



YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution		St. Joseph's College of Commerce (Autonomous)
• Name of the Head of the institution	Dr. Charles Louis Lasrado S.J.	
• Designation	Principal	
• Does the institution function from its own campus?	Yes	
• Phone No. of the Principal	08025360646	
• Alternate phone No.	08025360644	
• Mobile No. (Principal)	9449720044	
• Registered e-mail ID (Principal)	principal@sjcc.edu.in	
• Address	#163, Brigade Road, Bangalore	
• City/Town	Bangalore	
• State/UT	Karnataka	
• Pin Code	560025	
2.Institutional status		
• Autonomous Status (Provide the date of conferment of Autonomy)	30/07/2005	
• Type of Institution	Co-education	
• Location	Urban	

• Financial Status	UGC 2f and 12(B)				
• Name of the IQAC Co-ordinator/Director	Dr. Sridhar L S				
• Phone No.	08025360644				
• Mobile No:	9788348923				
• IQAC e-mail ID	iqac@sjcc.edu.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://sjcc.edu.in/pdf/aqar_20-21.pdf				
4.Was the Academic Calendar prepared for that year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://sjcc.edu.in/pdf/student_handbook23.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	Five Star	75 % and above	2000	07/02/2000	07/02/2005
Cycle 2	A	85% - 90%	2007	10/02/2007	10/02/2012
Cycle 3	A	3.37	2013	05/01/2013	04/01/2020
Cycle 4	A++	3.57	2021	23/02/2021	22/02/2028
6.Date of Establishment of IQAC			07/02/2000		
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	
St. Joseph's College of Commerce	CPE	UGC	18/03/2010	20500000	
8.Provide details regarding the composition of the IQAC:					

<ul style="list-style-type: none"> • 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	
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Did IQAC receive funding from any funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> • If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>1. Multidisciplinary Focus Since its establishment, the college has provided an extensive range of commerce and management programmes. The college underwent a transformation in 2022 when it became a multidisciplinary institution through the incorporation of two additional undergraduate programs: B.A. (English & Psychology) and B.Sc. (Economics). 2. Autonomy Status Extension: This academic year, SJCC applied for the extension of its autonomous status. The A++ grade with a CGPA of 3.57 awarded to the institution in the fourth cycle of NAAC accreditation makes it eligible to apply for the extension of autonomy up to ten years without conducting the onsite visit. Therefore, SJCC's autonomous status was extended for a period of ten years till the academic year 2031-2032. 3. Academic Bank of Credits (ABC) The college is recognised and registered under the National Academic Depository (NAD), and the student's academic records will be updated in the depository starting from the 2021 batches of the UG programs. 4. Curriculum Planning and Implementation: Framing the syllabi for various courses under each programme, reviewing and updating the syllabi from time to time, introducing new courses in a program, determining details of continuous assessment, recommending panels of examiners under the semester system, etc. form the core responsibilities of the members of the Board of Studies. The Board of Studies composition and</p>		

functions at the institution are as per the UGC guidelines and constitute the head of the department, faculty members of the department, a university nominee, subject experts, a representative from the industry/corporate sector/allied area, and alumni nominated by the principal. 5. Feedback from various stakeholders like parents, alumni, teachers, employers, and students has helped in introducing necessary changes in the necessary areas of academics. The Institutional Development Plan is initiated as per the latest UGC Guidelines.

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
Skill Development	Enhanced employability levels by upgrading skills relevant to the job market, ensuring alignment with the needs of various industries and fostering continuous learning.
New Courses Introduced	Implemented new courses across disciplines, including Digital Marketing, Data Science, and Cybersecurity, to meet emerging industry demands and increase student engagement and adaptability.
Infrastructure Improvement	Redesigned learning spaces and upgraded technology, ensuring access to modern facilities that promote collaborative learning and enhance the overall educational experience.
Curriculum Revitalization	Engaged with industry experts to revise syllabi, ensuring courses remain relevant, rigorous, and conducive to student success in the evolving job market.
Feedback Mechanism	Established a comprehensive feedback system involving students, alumni, and employers, aimed at continuously improving curriculum, teaching methods, and overall institutional performance.
13. Was the AQAR placed before the statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	
Name of the statutory body	Date of meeting(s)
Total Quality Management	15/01/2025

14. Was the institutional data submitted to AISHE ?	Yes
<ul style="list-style-type: none"> • Year 	
Year	Date of Submission
2022-2023	11/03/2024
15. Multidisciplinary / interdisciplinary	
<p>To enhance its multidisciplinary nature, the institution is developing programs in the sciences and the arts. The college will offer the B.Sc. (Economics) and B.A. (English & Psychology) beginning in 2022-23. The academic establishment adheres to the credit matrix and curriculum structure prescribed by the Karnataka State Higher Education Council (KSHEC). Additionally, it conforms to the directives of its parent university regarding the execution of NEP 2020. The college is revising its curricula and syllabi in response to the labour market's rapid evolution. Furthermore, the institution strives to strengthen its partnerships with professional and industry organisations to offer innovative courses in the burgeoning domain of commerce and management. Through fellowships, the college places There is a greater emphasis on acquiring practical experience and developing skills. research abilities. To foster interdisciplinary learning, the A collegiate institution offers a wide range of courses from various fields of study as open electives. Through the signing of MOUs, partner institutions can offer multidisciplinary services programmes. The establishment has formed partnerships with universities abroad. The curriculum allows students to enrol in and complete courses from various disciplines, thereby equipping them with a multidisciplinary skill set upon graduation. Annually, the College hosts interdisciplinary national and international conferences, seminars, workshops, and invited lectures to foster the interdisciplinary fusion of knowledge and the exchange of research concepts across various domains.</p>	
16. Academic bank of credits (ABC):	
<p>St Joseph's College of Commerce (Autonomous) Bengaluru, has initiated the process for enrolment of students to Academic Bank of Credit. For the students who are admitted under NEP 2020 batches onwards, it is mandatory to enroll and register to this ABC. The college followed a three step process for the registration Step 1: Initially an awareness drive was created in the campus to bring out</p>	

the importance of ABC and its future benefits for the students community. Step2: Notification regarding the process flow for the registration and subsequent generation ABC ID was circulated. Step3: A Time line was given to complete this process and send back the details of registered ABC ID numbers to the college. Though mandatory for all NEP batches, the PG and UG non NEP batches were also enthused to enroll for NAD. All the staff members along with the Vice Principal, ERP and the Exam department assisted in this process.

17.Skill development:

St. Joseph's College of Commerce (Autonomous) has established an environment in which students can develop career-relevant skill sets. The improvement of students' abilities is reflected in the curriculum's diversity of electives, effective teaching and learning methods, and enriched curriculum design. The institution had implemented capacity-building initiatives in the form of certificate courses that focused on particular skill sets. Those designed to provide students with specialised skill sets, such as graphic design, Excel, Tally, Python, and others. Skills-based learning is an essential element of each course and a fundamental component of the curriculum across all programmes. Students from various academic fields are encouraged to enlist in a skills-based course at the college in order to expand their knowledge beyond domain boundaries.

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

The Indian knowledge system has more than 64 components, and it is a vast body of intellectual texts and manuscripts dealing with everything from Ayurveda to philosophy, science to history, language to literature, and many more. The language departments pick up a few components from this vast pool of knowledge and integrate them into the curriculum as internal assessments. The following details will encapsulate the same in brief: The students of travel tourism are taught techniques of metrics and their mathematical counts, which form a base for the composition of lyrics and musical notes. The students are also taught about the interesting world of figures of speech (alankaar) while teaching a poetry piece and its importance in elevating the beauty-enhancing factor in the poetry. The students are also given the task of making a bookmark keeping the theme of Indian culture, which includes all ethnical food habits, clothing, and other indigenous specialities of each and every state of our country. Few texts include the extracts from the Indian Vedic literature, Ramayan, Mahabharat, etc., apart from grammar. Throughout the language classes, the students are enthused to

debate, retrospect, and reinvent some philosophical thoughts, thus leading to healthy discussions in the classroom. A separate component on Indian music, dance, drama, sculpture, and painting is included for an internal assignment that provides ample opportunities for the present generation to delve into the ancient Indian knowledge system. The Department of Kannada offers the annada literature and language in UG classes for four semesters in line with the recommendations of NEP guidelines. Classroom teaching includes writing assignments on topics related to Kannada language and culture, including interviewing poets. Monthly guest talks are conducted along with interclass and intercollegiate competitions like Kalarava. A special residential literary camp (Samskruthi Shibhira) is conducted every year at the birthplace of prominent poets. College also has a strong theatre team through which students perform plays and participate in cultural fests.

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

Focus on Outcome Based Education (OBE): The Institution follows Outcome Based Education (OBE) model of learning that has created the space for the institution to redesign its curriculum, teaching-learning process and assessment. With the introduction of the National Educational Policy, the OBE Committee of St. Joseph's College of Commerce (Autonomous) redesigned the OBE Framework in compliance with the directives recommended by the National Education Policy 2020. For better understanding of the NEP Framework, members have attended 1 day workshops and 2 day conferences organised by BCU and CESS-the driving body for NEP respectively. The restructuring of the Curricular Framework helped the institution to offer Programmes as per the National Education Policy from 1 October 2021. The Curricular Framework of all the Programmes and syllabus of the Courses have been revised. The new Outcome Based Education framework is comprised of the revised Graduate Attributes (GAs), Programme Education Objectives (PEOs), Programme Learning Outcomes (PLOs), Course Objectives and Course Learning Outcomes (CLOs). Hence, the Commerce, Business Administration, Languages, and Post Graduate Departments at SJCC restructured the syllabus of the courses pertaining to all NEP batches along with the teaching-learning practices and assessment methods in alignment with the revised OBE Framework. The Rubrics for assessment and evaluation is more transparent and aids in measuring the learning outcomes of the students.

20.Distance education/online education:

MOOC courses are accessible to students who choose to enroll. Further credit is awarded upon successful completion of the course.

Larnathon, SWAYAM/NPTEL, and Spoken Tutorial are options available to students. E-content is developed by the faculty and staff and is accessible via the LMS portal of the institution. Students have access to PowerPoint presentations via Google Classroom. Seminars and conferences are coordinated via GoToMeeting, Google Meet, Zoom, Webex, YouTube, and Microsoft Teams. Recording is conducted via the Google Suite, Microsoft Teams, and Zoom. A license is acquired for five authorised users of the G Suite. Students can access their course syllabi, study materials, and assignment submissions via the college's LMS. Further the process of online education at the college established a Centre for Digital Learning and Education (CDLE).

Extended Profile

1. Programme

1.1 Number of programmes offered during the year:	14
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File Description	Documents
Institutional Data in Prescribed Format	View File

2. Student

2.1 Total number of students during the year:	1158
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File Description	Documents
Institutional data in Prescribed format	View File

2.2 Number of outgoing / final year students during the year:	920
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File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 Number of students who appeared for the examinations conducted by the institution during the year:	958
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File Description	Documents
Institutional Data in Prescribed Format	View File
3.Academic	
3.1 Number of courses in all programmes during the year:	1445
File Description	Documents
Institutional Data in Prescribed Format	View File
3.2 Number of full-time teachers during the year:	142
File Description	Documents
Institutional Data in Prescribed Format	No File Uploaded
3.3 Number of sanctioned posts for the year:	142
4.Institution	
4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	315
4.2 Total number of Classrooms and Seminar halls	44
4.3 Total number of computers on campus for academic purposes	280
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	26.32
Part B	
CURRICULAR ASPECTS	

1.1 - Curriculum Design and Development

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

St. Joseph's College of Commerce (Autonomous) recognises and addresses the local, national, and global developmental imperatives through the development of curricula that are tailored to the requirements of its students. For the purpose of preparing students for the business world, programmes such as B. Com (Industry Integrated) are formulated in collaboration with organisations such as Tata Consultancy Services. The introduction of the B.Com (Analytics) and B.Com (Travel and Tourism) programmes was in response to the needs of national and regional industries. In order to meet the demands of the global market, academic curricula have been developed that are accredited by international professional organisations (ACCA and CIMA), including B.Com Professional (International Accounting and Finance) and BBA Professional (Finance Accountancy). The Outcome Based Curriculum Framework (OBCF) is utilised in the development of the curricula for the B.Com, BBA, B.A (English & Psychology), B.Sc. (Economics), and M.Com programmes. All programmes and courses have well-defined learning objectives, which consist of Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs). The construction of the course matrix in accordance with the National Education Policy and the Choice-Based Credit System (CBCS) was motivated by the desire to maintain the program's emphasis on interdisciplinary and skill building courses. The development of skill sets occurs via digital marketing, digital fluency, SPSS, advanced Excel, and SAP courses.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://www.sjcc.edu.in//aqar22-23/aqar-report-1.1.1-RtoLocalNatiol-Global.php

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

14

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

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

549

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

1.2 - Academic Flexibility

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

549

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

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

14

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

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

The curriculum for Commerce and Management programmes at the undergraduate and graduate levels is intentionally crafted to remain pertinent in light of the ever-changing scientific landscape, evolving human values, and the collective challenges that our species confronts. The institution implemented a Choice Based Credit System for students in their second and third years of undergraduate and graduate programmes during the current academic year. The National Education Policy was enacted to govern the enrollment of first-year students in undergraduate programmes. The course matrices across all programmes facilitate a smooth incorporation of topics related to Human Values, Professional Ethics, Environment and Sustainability, and Gender (NEP was exclusively implemented for first-year undergraduate students, in accordance with university policy). Part A of the Course Matrix, comprising Languages, employs essays, personal narratives, fiction, poetry, films, and documentaries to incorporate themes related to the environment, the formation of human values, and gender and caste. "Business Ethics" is a required course in Part B of the BBA curriculum. The B.Com curriculum incorporates elements pertaining to professional ethics into each course. The foundational courses in Indian Constitution and Environmental Science are designed with contemporary challenges in view. Part D of the curriculum comprises extension and extracurricular activities. Students acquire knowledge and comprehension regarding matters concerning the environmental crisis, women's empowerment, and human rights by engaging in programmes coordinated by student organisations such as NSS, Eco Club, Women's Forum, Centre for Social Action, and Rotaract.

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

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

63

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	No File Uploaded
Any additional information	No File Uploaded

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

1252

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

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

880

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

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained

A. All 4 of the above

**from 1) Students 2) Teachers 3) Employers
and 4) Alumni**

File Description	Documents
Provide the URL for stakeholders' feedback report	https://www.sjcc.edu.in//agar23-24/agar-report-1.4.1-structured-feedback.php
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following

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

File Description	Documents
Provide URL for stakeholders' feedback report	https://www.sjcc.edu.in//agar23-24/agar-report-1.4.1-structured-feedback.php
Any additional information	No File Uploaded

TEACHING-LEARNING AND EVALUATION
2.1 - Student Enrollment and Profile
2.1.1 - Enrolment of Students
2.1.1.1 - Number of students admitted (year-wise) during the year

1159

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

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

315

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

2.2 - Catering to Student Diversity

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

The curriculum is thoughtfully designed to challenge advanced learners while remaining accessible to those who may need additional support. Classroom practices are tailored to meet the needs of both groups, creating an inclusive learning environment that embraces diverse student backgrounds.

The college offers financial aid through scholarships and fee waivers to deserving students, with special provisions for individuals with disabilities and other challenges. These students receive additional support to assist with mobility on campus and during examinations.

To support slower learners, the Bridge Course and Remedial Class Committee identify students who may benefit from extra assistance and arrange personalized tutoring sessions. Peer support is also integral to the learning process, with a "student-tutor" model in which more advanced learners mentor their peers under the guidance of faculty members. Remedial coaching classes are available both online, via the MS Teams platform, and offline, offering flexibility in how students access additional help.

Advanced learners are encouraged to engage in research activities and develop their skills in academic writing, including research papers. They are also invited to explore a range of certification and value-added programs offered by the college, as well as Massive Open Online Courses (MOOCs) on platforms like Swayam, EdX, and Coursera. Successful completion of these courses can earn them additional credits, further enriching their academic journey.

To broaden their academic and cultural horizons, students are encouraged to participate in international summer schools hosted by prestigious institutions around the world, offering invaluable global exposure and academic enrichment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/agar23-24/2.2.2-StudentTeacherratio.php

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/05/2024	3152	142

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

The institution is committed to nurturing essential skills such as critical thinking and problem-solving through student-centred teaching and learning approaches.

Experiential learning lies at the heart of our educational philosophy, with programs like Outbound Learning, corporate internships, and social internships providing students with valuable hands-on experiences. These initiatives equip them with real-world knowledge, enhancing their understanding and problem-solving abilities. Industrial tours further enrich students' learning by offering firsthand insights into live working conditions, while educational trips expose them to diverse cultures and experiences, broadening their global perspective. Additionally, Bembala's outreach programs give students the opportunity to engage with social issues and contribute meaningfully to society.

Participative learning is a cornerstone of our teaching methods, actively promoted by faculty members who use problem-solving approaches in their instruction. Group discussions, debates, and quizzes are key components of our Continuous Internal Assessment (CIA) system, fostering interactive and collaborative learning. The flipped classroom model encourages students to engage with reading materials before coming to class, allowing for deeper and more

meaningful classroom discussions. Problem-solving techniques are woven into the fabric of every course, ensuring that students develop the critical skills they need to succeed.

Hands-on courses, such as Tally, Excel, and SPSS, equip students with practical knowledge that is directly applicable in the professional world. Research projects further encourage students to identify relevant problems and use problem-solving methodologies to find solutions, deepening their academic and practical expertise.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://www.sjcc.edu.in//aqar23-24/aqar-report-2.3.1-enhancement-student-centric.php

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

The institution actively promotes the optimal use of ICT-enabled tools and online resources to enhance the teaching and learning experience. All classrooms are equipped with projectors and Wi-Fi connectivity, ensuring seamless integration of technology into lessons. Faculty members extensively leverage ICT tools and online platforms such as Shodhganga, Inflibnet, Swayam NET, NLIST, EBSCO Business Source Elite, and other reliable sources.

Additionally, faculty development programs are organized to enhance teachers' proficiency in e-content development, teaching methodologies, and assessment techniques using ICT tools. The institution also boasts a digital library, encouraging students to utilize it for continuous self-improvement by providing access to reliable resources. The Centre for Digital Learning and Education (CDLE) has been established to promote digital learning across the campus. Teachers actively use ICT tools for both teaching and formative assessments. Both staff and students use the ERP system for day-to-day teaching and learning activities. With well-equipped classrooms featuring LCD projectors and audiovisual aids, instructors optimize these resources for effective teaching and learning. Wi-Fi access across the campus enables students to conveniently tap into online resources. Assessment methods include multiple-choice questions, online case study presentations, and case study exams, all administered by faculty members. Moreover, ICT tools are systematically integrated into the examination center, where exam notices are displayed online through the ERP system and

the website. The institution is also preparing to explore digital evaluation in the future.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.sjcc.edu.in//agar23-24/AOAR-report-2.3.2-ICT-enabled-tools.php
Upload any additional information	View File

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

2.3.3.1 - Number of mentors

142

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

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

The Academic Calendar is meticulously crafted by an Internal Committee comprising the Principal, Registrar, Heads of Departments (HODs), Vice Principals, Controller of Examinations, Association Coordinators, Student Governor, and senior faculty members. This draft undergoes scrutiny and approval by the Academic Council and Governing Body before being published on the college website for student reference.

The Academic Calendar covers a comprehensive range of activities, including academic, co-curricular, extra-curricular, and sports events, ensuring students are well-informed about important college activities. The adherence to the calendar is continuously monitored and reviewed by the Total Quality Management (TQM) team. Each semester guarantees a minimum of 90 teaching days and 110 working days.

Additionally, the academic calendar outlines clear timelines for tests, exams, seminars, and assignment submissions. It specifies the syllabus coverage before each test and provides an expected timeline

for result publication. In preparation for the academic year, subject workload allocation is based on faculty expertise, with subject coordinators appointed for each subject. Faculty members then collaboratively develop Outcome-Based Education (OBE)-aligned Lesson Plans in consultation with the Subject Coordinators. These plans are ratified by the Vice-Principal and promptly uploaded to the ERP for easy access.

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

2.4 - Teacher Profile and Quality

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

142

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

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

40

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

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

1207

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

2.5 - Evaluation Process and Reforms

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

9

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

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

0

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

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

The Examination Department has introduced special certificates to recognize top performers, aiming to inspire and motivate students to strive for excellence. To further enhance communication and efficiency, the department has equipped its facilities with projectors and screens for online meetings and discussions. Additionally, past years' question papers are readily accessible on the college website, serving as invaluable resources for students as they prepare for exams.

The Exam Centre continues to integrate technology and implement innovative reforms, benefiting students, staff, and other stakeholders alike. To foster transparency and awareness, the Exam Calendar is included in the Student Handbook, providing both students and staff with clear insights into the exam department's schedule. An evaluation board has been established to ensure fairness in the central evaluation process, with all papers undergoing thorough checks before final review. Furthermore, exemplary answer scripts from previous semesters are preserved in the library for students' reference, offering them models of quality responses. In its commitment to sustainability, the department also practices green reforms and is preparing to transition to digital evaluation in the near future, reflecting its dedication to both innovation and environmental responsibility.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.sjcc.edu.in//agar23-24/agar-report-2.5.3-itintegration.php

2.6 - Student Performance and Learning Outcomes

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

The institution embraces the Outcome-Based Education (OBE) model across its curriculum, teaching methodologies, and assessment practices. Faculty members are trained to define clear and measurable course outcomes for their respective courses, ensuring that lesson plans are strategically aligned with OBE principles. These plans are meticulously crafted to ensure the achievement of both course and program outcomes.

Teachers design and facilitate dynamic learning experiences that are directly aimed at achieving these outcomes. The finalized lesson plans, along with the associated course outcomes, are made readily accessible to students through the ERP system. Students are given orientation sessions that not only explain the lesson plans but also highlight the course outcomes. They are also informed about the assessment structure, which includes continuous internal assessments and end-semester examinations, all designed to reflect and measure the achievement of both program and course objectives.

To maintain consistency with institutional practices, new faculty

members participate in specialized training workshops led by the OBE coordinator. This ensures that all faculty members are equipped to effectively implement the institution's teaching-learning methodologies, fostering a unified approach to student success.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://www.sjcc.edu.in//agar23-24/agar-report-2.6.1-Programme-Outcomes.php

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

The OBE team plays a crucial role in guiding the institution's curriculum development by ensuring that Program and Course outcomes are clearly defined and effectively integrated. The team meticulously reviews the teaching lesson plans submitted by faculty, ensuring they align with the intended outcomes. Additionally, the team evaluates student answer scripts to assess how well these outcomes are being met, and regularly reviews both formative and summative assessments to measure their overall effectiveness in promoting student learning.

In accordance with university guidelines, Continuous Internal Assessments (CIA) are carried out by course instructors, contributing 10 marks toward the total grade. This is followed by a mid-semester exam worth 20 marks, and another CIA component contributing 10 marks. At the end of the semester, the Controller of Examinations (COE) supervises the End Semester Exam (ESE), which carries 60 marks. Thus, the total evaluation structure consists of 40 marks from the CIA and 60 marks from the ESE, amounting to a total of 100 marks.

Throughout the semester, faculty employ a range of formative and summative assessments, including assignments, case studies, mini-projects, role-plays, individual and group presentations, quizzes, and multiple-choice questions. These varied assessment methods, grounded in the OBE framework, enhance the teaching-learning process and support student development. Teachers actively seek feedback during these assessments, fostering a dynamic and responsive approach to learning that prioritizes continuous improvement. These initiatives reflect the institution's commitment to maintaining high

educational standards.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.sjcc.edu.in//agar23-24/agar-report-2.6.2-Programmecourse.php

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

920

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://www.sjcc.edu.in//agar23-24/agar-report-2.6.3-Average-Pass-Percentage.php

2.7 - Student Satisfaction Survey

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

<https://www.sjcc.edu.in//agar23-24/pdf/2.7.1.AOAR-SSS.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

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

The research centre adheres to the institutions research policy to maintain research environment among students and faculty. Research is an integral part of St. Joseph's College of Commerce (SJCC) academic excellence. In accordance with its research policy, the

College primarily supports its research in three ways:

1. Individual Research
2. Departmental Research
3. Seed Money Project.

The college funds various FDPs training programmes and Workshops to encourage the faculty and to create a research environment. The College management and Bangalore Jesuit Educational Society provide seed money project in the field of social sciences to encourage the researchers in their chosen field of work.

The Research Centre of SJCC encourages the faculty in research and maintains records of their publications, research conferences attended, and number of lectures delivered by faculty. The Research Centre publishes a bi-annual peer-reviewed journal on the college website. It also conducts a series of research methodology workshops for faculty and national conferences for internal and external faculty and researchers. The research centre conducts faculty development program in research methodology twice in a year for in house faculty as well as outside scholars. These programs are sponsored by Agencies like the Indian Council for Social Science Research. Faculty participation in research was increased with publications and innovative projects funded through the BJES Seed Money initiative. Interdisciplinary research conferences and extended partnerships with industry and academia were organized.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://sjcc.edu.in/sjccresearch/index.php
Any additional information	View File

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

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

5.85

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

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	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

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

8.80

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

3.2.2 - Number of teachers having research projects during the year

4

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in//aqar23-24/aqar-report-3.2.2TeachershavingResearchProjects.php
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

8

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

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

4

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://icssr.org/
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

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

The Research centre encourages innovative ideas and creativity in the fields of Commerce, Business administration and language departments. It identifies research areas and encourages the researchers by facilitating grants and funding through the College management and BJES. The results of the research are published in professional journals, in-house journals, and other research

publications. Students are mentored individually to provide in-depth assistance in the areas of idea generation, legal aspects, marketing, funding, and overall business management to the students in setting up the start-up. Through a strong alumni network and support, the institution hosts over twenty student startups and entrepreneurs, winning coveted awards such as the Student Entrepreneur Award and the EY Innovation Challenge Award. Innovation Ecosystem: The institution has consistently worked to build an ecosystem that fosters innovative thinking among its students and faculty.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in//aqar23-24/aqar-report-3.3.1-Innovative-Ecosystem.php

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

64

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

3.4 - Research Publications and Awards

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

A. All of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

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

0

File Description	Documents
URL to the research page on HEI website	https://sjcc.edu.in/sjccresearch/index.php
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	No File Uploaded

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

16

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

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

13

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in//aqar23-24/aqar-report-3.4.4-Faculty-authored-books.php

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

4

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

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

3.4.6.1 - h-index of Scopus during the year

0

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

3.5 - Consultancy

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

0

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

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

0

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

3.6 - Extension Activities

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

All students are required to put in 60 hours of Community service as part of their programme requirement. Bembala is a Bangalore Jesuit Educational Society community outreach programme designed for students of all Institutions under BJES, initiated to realise the Jesuit vision of life and education. As a part of the Vigilance Awareness Week October 31, 2022, to November 4, 2022, the Hindustan Aeronautics Limited, Helicopter Division, Vigilance Department collaborated with the St. Joseph's Institutions to create awareness among students and the public about Corruption Free India for a Developed Nation. On the occasion of Children's day November 14, 2022, Bembala organised "BALMELA". Around 1880 UG students of the

second and final year from the batches 2020 and 2021 took part in the rural exposure camp at Solur from September 2022- January 2023. The UG students received the same exposure as the PG students, participating in activities like planting saplings or plantains, removing invasive plants, sowing seeds, working in a brick factory, painting walls, conducting village surveys, holding cultural events, and staging street plays to amuse and inform the villagers about the various social issues that are faced in that village. The students underlined the need for higher education in terms of country building and encouraged the dropout students to pursue their higher education. Few also gave the people stationary and ration kits.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in//agar23-24/agar-report-3.6.1.Extension activities.php

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

5

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

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

14

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

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

2345

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

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

6

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

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)

10

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

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

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

The Institution is located at the heart of the Central Business District in Bangalore. The campus is spread over 2.25 acres consisting an open ground and other facilities The College building includes the Administrative, Academic, Sports and Examination

blocks. The college building has a basement, ground floor and 4 additional floors which are well connected through two lifts and three separate staircases. It also accommodates a stationery shop on campus. The Administrative block accommodates the college office and offices for all administrative heads. The Academic block consists of classrooms, staff rooms, computer labs, auditoriums, AV Rooms, Library & Information Centre, Placement Cell, Counselling Centre, Incubation Centre, NSS office and additional space for meetings and workshops. The Sports Block includes office of Sports Director, Gymnasium, Space for indoor games. The Examination block accommodates the office of Controller of Examination, support staff, dedicated rooms for printing and storing, open area for meetings and equipped with a CCTV Camera and advanced facilities in accordance with the requirements of the university. The college functions in two shifts to utilize all these facilities optimally and has a comprehensive maintenance policy. The students avail state-of-the-art ICT facilities on campus. The institution is fully equipped with advanced IT facilities that aid online and hybrid mode of teaching.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/aqar23-24/aqar-report-4.1.1-facilities-teachinglearning.php

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

St. Joseph's College of Commerce has provided adequate space for cultural activities, outdoor and indoor games within the college premises for the overall development of the students. There are facilities for Basketball, Football, Hockey, Cricket (with practice nets), Throwball, Kabaddi, Badminton, carom, chess and table tennis. The College has a fully equipped gymnasium for training and fitness, accessible to staff and students. Sophisticated infrastructure is available in college for the purpose of cultural activities, with two well-equipped auditoriums for theatre, dance and musical performances; an open stage; sound and lighting facilities to host concerts, and cultural festivals; two audio-visual rooms for film screenings, public lectures and panel discussions; a media room for video and audio recording/editing, and graphic design. The College has a Student Governor appointed to oversee the activities of the Student Council. This student governing body coordinates all the cultural activities of the college and encourages extracurricular

activities among students. The college also appoints professional choreographers, theatre directors and choir conductors to train students. The College encourages students to take part in extracurricular activities. Travel expenses of the cultural teams are compensated by the college. Thus, the college supports students who wish to engage in extra-curricular activities through the aforementioned methods.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in//aqar23-24/aqar-report-4.1.2-sportscultural.php

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

44

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

26.32

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

4.2 - Library as a Learning Resource

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

The library is the institution's knowledge centre. It offers vital support for teaching, learning and research by curating facilities for the needs of the immediate academic fraternity. The library's total carpet area is 5156 Sq. ft. It has adequate seating for 120 students at a time. There are quite number of CCTV cameras installed for monitoring the code of conduct. The library was automated in 2005. It also has a separate section exclusive for E-resources. Name of the ILMS software EASYLIB Nature of automation (full or partial) FULL Version 4.3.3 Year of automation 2005 The library has used EASYLIB Integrated Library Management software since 2005 for its inhouse day-to-day activities. EASYLIB runs on a GUI (graphical user interface) environment to ease the data entry and operation. It has a web component that enables the library to share data across the campus. It also has built-in email and web publication support. It has unique features like multiple language support, library map and location view, multiple library connectivity, statistical analysis tools to improve library operation, data import and export etc. It also supports barcode, biometric and RFID operations.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/agar23-24/agar-report-4.2.1-ilms.php

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

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

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

25.64

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

4.2.4 - 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

142

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

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

There were several initiatives taken by the institution understanding the learning needs of the students. There are two computer labs on campus, the CPUs are constantly upgraded as they are from i3 to i5, i7 and now i9. The firewall was upgraded from Cyberoam - 100 iNG to SOPHOS - 500 iNG. 8 additional printers, 3 new servers, 15 additional projectors, 5 new digital signage boards, 8 new routers, 3 new photocopier machines were purchased. UPS capacity is now upgraded to 50 kva. Drone camera was purchased and 55 new CCTV cameras were installed, making it a total of 83 CCTV cameras, to monitor code-of-conduct on campus. The college has purchased a blended camera which allows online video conferencing and other facilities for online and hybrid mode of teaching. Remote access is an unique feature that connects the campus and provides Wi-Fi access through individual account login. Internet speed is 350 mbps. The following are the changes made in this academic year. A software Update (Versions V.2) for Linways Platform was introduced with complete automation for the admission process with advanced reports for easy access. UPI payments were introduced for Quick Payments. Marks card format was changed for the students of NEP Batch to incorporate the new scoring pattern and the naming conventions used by UUCMS for CIA, End Semester Examination.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/aqar23-24/aqar-report-4.3.1-itfacilities.php
4.3.2 - Student - Computer ratio	
Number of Students	Number of Computers
3152	280
File Description	Documents
Upload any additional information	View File
4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	
	A. 750 Mbps
File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded
4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing	
	A. All four of the above
File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/aqar23-24/aqar-report-4.3.4-econtent.php
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)****28.0025**

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	No File Uploaded

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

Funds are allotted in the college budget for periodic maintenance of the College building. The college has a clean and well maintained green environment with gardens and a hanging wall garden. AV rooms and academic offices are refurbished annually. The washrooms on every floor are retiled when required. The classrooms are annually upgraded with repaired furniture and repainting. All classrooms have well-serviced ICT, notice boards, green boards, classroom furniture. The floors are cleaned every day and waste disposal bins are emptied on daily basis. The Sports Department is responsible for the maintenance of the sports facilities which includes the basketball court, football field, gymnasium and the indoor games kit. The Sports Director works with two Sports Assistants who, in turn, are assisted by attenders to maintain the cleanliness of the sports grounds and equipment, lockers, washrooms and changing rooms, the gymnasium equipment. Qualified coaches are appointed for basketball, hockey, cricket and football for interested students. The Systems Administrator is responsible for the maintenance and optimal utilization of the Computer Lab. The Chief Librarian is responsible for the maintenance and utilization of the library facilities, assisted by the library staff, the librarian has established procedures to maintain books, magazines, DVDs and manuscripts.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/aqar23-24/aqar-report-4.4.2systems.php

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	
84	
File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded
5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year	
1197	
File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File
5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology	A. All of the above
File Description	Documents
Link to Institutional website	https://www.sjcc.edu.in//aqar23-24/aqar-report-5.1.3.php
Details of capability development and schemes	View File
Any additional information	View File
5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year	
540	

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

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

A. All of the above

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

5.2 - Student Progression

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

608

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education**362**

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	View File

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****61**

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

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****68**

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

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

Old Students Association' (OSA), The OSA has contributed extensively to the all-around advancement of the institution. Some of the methods of their active involvement with the college are Curriculum Development, Recognition and Rewards, Alumni Reunions, Alumni

Activities, Industrial Visits, Expert Talks, Placement Drives, and Co-curricular Activities. The alumni members are in toto with the institution's Board of Studies (BOS), Academic Council, and Governing body, giving valuable suggestions on quality enhancement, curriculum, teaching-learning practices, and placements. The association launched the Micro Labs skill development programme for Tally, GST, and Communication for campus placement interviews. In the academic year 2023-24 OSA has contributed to the overall growth of the institution by organizing activities related to Curriculum Development, Recognition and Rewards, Alumni Reunions, Industrial Visits, Christmas Celebrations, and Guest Lectures on trending topics like GST and the Union Budget, Placement Drives. The OSA, through a meticulous selection process selects students eligible for 17 awards and endowment funds.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in//aqar23-24/aqar-report-5.3.2-Presenceofactivestudentcouncil.php

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

24

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

5.4 - Alumni Engagement

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

Old Students Association' (OSA), The OSA has contributed extensively to the all-around advancement of the institution. Some of the methods of their active involvement with the college are Curriculum Development, Recognition and Rewards, Alumni Reunions, Alumni Activities, Industrial Visits, Expert Talks, Placement Drives, and Co-curricular Activities. The alumni members are in toto with the institution's Board of Studies (BOS), Academic Council, and

Governing body, giving valuable suggestions on quality enhancement, curriculum, teaching-learning practices, and placements. The association launched the Micro Labs skill development programme for Tally, GST, and Communication for campus placement interviews. In the academic year 2023-24 OSA has contributed to the overall growth of the institution by organizing activities related to Curriculum Development, Recognition and Rewards, Alumni Reunions, Industrial Visits, Christmas Celebrations, and Guest Lectures on trending topics like GST and the Union Budget, Placement Drives. The OSA, through a meticulous selection process selects students eligible for 17 awards and endowment funds.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in//agar23-24/agar-report-5.4.1Alumni.php

5.4.2 - Alumni's financial contribution during the year

A. ? 15 Lakhs

File Description	Documents
Upload any additional information	View File

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 College of Commerce (Autonomous), a part of Bangalore Jesuit Educational Society (BJES) through its vision emphasizes on the pursuit of Academic Excellence, Social Concern, and Character formation. The mission of the college intends to facilitate academic excellence coupled with a commitment to the cultivation of virtues and to meet the changing needs of the larger society, especially the marginalized. The institution provides an inclusive environment and nurturing ambience for the holistic development and the transformation of our students. SJCC has implemented mechanisms to periodically upgrade curricula and pedagogic practices, to encourage collaborations with corporations and top-notch educational institutions, and organize outreach programmes with greater faculty and student involvement. The institution believes in collaboration

and participative governance and has achieved milestones through effective leadership and varied enhancement initiatives, especially by forming committees to attend to areas such as Finance, Library, Sports, Research, Extension activities, ERP, Staff Recruitment, and Regular Academic Audits. Selected faculty members assist the principal through the key decision-making bodies and portfolios mentioned below:

Governing Body

Academic Council
Total Quality Management (Staff Council)
Internal Quality Assurance Cell
Heads of Departments
Examination Centre
Research Centre
Sports Department
Coordinators for special programmes
Coordinators of Clubs and Associations

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in//agar23-24/agar-report-6.1.1-governanceandleadership.php

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

The Principal, is the Academic Director of the Institution. However, the responsibilities pertaining to important areas like Finance, Management and Academics are decentralized and the individuals or the committees concerned enjoy autonomy in the decision-making process. The institution believes in collaborative and consultative decision-making process and forms a system of continued excellence. The Principal, is ably assisted by senior faculty members who are active members of key decision-making bodies, such as the Academic Council, Total Quality Management team, IQAC, Student Governor, Heads of Departments, Research Centre, Examination Centre and Sports Department. Staff members also act as coordinators for special programmes. The ethos of participative governance also extends to continuous improvement initiatives of the college. Special purpose committees attend to focus areas such as finance, library, sports, ERP, staff recruitment, regular academic audits and streamlined performance appraisals. Through an inclusive system of governance, all the stakeholders find representation in the administrative and governance decisions of the college, thus actively participating in the overall development of the institution.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in//aqar23-24/aqar-report-6.1.2-decentralization.php

6.2 - Strategy Development and Deployment

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

Karnataka was the first state in India to implement the National Education Policy announced in the year 2020. As a proactive response to the Karnataka Government's decision to implement NEP from the academic year 2021-2022, St. Joseph's College of Commerce (Autonomous) constituted an Internal Task Force to study the National Education Policy document and offer a strategic plan for implementing it in the institution. The Task Force held meetings with the Registrar, Vice-principals, Head of the Departments and Programme coordinators and guided them in developing new Curriculum Framework in alignment with the NEP. The institution was one of the first educational institutions to implement the NEP in to the curriculum. Based on the guidelines of the policy, the Institution conducted various workshop for the stakeholders like the teachers, parents and students before the actual implementation took. The open electives offered to students in the first year are more skill based and multidisciplinary in nature.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.sjcc.edu.in//aqar23-24/aqar-report-6.2.1TwinningProgramme.php
Upload any additional information	View File

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

St. Joseph's College of Commerce (Autonomous) is administered by the Bangalore Jesuit Educational Society (BJES), headed by the Provincial (President of BJES) as the governing authority of the institution. The administrative head is the Principal. The administration of the Institution is decentralized and autonomy is granted to various committees to form an inclusive system of governance. The Governing Body (GB) of SJCC is constituted as per the UGC norms with the Rector (Vice-president of BJES) as the Chairman of the GB. The GB is entrusted with the responsibility of formulating long term goals for the institution and also to review the overall performance. It discusses and ratifies changes pertaining to academic matters proposed by the Academic Council. The Principal of the institution oversees the Administrative Office, and coordinates other academic and administrative works, being ably supported by the Registrar, Vice-Principals, Heads of the Departments, Programme Coordinators and Subject Coordinators, IQAC, Research Department, Examination Centre and Resource Centres, Library, Computer and the ERP department. The IQAC collects feedback from all the stakeholders and initiates quality enhancement measures. The BJES Service Rules offers guidelines to all the employees. The institution has put in place a transparent system i.e., the Higher Education Policy of BJES for recruitment, promotions and other matters. The grievance redressal mechanism guided by the principal and the vice president of BJES addresses the concerns raised by staff and students.

File Description	Documents
Paste link to Organogram on the institution webpage	https://www.sjcc.edu.in/pdf/Organogram.pdf
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.sjcc.edu.in//agar23-24/agar-report-6.2.2FinalOrganogram.php

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	View File

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 College has the below mentioned employee benefit programmes catering to the overall wellbeing of the teaching and non-teaching staff:

Group Insurance -The institution provides a comprehensive group medical insurance coverage to its employees catering to more than 220 families of teaching, non-teaching, and support staff. The College also sanctions 30 Earned Leave for the non-teaching staff and paid marriage leave up to six days to all employees. Additional financial support like paid long leave is sanctioned for those with prolonged medical conditions.

Career Development and Progression: The fees and conveyance charges incurred by the faculty towards attending conferences, seminars and academic workshops is reimbursed. Faculty representing the institution in academic meetings or any other matters will be considered on official duty.

Education Support - The College provides concession on tuition fees to the children of teaching and non-teaching staff.

Support Measures for Doctoral Research: Teachers engaged in research work are given paid leave up to one year, subject to certain conditions. Apart from this, a reduction in work load and relaxation in invigilation duty is extended. Leave of up to six days is granted for the preparing for the Viva-voce. Further, seed money is given to promising research projects.

Activities

Annual tour, Staff Outreach Programmes, FDPs and team building

activities, uniforms for non-teaching staff, maternity & paternity leave, flexible working hours for nursing mothers, and workload flexibility for office bearers are some of the effective welfare measures taken by the institution.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/AQAR22-23/aqar-report-6.3.1-FinalStaffWelfare.php

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

15

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

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

20

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

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

65

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The Institution, run by the Bangalore Jesuit Educational Society (BJES), has constituted a committee for managing the financial transactions. The Committee meets twice a year, prepares the budget for various departments and submits it to BJES. It also conducts periodic internal audits, foresees major expenses for renovation and maintenance of the building, allocates the budget, and monitors the financial transactions and resource mobilization. The budget is presented to the Governing Board for approval. Accounting Practice The institution has a centralized accounting system and is managed and monitored by the Finance Officer. Budget is prepared and discussed with the Finance officer well in advance. Accounts are settled on a monthly basis and any extraneous collection in the institution goes to the collection account. Audit Practices The institution has an Audit policy and conducts two audits annually—the Internal and External Audit. The Internal Audit is carried out during the mid-academic year by a group of three professionals appointed by the BJES. The team checks whether the college adheres to the policy and is complying with statutory norms like deduction of TDS, and payment of the sanctioned amount as salary. The team scrutinizes the asset registry of the institution. The External Audit is carried out by a registered auditing firm at the end of the academic year and it includes auditing of all units of the management.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/AOAR22-23/aqar-report-6.4.1-internal-external.php

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)**64.71**

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	View File

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

The primary source of income of the college is the student fees collected as per the institutional rules and regulations. Other key sources of funding include grants received for major and minor research projects, ICSSR grants, grants received in recognition of the institution as College with Potential for Excellence (CPE), special assistance grants under the 12th plan and autonomy grant received from the UGC. Additional funds gathered are in the form of fees collected for self-financed and certificate courses, revenue generated from government and private examinations, professional use of computer laboratories by companies and institutions, service charges levied on the public for usage of the auditoriums and the playground, sponsorship received from parents for mid-day meal scheme, from companies and parents to educate underprivileged and deserving students, scholarships received from the alumni and the industries for the deserving and meritorious students. Besides, students raise funds through cultural activities and reach out to people affected during natural calamities. College prepares a budget for all these grants received in order to ensure effective utilization of the fund.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in//agar23-24/agar-report-6.4.3-institutional-strategies.php

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)

Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles) The Internal Quality Assurance Cell of St. Joseph's College of Commerce plays a significant role initiating quality measures to experience excellence in Education. It primarily focuses on quality enhancement in Teaching Learning and Evaluation, Research, Outcome based Education, Extension Activities, Consultancy and other core aspects that pave way for the holistic development of the individuals on campus. Implementation of National Education Policy 2020 Karnataka was the first state in India to implement the New Education Policy announced in the year 2020. The implementation of NEP at St. Joseph's College of Commerce (Autonomous) began with a series of orientation programmes to various stakeholders of the institution. The first year UG students of 2021-2022 were introduced to the curriculum under NEP 2020, Open electives were offered under CBCS for the Non-NEP batch and open electives under the NEP were based on skill enhancement courses and which is also multidisciplinary in nature.

Practice 2:

SJCC is in the process of introducing the Academic performance index (API). The Committee was set up to develop an academic performance index model for promotion of teaching faculty. FAPI (Faculty Academic Performance Indicators) was formulated as per the UGC Regulations (2018) and also in tune with the ethos of the institution. The IT facilities are revamped at regular intervals, with suggestions from the stakeholders, to ensure seamless connectivity. Online registration for the End Semester Examination through ERP.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.sjcc.edu.in//agar23-24/agar-report-6.5.1-studentresearch.php

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

The IQAC periodically evaluates the student performance and the teaching-learning methodology through its feedback mechanism. After evaluation of the feedback, the IQAC identifies a set of recommendations to improve the learning outcomes of students. Parents Teachers meeting for the first year students was conducted in the month of February to discuss the academic performance of the students. IQAC organizes 'Open House', a student forum that meets at the end of the academic year to discuss curriculum development, Teaching and Learning methods, syllabus completion and course structure, evaluation process, Infrastructural facilities, ICT used in classrooms, Placement, co-curricular and extra-curricular activities, facilities in cafeteria and computer labs. The institution believes in participative governance and decentralization. SQAC (Student's Quality Assurance Cell), functions under IQAC Co-ordinator. SQAC aims to improve the academic and administrative performance of the Institution by incorporating student's perspectives in all academic matters. IQAC has a system of ensured continued excellence through regular Academic Audits, BOS meetings, Outcome Based Education, Green Audit, Examination Audit, Student Satisfaction Survey, Subject Teaching Meeting and FDPs. IQAC of St. Joseph's College of Commerce plays a significant role initiating quality measures to experience excellence in the field of higher Education.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in//agar23-24/agar-report-6.5.2-SubjectCoordinators.php

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

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://sjcc.edu.in/pdf/AnnualReport2023-24.pdf
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

St. Joseph's College of Commerce (Autonomous) takes quality measures to promote gender equity. The commitment of the institution to establishing a just and equal society is reflected in its vision and mission, its core values, and the curriculum of all programmes offered by the institution. From the admission procedure followed by the institution, gender equity plays a pivotal role. In addition to the academic, cultural, and sports representatives Ladies' representatives are elected in all the classes. The institution encourages a discourse on issues pertaining to gender and designs curriculum accordingly. The student coordinators of the Women's Forum organize programs and activities in sensitizing students about gender. The Forum also provides a space for girl students to voice out their concerns. An important way in which students become part of the management of the institution is by participating in the Open House conducted for the students. Various programs are organized by the forum to help the students recognize their innate abilities and articulate their thoughts and ideas. Events like Eve's Day - "Embrace, Enrich, Empower", Nail Art workshop, Bake- along, Odd or Eve, Seminar on Women and Finance are a few such events among others that promote gender equality and gender acceptance.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in//aqar23-24/aqar-report-7.1.1-gender.php

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	View File
Any other relevant information	View File

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

Segregation of degradable and non-degradable waste is carried out as per the Waste Management policy drafted by the institution. Separate bins are used for collection of wet and dry waste at strategic locations. The wet waste is further used in vermicomposting and dry waste is recycled and excess is distributed to BBMP. The Eco Club frequently inspects the processes and organizes several programs sensitizing students about the care for common home through green practices. At the end of the semester one sided papers (used ones) are collected from various departments and is used for paper work. The Examination Department has implemented the use of cloth bags (blue) instead of paper bags for packing answer scripts. Special bags have been designed specifically to pack question papers. Used answer scripts are sent for recycling. Non-biodegradable wastes such as tetra packs and pet bottles are recycled. Every year a sum of 15 to 20 kgs of e-waste gets recycled in the institution. Electronic devices that are repaired and are in a position to be re-used are given to under privileged schools. H The food-waste convertor system installed in the institution uses the biodegradable waste and converts it into concentrated natural fertilizer. This is then left for composting to be used later as manure for plants and trees in the college campus.

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

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

A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

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

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

A. Any 4 or All of the above

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

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

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

<p>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.</p>	<p>A. Any 4 or all of the above</p>
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File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	View File

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

St. Joseph's College of Commerce (Autonomous) ensures equal access to educational spaces for students irrespective of their economic and cultural backgrounds. The staff and student community are from all the states across the country with regional and linguistic diversities. The institution promotes an inclusive environment on campus through various initiatives. The admission policy attempts to make top-class learning opportunities available to students from disadvantaged and underprivileged sections. Harmony Club, Equal opportunity Centre, Centre for Social Action, Youth for Democracy, Kannada Sangha, NSS, Hindi Parishad and other associations organize programs that promote an inclusive environment celebrating diversity. Some of the significant events conducted this year. "Visit to Karnataka Chitra Kala Parishad", "Antaranga", "Kannada Rajyotsava", by Kannada Sangha, "Being the Other", a documentary screening and panel discussion titled "Religion, Choice, and the Law in India" by CSA. The college makes tremendous efforts to observe and celebrate national and international days, events, and festivals throughout the year to promote tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities.

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

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

Sensitization of students of the Institution to the constitutional obligations is done through the curriculum as well as through extracurricular activities. The college offers open electives that focuses on Human rights, Environmental concern, Sustainability, Constitutional Obligation and moulds young minds to become socially responsible citizens. Faculty and students are encouraged to participate in workshops, seminars, and conferences organized by other institutions on the theme of constitutional values and democracy. Associations like AICUF, CSA (Centre for social action), Youth for Democracy, Harmony Club, NSS, Eco Club, Rotaract, Hashmi Theatre Forum, Kannada Sangha, and E-Cell celebrate important events such as the Karnataka Rajyotsava Day, Independence Day, Republic Day, and World Human Rights Day. Renowned speakers, distinguished alumni, civil servants, entrepreneurs, activists, environmentalists, journalists, and leaders are invited to address the students and motivate them to reach greater heights. The preamble of the constitution is displayed in the college campus to create awareness about the fundamental rights, and principles and to promote a feeling of brotherhood and unity among the citizens to build a great nation. Students are also encouraged to voice out for the voiceless, and walk with the marginalized. Guest lectures, webinars, competitions, and panel discussions are organized by various clubs and associations aiming at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and plural society as envisaged by our Constitution.

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

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on 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	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

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

Renowned speakers and leaders were invited to address the students and ignite the young minds to become agents of change in society. Birth/death anniversaries of national leaders are commemorated through activities like seminars, talks, street plays, cleaning drives, screening of movies and cultural programs. Activities organized on these special days would develop among the students a deep sense of respect towards the fundamental duties and constitutional values. Associations like AICUF, CSA (Centre for social action), Youth for Democracy, Harmony Club, NSS, Eco Club, Rotaract, Hashmi Theatre Forum, Kannada Sangha, and E-Cell celebrate important events such as the Karnataka Rajyotsava Day, Independence Day, Republic Day, and World Human Rights Day. Renowned speakers, distinguished alumni, civil servants, entrepreneurs, activists, environmentalists, journalists, and leaders are invited to address the students and motivate them to reach greater heights. St. Joseph's College of Commerce is one of the premier institutions of higher education in India. The institution aims to prepare men and women for others who are academically accomplished, emotionally balanced, morally upright, socially responsible, ecologically sensitive, and professionally dedicated. The college makes tremendous efforts to observe and celebrate national and international days, events, and festivals throughout the year.

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

7.2 - Best Practices

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

The Context

The institution has made a conscious effort to broaden the students' educational experience by providing them with holistic education, comprising of critical thinking ability, in-depth understanding of the subjects and the real world, ethical decision making skills, effective communication, creative and imaginative thinking skills, sensitivity towards society and a commitment to serve the people in need. The students are encouraged to take up leadership for challenging initiatives and develop the skills necessary to meet these challenges.

Objectives of the Practice

To provide holistic education to the students To develop a curriculum that offers a wide variety of choice in terms of specializations To offer appropriate support for students to explore and innovate in their chosen fields To create an atmosphere conducive for developing leadership skills To provide the necessary exposure to industry, professional bodies, international academia and other organizations.

File Description	Documents
Best practices in the Institutional website	https://sjcc.edu.in/igac-best-practices.php#:~:text=Best%20Practices%20%20Best%20Practice%20%E2%80%93%20%3A%20Engaging,Practice%20%E2%80%93%207%3A%20Comprehensive%20Evaluation%20System%20More%20items
Any other relevant information	https://sjcc.edu.in/igac-best-practices.php#:~:text=Best%20Practices%20%20Best%20Practice%20%E2%80%93%20%3A%20Engaging,Practice%20%E2%80%93%207%3A%20Comprehensive%20Evaluation%20System%20More%20items

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)

Institutional Distinctiveness - Bembala In alignment with the Jesuit Higher Education purposes, the University Grants Commission, the Highest Education Authority in India, has recognized the relevance and importance of the purpose and practice of 'Extension' as integral to the process of learning. Bembala is a Community Outreach Programme designed for students of all institutions under Bangalore Jesuit Educational Society (BJES), initiated to realize the Jesuit Vision of life and education. The outreach programme consists of awareness building exercises, cleanliness drives, campaigns for social causes, social visits, and rural visits. Bembala team organized several social visits to old age homes, orphanages and government schools, cleanliness drives in schools, Traffic awareness drive are some of the programs. Bembala Department organizes social visits throughout the academic year. The visits allow students to participate in community outreach activities and develop a sense of commitment to work towards the welfare of the marginalized communities. Interdisciplinary Approach An interdisciplinary nature is imperative to any curricular's framework. Students pursuing both Commerce and Business Administration Programmes at SJCC are expected to complete certain number of Core Papers in their respective field of study. Apart from the Core Papers, students are offered open elective papers from other fields of study, including Theatre, Arts and Literature. This offers students an opportunity to familiarize themselves with different fields of study to understand the world around in a better manner. Some of the Core Papers have been redesigned as interdisciplinary

papers to enrich the understanding of different subjects.

File Description	Documents
Appropriate link in the institutional website	https://sjcc.edu.in/agar23-24/pdf/7.3.1-inst.pdf
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

1. The institution intends to register for the National Academic Depository (NAD) in order to establish a student academic repository in accordance with the National Education Policy (NEP). This initiative aims to enable students to redeem their credits for certificate, diploma, or degree programs in accordance with established norms while also facilitating unrestricted mobility within the nation.
2. The proposed course of action for organizing the NAAC Sponsored National Conference on Innovation and Quality Enhancement in Higher Education Institutions within the framework of the National Education Policy-2020.
3. Enhanced amount of seed money for research
4. The IQAC team has been expanded in accordance with the NAAC Criterion.
5. The enhancement of the automation process for document retrieval in Enterprise Resource Planning (ERP) systems.
6. The introduction of interdisciplinary courses and skill-based open electives in the first and second year undergraduate curriculum has been mandated by the NEP regulation for the undergraduate departments of B.A., B.Sc., B.Com, and BBA.
7. Perform the IT and Green Audit for the forthcoming year as a component of the routine and periodic audit.
8. Faculty Academic Performance Indicators (FAPI) have been introduced.
9. Comprehensive Action Take the report generated and disclosed

to stakeholders.

10. Institutional Development Plan implemented as per the latest UGC Regulations.