Short-term goals emphasize introducing new programs, such as BA DMMC, and Generic Elective Courses, extending academic opportunities to marginalized communities.

A significant initiative reflecting this vision is the implementation of Non-CGPA courses, launched under the Outcome-Based Education (OBE) framework, incorporating Bloom's Taxonomy. These courses combine Co-Curricular and Extra-Curricular Activities, fostering holistic development by enhancing teamwork, communication, and leadership skills.

In alignment with NEP 2020, the institution prioritizes skill development through MOOCs/SWAYAM courses, Value-Added Certificate Courses, and internships, Projects. A strengthened incubation center nurtures innovation and entrepreneurship, equipping students with competencies to meet modern challenges.

Our strategic goals include introducing skill-oriented programs and fostering a sustainable research and innovation culture. We promote social responsibility, cultural appreciation, environmental consciousness, and student advocacy.

Infrastructural upgrades, such as classrooms equipped with ICT facilities, laboratories, libraries, and IT facilities, support an effective teaching-learning environment. The

college's commitment to sustainability is evident through its efforts to create an Eco-Friendly Campus.

These initiatives collectively strengthen St. Joseph's regional and global stature, preparing students for professional success and contributing to their holistic development, in alignment with the institution's mission to cultivate employability skills, leadership, and social sensitivity.

<https://josephscollege.ac.in/wp-content/uploads/2024/06/Institutional-Development-Plan-2022-2027.pdf>

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/06/Short-Term-Goals-2024-2026.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/06/Short-Term-Goals-2024-2026.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

The efficient and effective functioning of institutional bodies, the Governing Body, Academic Council, Finance Committee, IQAC, and Board of Studies play pivotal roles in governance and decision-making through meticulous structuring of policies, administrative setups, appointment and service rules, and procedural frameworks. Institutional bodies work with commitment to excellence, transparency, and stakeholder satisfaction.

The hierarchical structure, outlined in the organogram, allows for strategic planning and execution at various levels of autonomy. The apex body, the Governing Body, frames strategic plans, policies, and oversees key decisions, while the Academic Council and Finance Committee contribute to policy approval and guidance on academic, financial, and administrative matters. IQAC is responsible for developing a quality system for conscious, consistent and catalytic action to improve the academic and administrative performance.

The faculty manual provides clear delineation of roles and responsibilities, facilitating policy implementation. Heads of Departments and Deans manage departmental affairs, ensuring smooth communication and decision implementation. Appointment and service rules ensure transparency and fairness in staff recruitment, selection, and promotion. Regular meetings of the Governing Body set achievable goals and review performance, ensuring accountability. Adherence to regulations from higher education departments underscores the commitment to quality and compliance. The Controller of Examinations oversees exam-related activities confidentially, while support staff, committees, and facilities collaborate to facilitate policy execution. Alumni and stakeholders provide valuable feedback, contributing to continuous improvement.

<https://josephscollege.ac.in/wp-content/uploads/2023/10/Final-List-of-Committee-2023-24-signed-copy.pdf>

File Description	Documents
Paste link to Organogram on the institution webpage	<a href="https://josephscollege.ac.in/organogram/">https://josephscollege.ac.in/organogram/</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/statutory-bodies/">https://josephscollege.ac.in/statutory-bodies/</a>

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

**A. All of the above**



File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user interfaces	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

The Institution continued to offer the following welfare schemes for general well-being, with additional welfare initiatives listed under the "Other welfare schemes" category.

- E.S.I for staff drawing salary below Rs.21,000/-
- EPF with provident and pension scheme
- Gratuity up to 5 Lakhs
- 75% contribution in Medical Insurance
- Leave encashments
- Maternity benefit of 2 Months paid Leave
- Two Pair of Uniforms for Support Staff
- Concession in fees for Teaching/Non-Teaching staff children
- Financial Assistance to attend Seminars/Conference/Book Publications
- Financial assistance up to an amount of 1 lakh to staff in the form of interest free loans

Others Welfare Schemes:

- Teachers Day & Christmas Gifts
- Membership Fees of CSI - 100% & HMA - 40% by Organisation
- Financial Support to the family of Deceased
- Recognition day for the Staff
- Incentives to Teaching and Non Teaching Staff for supporting on the Autonomy Renewal work
- Felicitation/Awards for the Ph.D Holders

- Permission to attend Capacity Building Programs
- Regular conduct of Orientation Programmes/Faculty Development/ Professional Development Programmes
- Awareness programmes for non-teaching staff
- Free Car Parking
- Staff Discussion Rooms/Boardroom
- Annual Staff Picnic/Fraternity grand lunch
- Each faculty is provided with an official Email ID for official communication
- Free Medical Camps/Check-ups for the staff
- On Duty for research/PhD work
- Indoor games facility for the staff to relax and to refresh physically and mentally.
- Faculty are encouraged to attend FDPs/register in NPTEL Courses and after the clearing of examination faculty are given full fee reimbursement.
- Paid sick leave for support staff

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/aqar/Faculty%20Reimbursement%20-%202024-25.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/aqar/Faculty%20Reimbursement%20-%202024-25.pdf</a>

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

32

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

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

18

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

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

127

File Description	Documents
Summary of the IQAC report	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

#### 6.4 - Financial Management and Resource Mobilization

##### 6.4.1 - Institution conducts internal and external financial audits regularly

The institution upholds its commitment to financial integrity and transparency through a well-structured framework of internal and external audits. These audits are integral to the institution's robust financial management system and are overseen by the Society and the Finance Committee constituted by the Governing Body.

Audits are conducted bi-annually following an interim model to ensure comprehensive scrutiny of financial transactions. Internal audits are scheduled mid-year, while external audits are conducted annually in April. A Schedule for the Audit dates is released by the HAES , the management Board of the Institution.

The interim internal audit was conducted on 6th and 7th December 2023 focusing on:

- Verification of invoices, bills, and receipts.
- Validation of budgets and financial statements.

Recommendations and observations from the audit were documented for the Finance Committee to address promptly.

The external audit was conducted on 29th and 30th April, was carried out by a team of reputable Chartered Accountants. This comprehensive audit included:

- Procedural and compliance checks to validate adherence to financial standards.
- Detailed scrutiny of financial planning and execution.
- Verification of previous audit recommendations' implementation.

Both audits generated detailed reports highlighting observations and recommending corrective measures for improving financial management practices. These reports were submitted to the Governing Body and relevant authorities for review and implementation.

In summary, the bi-annual audits reinforce the institution's dedication to financial prudence and compliance with best practices, contributing to its overall operational excellence

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephcollege.ac.in/wp-content/uploads/2024/12/agar/SKM_3672410251420_0.pdf">https://josephcollege.ac.in/wp-content/uploads/2024/12/agar/SKM_3672410251420_0.pdf</a>

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

7.48

File Description	Documents
Annual statements of accounts	<a href="#">View File</a>
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

The institution's resource mobilization primarily depends on tuition fees, interest from Corpus fund supplemented by sponsorships, value-added course fees, and funding from government agencies such as ICSSR, NABARD, and TSCH, to sustain its academic and research operations and initiatives.

Resource mobilization and utilization strategies are meticulously planned and executed through a well-structured process. Meetings involving HoDs, committees, and staff serve as platforms to discuss resource requirements, which are further deliberated in IQAC meetings. The proposed budgets undergo thorough scrutiny in Finance Committee meetings before being presented to the Governing Body for final approval.

Infrastructural upgrades and purchases are managed systematically. Decisions are made based on specific parameters to ensure optimal value.

The institution adopts a strategic approach to the optimal utilization of resources for both recurring and non-recurring expenses, focusing on:

- Provision of staff salaries.
- Campus infrastructure enhancement
- Continuous maintenance and improvement of physical facilities
- Student Development Programs

- **Conducting Fests**
- **Financial aid, concessions, and scholarships to promote student progress and diversity.**
- **Staff welfare measures.**
- **Library upgrades.**
- **Website Maintainance**
- **ERP implementation and maintenance.**
- **Staff development programs.**
- **Travel grants to support the presentation of research papers.**
- **Outreach Programs**

By adhering to the resource mobilization policy and guidelines outlined in the Faculty Manual and the procedural framework established by Finance Committee approvals, the institution ensures the effective utilization of available resources. This systematic approach maximizes its capability to achieve strategic objectives and foster growth.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/10/2023-24-14th-FCM-Composition.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/10/2023-24-14th-FCM-Composition.pdf</a>

### **6.5 - Internal Quality Assurance System**

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

**The IQAC has played a crucial role in institutionalizing quality assurance strategies and processes over the past**

year. An Academic and Administrative Audit was conducted from January 29 to 31, 2024, with a a followup session on 19th Feb 2024. A Green , Energy & Environment Audit was conducted on 05-12-2023. Financial audits are carried out once each semester, and the college proudly achieved ISO 2006 certification on February 14, 2024 , reflecting its commitment to continuous enhancement in quality assurance.

Feedback mechanisms were enhanced, with regular input from students on curriculum and faculty effectiveness, TLE as well as feedback from parents during PTMs and exit feedback from final year students, Alumni feedback during Alumni meetings & suggestions during Statutory Body meetings are analyzed and considered for improvement .

Students are encouraged to enhance their skills through value-added/certificate courses , NPTEL Courses , Skill enhancement courses which are part of the curriculum

OBE :Curriculum is designed stating the course outcomes, programme outcomes and BT levels. Examinations question papers are set as per Bloom's Taxonomy levels .Faculty empowerment programs on OBE and NEP implementation have been conducted

Multidisciplinary courses/interdisciplinary courses are offered as Generic Electives in each program

Indian Knowledge System : IKS is included in Second languages curriculum , Faculty are sent for training in IKS and student activities are focussed on IKS

ABC Drive is conducted to register students in the NAD portal

Online Learning :First year students syllabus completion is done by taking online classes during saturdays.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria6/6.5.1%20Additional%20info.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/criteria6/6.5.1%20Additional%20info.pdf</a>

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

At the start of each academic year, an Almanac is prepared and approved by the Academic Council, serving as the foundation for department planners. Each department creates a month-wise plan, shared with faculty to guide academic activities. Faculty members prepare detailed course planners, including learning objectives, outcomes, teaching methods, and evaluation techniques, which are reviewed and approved by the HoD and Dean. Weekly attendance registers, academic records, and teaching diaries are submitted to the HoD and monthly to the Principal for review. The HoD oversees syllabus completion and ensures adherence to the planned methodologies.

**Feedback**

At the end of each semester, student feedback on faculty is collected and shared with faculty by the Principal. After the first internal exam, class incharges conduct Parent-Teacher Meetings to gather feedback on teaching and facilities, both in person and via Google forms. The IQAC analyzes this feedback and addresses improvement areas through faculty development programs, peer learning sessions, and workshops on innovative teaching methods. Faculty are encouraged to enhance their knowledge through NPTEL courses. This feedback system helps refine teaching methods and curriculum, promoting continuous improvement in the teaching-learning process.

Learning outcomes are assessed through continuous internal assessments and end-semester exams. Results are reviewed at both department and institution levels in results review committee meetings, leading to remedial actions. An Academic Audit was conducted in early 2024 to evaluate teaching practices, and IQAC provides faculty training on teaching strategies and ICT integration.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://josephscollege.ac.in/feedback-2/">https://josephscollege.ac.in/feedback-2/</a>



<b>6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)</b>	<b>A. Any 4 or all of the above</b>
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File Description	Documents
Paste the web link of annual reports of the Institution	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/aqar/AR20232024.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/aqar/AR20232024.pdf</a>
Upload e-copies of accreditations and certification	<a href="#">View File</a>
Upload details of quality assurance initiatives of the institution	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

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

**Curricular - mandatory courses on "Universal Human Values and Gender Sensitization" and electives like "Women Entrepreneurship" and "Gender and Human Rights" are offered. Additionally, the curriculum incorporates topics on "Women Leadership" and gender-related literature. Student-centric methodologies like assignments, projects, classroom activities, and guest lectures are employed to raise awareness about gender stereotyping, violence, harassment, and related laws.**

**Co-curricular - The Women Empowerment Cell conducts awareness programs on gender equality, violence against women, and women's rights. Activities include poetry recitations, movie screenings, pledge-taking ceremonies, and awareness campaigns.**

Project - In-House Research Project on "Government Residential Schooling Strategies- Impact on Girls' Education with Reference to Selected Districts of Telangana State'' by Prof. N. Srinivas.

Counseling week - "EMPOWER HER," focuses on the holistic well-being and self-esteem of girl students. A dedicated counseling cell promotes healthy relationships and addresses gender equity concerns.

Extension sessions on Women Entrepreneurship are conducted in collaboration with MSME.

Safety measures include an Anti-Sexual Harassment Cell, Anti-Ragging Cell, CCTV surveillance, professional counseling, and dedicated common rooms for girls.

Women Sports - Rs.1,82,500 was spent towards promoting women in Sports and freeships are given to Out-standing Women achievers in Sports.

Women leadership - Women hold over 90% of faculty positions and leadership roles(committees, department headships, deanship), apart from 2 girl class leaders to represent in SQAC., ensuring gender diversity and representation.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://josephscollege.ac.in/campus-life/student-support/women-empowerment-cell/">https://josephscollege.ac.in/campus-life/student-support/women-empowerment-cell/</a>

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

A. Any 4 or All of the above

File Description	Documents
Geotagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

St. Joseph's has added a new dimension to promoting eco-friendly waste management awareness by conducting workshops on Waste Management in collaboration with MSME.

#### Solid Waste Management

Solid waste segregated as bio degradable and non- degradable is handed over to Greater Hyderabad Municipal Corporation. Different colored dustbins meant exclusively for dry and wet waste are placed in strategic locations for effective solid waste management.

The college has a vermicomposting culture on 89 Sq.feet (356 cubic feet).

100 kgs vermicompost is approximately produced per month, which is used as organic manure. The solid waste from the canteen is collected and given to Hyderabad municipal corporation. The institution has MOUs with various waste ventures contributing to easy solid waste management.

As a part of Joseph's Green Group, Eco friendly practices to ban single use plastics include competitions in paper bag making etc.

Use of sanitary disposal machines is one of the best practices adopted by the college towards eco-friendly disposal mechanisms.

#### E -Waste Management

System administrator periodically reviews the functioning of the computers for eco-friendly disposal of E-Waste. The institution has widened the campaign for raising awareness for effective E Waste management by conducting five sessions for students across colleges.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	<a href="#">View File</a>
Geotagged photographs of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

<b>7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus</b>	<b>A. Any 4 or all of the above</b>
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File Description	Documents
Geotagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

<b>7.1.5 - Green campus initiatives include</b>	
<b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b>	<b>A. Any 4 or All of the above</b>
<ol style="list-style-type: none"> <li><b>1. Restricted entry of automobiles</b></li> <li><b>2. Use of bicycles/ Battery-powered vehicles</b></li> <li><b>3. Pedestrian-friendly pathways</b></li> <li><b>4. Ban on use of plastic</b></li> <li><b>5. Landscaping</b></li> </ol>	

File Description	Documents
Geotagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

<p><b>7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:</b></p> <ol style="list-style-type: none"> <li><b>1. Green audit</b></li> <li><b>2. Energy audit</b></li> <li><b>3.Environment audit</b></li> <li><b>4. Clean and green campus recognitions/awards</b></li> <li><b>5. Beyond the campus environmental promotional activities</b></li> </ol>	<p><b>A. Any 4 or all of the above</b></p>
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

<p><b>7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment,</b></p>	<p><b>A. Any 4 or all of the above</b></p>
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**etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.**

File Description	Documents
Geotagged photographs / videos of facilities	<a href="#">View File</a>
Policy documents and brochures on the support to be provided	<a href="#">View File</a>
Details of the software procured for providing assistance	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

A well outlined, monitored and implemented Ethical policy and prompt grievance redressal mechanism ensure Equality of opportunities, human dignity and justice to all the students and staff for their individual development irrespective of the background, gender, cultural or socio-economic identity and status.

Equal Opportunity Cell gives guidance on Government Scholarships, Psychological, academic and other career development counselling apart from special sessions conducted for SC, ST Students on environmental ethics.

Positive affirmation admission policy -preference to minorities, girls, differently abled students

Soon after admissions, the class in charges compile Student profiles to clearly map socio- economic, regional and cultural diversities for appropriately evolving strategies to address diverse student needs for inclusive learning environment. Mentoring and personal counselling services ensure that the students receive socio- psychological guidance apart from academic guidance for their holistic development.

Academic diversity addressed through collaborative learning

like group discussions;equality in leadership opportunitiesfor several academic, cultural clubs, fests,

Fee concession and fee waiversto economically backward students

Linguistic diversity-five second languages offered

Multilingual and multi ethnic cultural programshighlightlinguistic and cultural diversity of the nation.

Community events like Bathukamma, Dandiya , Christmas, Bojan-E - Jashn, Traditional Day, Ekta divas , Freshers Daypromote universal brotherhood

National Integration, Gender sensitisation, Civic engagement initiatives build social solidarity.

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

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

The College Campus displays Constitutional Preamble, fundamental rights and dutiesin the corridors to instil constitutional values among staff and students and realise institutional vision to provide "distinctive environment of excellence in educationwith humane values and social commitment".

"All the curricular, co-curricular and extension activitiesof the collegeaim"To develop the scientific temper, humanism and the spirit of inquiry and reform",which is one ofthe prime fundamental duties of Indian citizens.

Cells like Equal Opportunities Cell in addition to various cells and committees have student, Faculty and Management representation so that Equality of opportunities, human dignityandjustice is ensured to all the students and staff through democratic policies and transparency in all academic

and administrative processes.

Liberty of thought and action-

Students are given various platforms like Literary, Mathematics, Science clubs, etc.; debates, elocutions, projects, exhibitions, documentaries to express their ideas and opinion building to strengthen the democratic society.

Constitutional values instilled through- Ektha Diwas, Kargil Diwas, National Constitutional Day, Know your constitution quiz, Independence Day, National integration week, National Seminar on Self Reliant India, Vigilance week.

The students are made aware of their fundamental duties and responsibilities of being citizens through the activities undertaken by Joseph's Centre for Social Transformation- NSS, Red Cross, Josephs Green Group, Women Empowerment Cell and JSR (Josephs Social Responsibility).

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

A. All of the above



File Description	Documents
Code of Ethics - policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

The campus culture of St. Joseph's is ever vibrant with celebration of national and international commemorative days, events and festivals. These are aimed to offer multidimensional learning experiences to the students in order to groom them into wholesome integrated individuals.

The special days celebrated are wide ranging to include :

- Events to promote national consciousness like Republic Day and Independence Week, Constitution and Unity Day
- Events to promote social consciousness and raise awareness like Aids awareness Day, Suicide Prevention Day.
- Events to promote scientific temperament like National Mathematics Day, Science Day
- Events to promote health and well-being like World Mental Health Day and Organ Donation Day
- Events to uphold the spirit of education and promote reading like National Education Day Events to promote Gender sensitization like International Day for Girl Child and Women's Day
- Events to promote the dynamics of youth leadership with National Youth Day, NSS Day
- Events to encourage art and inculcate creative spirit like World Photography Day
- Events to promote the importance of language and literature like Vishwa Hindi Diwas

All the special commemorative days, awareness programs are organized predominantly by the students in an air of discipline with team spirit and a spirit of scientific inquiry, innovativeness and unbound enthusiasm to explore knowledge and develop social, environmental, scientific and national consciousness.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	<a href="#">View File</a>
Geotagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

## 7.2 - Best Practices

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

### Best Practice: I Bridging Theory and Practice through Experiential Learning

Our learner-centered education model fosters vibrant, multidimensional learning by integrating theory with hands-on, real-world experiences. Emphasizing NEP 2020's principles, we implement internships, industry visits, field trips, and exhibitions to enhance practical knowledge and employability. Students engage in innovative teaching methods such as role plays, case studies, and projects, developing critical thinking, problem-solving, and teamwork. Exhibitions like "Entrepreneurship Day" and initiatives like "Innovilla Fete" foster entrepreneurship and innovation. Internships and field activities ensure professional readiness, evidenced by improved skills and positive industry feedback. This approach transforms students into confident, lifelong learners, ready to excel in their careers.

### Best Practice: Transformative Impact through Community Engagement and Gender Sensitization

St. Joseph's College fosters holistic development by integrating social awareness, gender equity, and environmental responsibility into its curriculum. Through

NSS, JSR, YRCW, WEC, and UBA initiatives, students engage in impactful activities like community outreach, gender sensitization programs, and environmental campaigns. Notable efforts include adopting villages, organizing blood donation camps, empowering women through skill-building workshops, and promoting eco-friendly practices like plastic-free drives and tree plantations. Evidence of success is seen in 98% student participation in outreach programs and their transformative experiences. These initiatives prepare students as socially conscious, responsible citizens capable of driving meaningful societal change.

File Description	Documents
Best practices in the Institutional website	<a href="https://josephscollege.ac.in/best-practices-2023-2024/">https://josephscollege.ac.in/best-practices-2023-2024/</a>
Any other relevant information	<a href="https://josephscollege.ac.in/wp-content/uploads/2024/12/Criteria7/relevant%20information.pdf">https://josephscollege.ac.in/wp-content/uploads/2024/12/Criteria7/relevant%20information.pdf</a>

### 7.3 - Institutional Distinctiveness

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

St. Joseph's Degree & PG College exemplifies excellence through its distinctive initiatives that span academic, professional, community, and ethical dimensions.

**Top Ranking:** Ranked among the top 5 colleges in Telangana and within the top 60 in India

**Industry-Aligned Curriculum:** Regular industry-academia meets and stakeholder feedback

**Skill-Based Programs:**The introduction of unique employability-focused courses, such as B.Com (IFA) in collaboration with ACCA/ISDC, BBA (BA) with Miles Education, BBA FM in partnership with NSE, DMMC in BA, along with skill-based certificate programs

**Career Success:** Campus Recruitment Training (CRT) prepares students with professional skills which is mandatory for MBA students for 2 credits , resulting in 280 placements and 536

**internships**

**Holistic Development:** Non-CGPA courses are designed to holistically engage students in extracurricular activities and skill development through platforms like NPTEL, certificate programs, and internships. NEP 2020

**Implementation:** Adoption of a multidisciplinary approach through generic electives, aligning with national educational reforms.

**MA Programs for Army Officers:** Indian Army officers have been pursuing master's degrees at the college for the past seven years, with 22 officers currently enrolled.

**Community Outreach:** Initiatives include water tank installations, rural medical camps, support for underprivileged groups, blanket distribution to the homeless, and lab-to-land programs.

**Ethical and Mindful Practices:** Daily morning prayers, except on examination days, foster mindfulness and discipline among students and staff.

**College's commitment to the "Go Green" initiative:** As part of this practice, in all events, seminars, and workshops, resource persons are honored with a sapling instead of a traditional flower bouquet.

File Description	Documents
Appropriate link in the institutional website	<a href="https://josephscollege.ac.in/institutional-distinctiveness/">https://josephscollege.ac.in/institutional-distinctiveness/</a>
Any other relevant information	<a href="#">View File</a>

**7.3.2 - Plan of action for the next academic year**

**MONTH**

**Details of Activities**

**June**

1. Orientation for new faculty
2. Student Orientation Programme

3. Faculty Development Programme
4. Introduction of New BA DMMC Program
5. International Conference June - Commerce
6. Green Initiatives
7. CDC activities

#### July

1. Faculty Development Programme
2. Induction Programme-Deekshambh
3. IPR Awareness programme
4. Project Orientation
5. Workshop /Guest Lecture / Symposium

#### August

1. Commencement of Club Activities
2. Student entry level feedback
3. Anti ragging affidavit
4. ABC drive
5. Women Empowerment Awareness Programme
6. Faculty Development Progra
7. Management Development Program
8. CDC activities
9. International Conference

#### September

1. Parent Teacher Meeting
2. SQAC elections
3. Investiture ceremony
4. AQAR 23-24 preparation
5. Freshers Party
6. Teachers Day Celebrations
7. CDC activities
8. Informatic Exhib

#### October

1. Administration of Faculty Feedback
2. Internal Academic Audit
3. Departmental Alumni meeting for Passed out batch
4. SSR Preparation - Initiation
5. Bathukamma celebrations
6. NAAC Orientation

7. Lecture Series - Cluster Colleges

8. Feedback

November

1. Seminars / Workshops
2. Internal Academic Audit
3. National Webinar
4. IPR Awareness

December

1. AQAR Submission
2. Faculty Development Programs
3. Christmas Celebrations
4. Joy of giving week

5. Green, Energy and environment Audit

6. CDC activities

Month

January

1. Administration of Faculty Feedback
2. Faculty Development Programme
3. Alumni Meeting
4. Josephista/Comera/CI evolution/Josephire
5. CDC activities
6. Convocation
7. NIRF Submission
8. Josephista

February

1. IQAC Meeting
2. IQAC Advisory Committee Meeting
3. Stakeholder Satisfaction & Expectation Survey
4. JSR
5. IAM
6. PTM
7. CDC activities
8. National Seminar
9. Feedback

March

1. Annual Day Celebrations
2. Farewell Party
3. BoS
4. Women Empowerment Day Celebrations
5. Stakeholder Feedback on Curriculum
6. Administering Exit Feedback
7. Administering Student Satisfaction Survey
8. Faculty Outing/Non teaching, support staff
9. Start B.Sc Data Science
10. Binary Accreditation workshop

April

1. FCM/ ACM/GBM
2. Placement Success Meet
3. SSR initiation