



ST. JOSEPH'S COLLEGE OF COMMERCE, AUTONOMOUS

Re-Accredited "A++" by NAAC 4th Cycle

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DETAILED REPORT ON NATIONAL WORKSHOP

**"Fostering Innovation, Inclusion and Sustainability in
HEIs"**

15th & 16th December 2025

Organized by Internal Quality Assurance Cell (IQAC)

&

Sponsored by

Indian Council of Social Science Research – Southern Regional Centre

**Ministry of Education, Government of India
Hyderabad, Telangana - 500007**

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Fostering Innovation, Inclusion and Sustainability in HEIs

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First Edition: 2025

ISBN: 978-93-49224-92-6

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TABLE OF CONTENTS

Sl. No	Contents
1	Workshop Invitation
2	Program Schedule
3	Workshop Report
4	Feedback Analysis
5	Photo Gallery
6	Conference Presentation Material



St. Joseph's College of Commerce (Autonomous)

163 Brigade Road, Bengaluru, Karnataka - 560 025.

INTERNAL QUALITY ASSURANCE CELL

Presents

NATIONAL WORKSHOP on Fostering Innovation, Inclusion and Sustainability in HEIs



Indian Council of Social Science Research (ICSSR)
Southern Regional Centre (SRC)



15 & 16
DECEMBER 2025

VENUE: ST. JOSEPH'S COLLEGE OF COMMERCE

ABOUT THE INSTITUTION

St. Joseph's College of Commerce (SJCC) formerly a part of St. Joseph's College, established in the year 1882, is managed by the Bangalore Jesuit Educational Society (BJES). The college's vision includes a model for higher education that encourages individuals to dream of a socially just world and its mission outlines a strategy to empower individuals to realise that dream. The innovations were further bolstered by the granting of autonomous status to the college by the UGC in September 2005. The college has undergone four cycles of NAAC accreditation, beginning in 2000 when it secured 'Five Stars'; in 2007, it earned an 'A' grade; in 2012, it again received an 'A' grade; and in February 2021, it was awarded an 'A++'.

It is one of the very few institutions in the country to have secured an A++ grade in the fourth cycle under the Revised Accreditation Framework (RAF) and the first college in Karnataka to do so. The college was declared a 'College with Potential for Excellence' in 2010. In 2011, SJCC was recognised as a Research Centre by Bangalore University. The college has consistently been ranked among the top 100 colleges in the country by the National Institutional Ranking Framework (NIRF), Ministry of Education, Government of India, since NIRF's inception in 2017.



ABOUT ICSSR - SRC

The primary objective of the Indian Council of Social Science Research (ICSSR) is to promote research in the social sciences and to facilitate the utilisation of its vast resources. The ICSSR has Six Regional Centres in India, among which the Southern Regional Centre is one. The ICSSR-SRC, established in 1973 in collaboration with Osmania University and the Government of Andhra Pradesh, serves the southern states.

The major role of the Southern Regional Centre is to act as an agent of the ICSSR within the southern region, to represent social scientists and bring their ideas and concerns to the ICSSR in New Delhi; to provide a platform for social scientists of the region to collaborate for the promotion of social science research; and to serve as a link between the region's social scientists and the national and international community of social scientists. The jurisdiction of the Southern Regional Centre extends to the states of Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, and Telangana and the Union Territories of Lakshadweep and Puducherry.

The broad disciplines of study within the domain of the social sciences are: Economics and Development studies, Management, Commerce, Sociology, Social work, Social Anthropology, Cultural Studies, Sociolinguistics, Gender Studies, Political Science, International Studies, Public Administration, Diaspora Studies, National Security and Strategic Studies, Education, Social Psychology, Legal Studies, Social Geography, Environmental Studies, Media Studies and Library science.

ABOUT THE WORKSHOP

The integration of digital technology within the classroom has become crucial for teachers seeking to enhance the teaching-learning process. While this shift presents immense opportunities, it also brings significant challenges that institutions must address.

To initiate this conversation, a panel discussion titled "Digital Transformation in Higher Education: Challenges and Opportunities" will offer workshop participants a platform to reimagine institutional systems, curriculum delivery, assessment strategies, and learner engagement. This discussion will encourage reflection on current practices and inspire participants to envision the future of higher education through a digital lens.

As personalised and learner-centric approaches gain prominence, allowing students to learn at their own pace, teaching and learning have become more flexible yet increasingly distanced. Moreover, the persistent digital divide among faculty members and students highlights the need to understand the foundations of artificial intelligence and machine learning.

The faculty members will be trained to create educational content beyond the physical classroom and to manage and store the digital data they generate. Collectively, these sessions aim to equip educators with the skills and perspectives necessary to thrive in an evolving digital academic landscape.

OBJECTIVES OF THE WORKSHOP

- To apply innovative teaching-learning pedagogies.
- To promote the mental and emotional well-being of the faculty community in the contemporary digital environment.
- To encourage institutions to integrate and implement key United Nations Sustainable Development Goals, specifically SDG 3 (Good Health and Well-Being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 13 (Climate Action) and SDG 16 (Peace, Justice and Strong Institutions).
- To create awareness of data privacy and ethical use of advanced technologies among HEIs.

ORGANISING COMMITTEE

Chief Patron
Dr. Daniel Fernandes, SJ
Vice-President, BJES

Patron
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Principal, SJCC

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IQAC Coordinator

Dr. Vedapradha. R
Convener

Committee Members

Mr. Jeffin Lijo J
Dr. Shanu N Nazar
Dr. Diana Sushmitha
Ms. Anushree Jana

SCHEDULE - DAY 1 15-12-2025

Registration	8.30 AM
Inauguration	9.00 - 9.15 AM
Keynote Speaker Address- Sustainable consumption Ms. Sangita Sharma Annadana Soil and Seed Savers Network, Bangalore	9.15 - 10.30 AM
Session 1: Gender Sensitization and Equality in Academia Prof. Sreevidya Subramanyum Co-founder & Director, Suchinta Solutions. Certified expert in POSH Law.	10.30 - 11.30 AM
TEA BREAK - 11.30 AM	
Panel Discussion - Digital Transformation in Higher Education (Opportunities & Challenges) Dr. Mary Jeyanthi. P Professor - Artificial Intelligence, Machine Learning & Analytics School of Management, Presidency University	12:00 - 1:00 PM

Dr. Vinay. M
Assistant Professor - Dept of Computer Science
CHRIST (Deemed to be University)

Dr. Greta D Zousa
Head, School of Education
CHRIST (Deemed to be University)

Mr. Gnanaraj Sadachalam
Industry expert, Founder
SADRE Solutions, India

LUNCH BREAK - 1:00 PM

Session 2: Ethical Use of Artificial Intelligence in Research

Mr. SrinivasPrabhu
Co-Founder
Incanto Dynamics Pvt. Ltd

2:00 - 4:00 PM

REFRESHMENTS - 4: 00 PM

SCHEDULE - DAY 2 16-12-2025

Session 3: Navigating Data Privacy and IPR in Academic Settings Ms. Shubamangala Sunil Subject Matter Expert (Industry)	9:30 - 11:00 AM
TEA BREAK - 11:30 AM	
Session 4: Resilience in the face of Climate Change Dr. Ravikanth. G Senior Fellow, Professor Ashoka Trust for Research in Ecology and Environment, SMS Centre for Biodiversity and Conservation, (ATREE) Academy	12:00 - 1:30 PM
LUNCH BREAK - 1: 30 PM	
Session 5: Unlocking the secrets of workplace happiness Ms. LissiveMaria Clinical Psychology St. Joseph's College of Commerce, Bangalore	2:30 - 4:00 PM
Valedictory Distribution of Certificates	4:00 PM



OVERVIEW OF THE WORKSHOP

The Internal Quality Assurance Cell (IQAC) of St. Joseph's College of Commerce (Autonomous) held a National Seminar on "Fostering Innovation, Inclusion, and Sustainability in Higher Education Institutions" on 15 and 16 December 2025 at the Audio-Visual Room 303. The seminar brought together faculty members, educators, industry experts, and practitioners to discuss sustainability, gender equality, digital transformation in higher education, and the ethical use of artificial intelligence. The sessions aimed to promote reflection on institutional practices and support inclusive, innovative, and sustainable approaches.

MESSAGE FROM PRINCIPAL

In an era of rapid technological advancement and complex global challenges, higher education institutions must serve as hubs of innovation. We are called upon to nurture critical thinking, interdisciplinary research, and creative problem-solving, enabling our learners to transform knowledge into meaningful solutions for societal and industrial needs. Innovation, however, finds its true purpose only when it is inclusive. As we deliberate and collaborate today, let us reaffirm our collective commitment to innovation that transforms, inclusion that empowers, and sustainability that endures. It will surely would contribute towards the discussions and insights shared during this program will contribute meaningfully to strengthening higher education and aligning it with national and global priorities.

Dr. Charles Lasrado, SJ

Principal

NATIONAL WORKSHOP REPORT

Day 1: 15th December 2025

Venue: Audio Visual Room 303

Registration (8.30 – 9:00 AM)

The participants who had registered using Google forms were physically asked to check their names, and affiliation at the registration desk of the institute. They were guided by the group of student volunteers to ensure smooth organization and offer guidance to the external participants with campus. They were guided to the refreshment area to have their breakfast and tea as some of them were outstation participants.

Inaugural Ceremony (9:00 – 9:15 AM)

The workshop commenced with a formal inaugural ceremony. The proceedings were initiated by the Master of the Ceremonies, followed by a prayer and an invocation rendered by the choir of St. Joseph's College of Commerce.



The ceremonial lighting of the lamp was conducted with the dignitaries being escorted by Dr. Vedapradha R, Convenor, and Ms. Asha Joseph, IQAC Coordinator, along with the UG and PG SQAC Coordinators.



The Welcome Address was delivered by Dr. Charles Lasrado SJ, Principal, who highlighted the institution's commitment to academic excellence and socially responsible education.



This was followed by the concept note presented by Dr. Vedapradha R, outlining the objectives and relevance of the workshop. She emphasized that Higher education institutions are no longer limited to their traditional function of disseminating knowledge. In the quickly evolving world of today, which is characterised by social change, technological upheaval, and environmental issues, HEIs are expected to serve as hubs for innovation, inclusive platforms, and stewards of sustainability. As a result, this issue is not only pertinent but also vital. Innovation in higher education extends beyond the use of new technologies or digital tools. It entails reconsidering teaching methods, promoting interdisciplinary research, supporting entrepreneurship, and cultivating students' problem-solving attitudes. Our educational institutions must enable students to become leaders of change, creators of information, and innovators of solutions who can successfully address problems in the real world.



Inclusion is equally vital. For students from a variety of socioeconomic, cultural, and geographic origins, an inclusive higher education system guarantees fair access, involvement, and achievement. We must create curricula, instructional strategies, and institutional policies that embrace diversity as a strength in order to achieve inclusion. HEIs can genuinely become engines of social mobility and national growth by advancing social justice, gender equity, and accessibility. Sustainability, the third pillar of our theme, serves as a reminder of our obligation to the next generation. Sustainability in higher education includes sustainable thinking integrated into teaching, research, and governance; it is not just about energy-efficient

infrastructure or green campuses. HEIs are essential for fostering long-term societal well-being, ethical leadership, and environmental consciousness.

The Keynote Speaker was formally introduced by Ms. Asha Joseph, IQAC Coordinator. The speaker was felicitated with a plaque and a sapling.





Keynote Address – Sustainable Consumption (9:15 – 10:30 AM)

Speaker Ms. Sangita Sharma, founder of Annadana Soil and Seed Savers Network, Bangalore, delivered the keynote address for the national seminar. Ms. Sharma focused on sustainable consumption, food security, seed sovereignty, and the interconnection between soil health, human health, and environmental sustainability. Ms. Sangita Sharma shared her experiences with farmers across India. Ma'am explained how reliance on seed corporations, high prices for seeds, and the cost of agrochemicals have impacted farmers and food systems. Ma'am compared soil to the human gut and noted that soil contamination leads to flawed food and lower immunity. Through lived experiences, Ma'am pointed out that seeds are essential for life and should never be patented, noting the loss of nearly 150 species each day. Ma'am showcased the diversity found in crops like squash, tomato, capsicum, chili, corn, okra, lettuce, beans, and brinjal, mentioning that India has over 2,500 varieties of brinjal. By sharing examples such as a carrot flower producing nearly 12,000 seeds and a sunflower yielding about 9,000 seeds, she challenged common ideas about food insecurity.





The session also addressed issues like food adulteration, genetically modified foods, pollution, and the influence of large companies on seed control, while promoting sustainable methods like companion cropping, green manuring, food forests, and reviving traditional food systems and Ayurveda.



A token of gratitude was handed over by Principal to the keynote speaker after the session.

Session 1: Gender Sensitization and Equality in Academia (10:30 – 11:30 AM)

Speaker: Prof. Sreevidya Subramanyum, Co-founder & Director, Suchinta Solutions

This session focused on gender sensitization and equality in academia, in line with SDG 5. Prof. Sreevidya Subramanyum discussed the obstacles women face in higher academic and leadership roles due to family, societal, and workplace pressures. She made it clear that gender equality is about fairness and mutual respect, not just feminism. She highlighted how social conditioning is evident on campuses through biased hiring practices, unconscious biases, and non-inclusive language, even among educated individuals.



The session proposed sensitization strategies for different groups. For men, the emphasis was on recognizing dominance, respectful communication, emotional expression, and accountability.



For women, it focused on assertiveness, clarity in academic communication, understanding rights related to safety and dignity, and the importance of speaking up. For transgender individuals, the session encouraged using correct pronouns, ensuring safe and respectful campus facilities, faculty training, and clear institutional policies. Prof. Sreevidya Subramanyum was honored with a plaque and a sapling before the session, and a gratitude letter was presented after the session for her important insights.



The participants then headed towards the tea break and refreshments that helped them to interact with the speakers and fellow participants in terms of networking.

Panel Discussion – Digital Transformation in Higher Education (12:00 – 1:00 PM)

The panellists, namely Dr. Mary Jeyanthi P, Dr. Vinay M, and Mr. Gnanaraj Sadachalam were introduced by the moderator of the session, Dr. Greta D Zousa to the audience. The panellists and the moderator were felicitated by the convenor and the coordinator before the session began.





The panel discussion explored digital transformation in higher education, including its opportunities and challenges. Dr. Mary Jeyanthi P spoke about innovative teaching methods like blended learning, flipped classrooms, virtual labs, AI-powered personalization, and data-driven insights. She stressed improved access, self-paced learning, and faculty empowerment. Mr. Gnanaraj Sadachalam pointed out the gap between industry needs and academic curricula, noting that skills evolve faster than college syllabi, causing high onboarding costs and issues for graduates.



Dr. Vinay M clarified differences between digitization and genuine digital transformation, warning against the “PDF trap.” He discussed issues like the access-versus-ability dilemma, faculty burnout, outdated assessment systems, and the ethical use of AI in education. The moderator and panellists received plaques and saplings before the discussion, and gratitude letters were presented at the end to recognize their valuable contributions.







The session ended well with participants understanding the opportunities, challenges, and strategies to deal the changing dynamics of higher education in the current scenario of generative Artificial Intelligence. The participants headed to the lunch area at 1:00 pm.





Session 2: Ethical Use of Artificial Intelligence in Research (2:00 – 4:00 PM)

Speaker: Mr. Srinivas Prabhu, Co-Founder, Incanto Dynamics Pvt Ltd

The speaker was introduced by Ms. Jyothi, IQAC office staff to the audience and his achievements as an entrepreneur.

The final session centered on emerging research trends, job opportunities, and the ethical use of artificial intelligence. Mr. Srinivas Prabhu discussed the rise of AI agents, changing job roles, and the growing need for research skills across different fields. He highlighted that while some skills may become outdated, curiosity and lifelong learning will remain crucial in the future.





The session included demonstrations of AI tools like Claude AI and discussions on their uses in research, financial analysis, statistical analysis, and dashboards, along with concerns about data privacy and ethical responsibility. Mr. Srinivas Prabhu was honoured with a plaque and a sapling before the session, and a gratitude letter was presented at the end to appreciate his informative and forward-looking presentation.

Conclusion & Refreshments

Using AI to improve learning while preserving justice, privacy, and human roles is known as ethical AI in higher education (HEIs). It focusses on accountability, transparency, and bias mitigation in data and algorithms to stop discrimination and guarantee student data protection (such as FERPA compliance). Important guidelines include including people in crucial choices, upskilling employees rather than replacing them, and creating processes that support equity and trust while being in line with institutional ideals and the good of society. The Day 1 sessions of the National workshop offered valuable insights into sustainability, inclusion, digital transformation, and the ethical use of technology in higher education.

It encouraged participants to reflect on institutional practices and adopt inclusive and innovative approaches.

The day one ended with participants breaking for the refreshments before leaving for the day.

OVERVIEW

Day 2 of the National Seminar focused on emerging and critical themes such as data privacy and cybersecurity, climate change and biodiversity, and emotional well-being in the workplace. The sessions encouraged participants to reflect on ethical responsibility, sustainability, and human-centric approaches within higher education institutions, aligning strongly with global sustainability and inclusion goals.



Session 3: Data privacy, Cybersecurity and Intellectual Property in Academia (9:30 A.M - 11:00 A.M)

Speaker: Ms. Shubhmangala Sunil,

The speaker was introduced and welcomed before the session began. The session on data privacy addressed the growing risks and responsibilities associated with digital technologies in everyday life and academic institutions. Ms. Shubhmangala Sunil discussed widely used platforms such as WhatsApp and explained the concept of end-to-end encryption, clarifying common misconceptions regarding data safety. She highlighted real-world concerns including Aadhaar card scams, banking frauds, hacking incidents, data loss, and data theft, prompting participants to critically reflect on how and where personal and institutional data is stored.



The session provided insights into existing data privacy laws, including the General Data Protection Regulation (GDPR), and emphasized the benefits of complying with such regulations. Special focus was given to data privacy in academia, covering areas such as student data, research data, learning management systems, and the risks associated with free public Wi-Fi on campuses. Ms. Sunil outlined key principles that universities should follow to safeguard data and maintain digital integrity.



She also elaborated on intellectual property rights, explaining patents, copyrights, trademarks, and industrial designs, while addressing the practical challenges faced by academic institutions in protecting intellectual output. Best practices and recommendations were shared for faculty members, administrators, and students to responsibly manage data and intellectual property. The session concluded with an introduction to the deep web and dark web, raising awareness about digital risks. The speaker was felicitated with a plaque and a sapling before the session, and a gratitude letter was presented after the session in appreciation of her comprehensive and insightful presentation.

Tea & refreshments at 11:30 am was served to the guests and participants.

Session 4: Climate Change, Biodiversity and Ecological Sustainability (12:00 P.M - 1:30 P.M)

Speaker: Dr. Ravikanth G,

The speaker was introduced and felicitated before the session began.

This session focused on climate change and its profound impact on ecosystems and biodiversity. Dr. Ravikanth discussed rising global temperatures, increasing sea levels, and the growing frequency of extreme weather events. He explained how these changes are affecting species survival, leading to unprecedented breeding failures, ocean warming, early flowering, and shifts in species distribution across regions.



The session highlighted the ecological importance of fragile ecosystems such as the Myristica swamps of the Western Ghats and discussed the threat posed by invasive species and potential areas of invasion. Using scientific data and real-world examples, the speaker emphasized the urgency of conservation efforts and the role of research institutions in addressing climate challenges. The session reinforced the need for sustainable policies, environmental awareness, and institutional responsibility toward biodiversity conservation. Dr. Ravikanth was felicitated with a plaque and a sapling before the session, and a gratitude letter was presented at the conclusion of the session in recognition of his valuable contribution.

Lunch was served at 1:15 pm after the session.



Session 5: Workplace Well-being, Emotional Health and Meaningful Engagement (2:30 P.M - 4:00 P.M)

Speaker: Ms. Lissue Marie

The speaker was introduced to the audience and welcomed by offering a pot of plant. The final session of Day 2 focused on emotional well-being, stress management, and meaningful engagement in the workplace. The session began with an interactive reflection activity where participants were asked to write one word describing how they feel about their workplace, identify what drains them, and reflect on what energizes them. This encouraged participants to introspect on their emotional experiences at work.

Ms. Lissue Marie explored themes of stress, exhaustion, and emotional overload, supported by a video where children spoke about what makes them happy, highlighting the simplicity of human needs. Participants were guided through a short grounding exercise involving mindful breathing to reconnect with bodily experiences. The speaker explained the science of connection emphasizing that loneliness is comparable to hunger and discussed the role of dopamine, oxytocin, serotonin and endorphins in emotional well-being.



She also spoke about the tendency to focus on negativity and introduced the idea of positive gossip as a tool for building healthier workplace cultures. The session concluded with a meaning-anchoring exercise, encouraging participants to reflect on why they chose their profession or course and what changes they wish to make moving forward. Ms. Lissue Marie was felicitated with a plaque and a sapling before the session, and a gratitude letter was presented after the session in appreciation of her engaging and reflective approach.

Valedictory Ceremony (4:00 PM)

Following the completion of all sessions, the workshop report was formally read by Dr. Vedapradha R, summarizing the key discussions and learnings from both days of the National Workshop. This was followed by the valedictory ceremony, during which certificates of participation were distributed to all participants by the Vice Principal (Shift 1) of St. Joseph's College of Commerce, Dr. Ruqsana Anjum.



The seminar concluded with a vote of thanks proposed by Ms. Asha Joseph, IQAC Coordinator, who expressed gratitude to the speakers, dignitaries, organizing committee members, participants, and support staff for their contributions toward the successful conduct of the National workshop. The workshop and the day ended with refreshments and group photograph.

Resource Person Feedback Analysis Report

Executive Summary

This report consolidates participant feedback from the National Level Workshop held on December 15th –16th, 2025 at St. Joseph's College of Commerce, Autonomous, Bangalore. It provides individual analyses of each resource person's sessions, followed by an overall synthesis. The findings highlight strong subject expertise, effective delivery, and relevance of topics, while also identifying areas for improvement. Graphical visuals are included to illustrate comparative ratings and recommendation trends.

1. Individual Feedback Analysis

Dr. Vinay M

- **Average Rating:** 8.9/10
- **Strengths:** Clear subject knowledge, engaging delivery, practical insights.
- **Areas for Improvement:** Pacing of content in some sessions.
- **Recommendation Rate:** 100%

Dr. Mary Jeyanthi P

- **Average Rating:** 8.6/10
- **Strengths:** Strong expertise, excellent panel discussions.
- **Areas for Improvement:** Mixed ratings on clarity and interaction.
- **Recommendation Rate:** 95%

Dr. Greta D'Souza

- **Average Rating:** 8.7/10
- **Strengths:** Excellent command of language, updated content.
- **Areas for Improvement:** Interaction consistency.
- **Recommendation Rate:** 96%

Ms. Shubamangala Sunil

- **Average Rating:** 9.2/10
- **Strengths:** Outstanding clarity on data privacy/IPR, highly engaging.
- **Areas for Improvement:** One session noted lower engagement.
- **Recommendation Rate:** 90%

Dr. Ravikanth G

- **Average Rating:** 9.1/10
- **Strengths:** Strong sustainability and climate expertise.
- **Areas for Improvement:** Minor variation in interaction.
- **Recommendation Rate:** 94%

Prof. Sreevidya Subramanyum

- **Average Rating:** 9.0/10
- **Strengths:** Excellent gender sensitization delivery.
- **Areas for Improvement:** Time dimension ratings varied.
- **Recommendation Rate:** 97%

Mr. Srinivas Prabhu

- **Average Rating:** 8.8/10
- **Strengths:** Highly engaging on AI ethics, strong subject knowledge.
- **Areas for Improvement:** Inconsistent ratings across institutions.
- **Recommendation Rate:** 92%

Mr. Gnanaraj Sadachalam

- **Average Rating:** 8.7/10
- **Strengths:** Strong industry insights, practical examples.
- **Areas for Improvement:** Uneven clarity in some sessions.
- **Recommendation Rate:** 95%

2. Overall Feedback Analysis

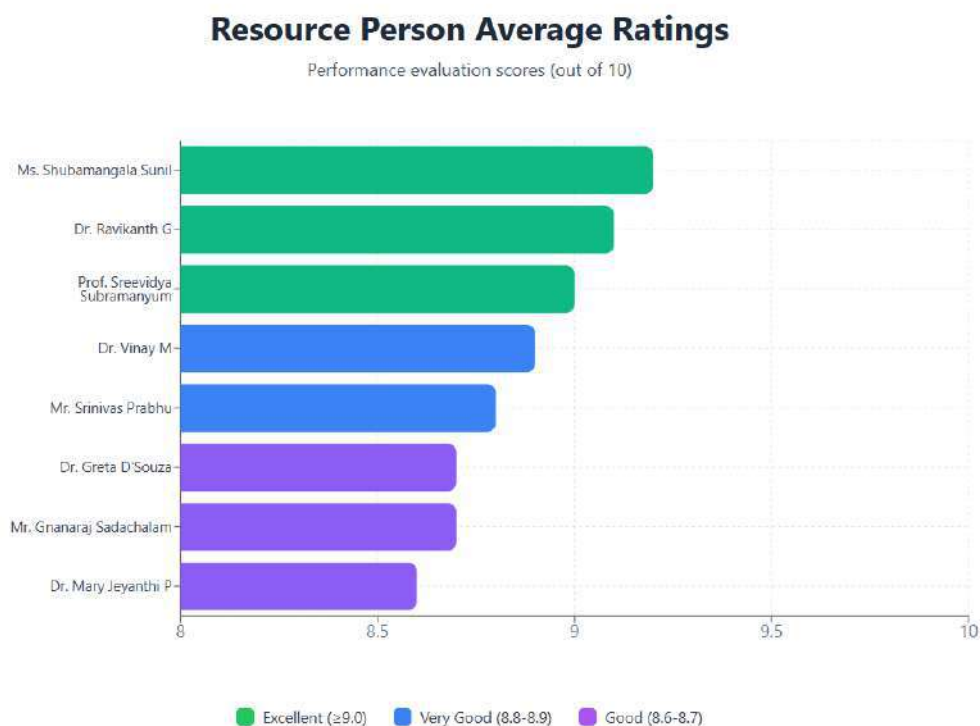
- **Content Quality:** Average rating across all sessions was **8.8/10**.
- **Relevance of Topics:** Participants consistently found sessions aligned with academic and industry needs.
- **Delivery Style:** Most resource persons scored **9+** in clarity and command over language.
- **Engagement:** Generally strong, though some sessions had lower interaction.
- **Time Management:** Mixed ratings, with some sessions exceeding allotted time.
- **Recommendation:** Over **94% of participants** recommended the resource persons for future workshops.

3. Average Rating per Resource Person

With scores ranging from 8.6 to 9.2 out of 10, the average evaluations for all resource personnel show exceptional performance and continuously high participant satisfaction. With the highest rating of 9.2, Ms. Shubamangala Sunil leads, closely followed by Prof. Sreevidya Subramanyum at 9.0 and Dr. Ravikanth G at 9.1. All three of them surpass the remarkable 9.0 mark, which denotes genuinely great delivery and impact. Both Dr. Vinay M. and Mr. Srinivas Prabhu had excellent ratings of 8.9 and 8.8, respectively, indicating that participants had extremely favourable things to say about them. Dr. Greta D'Souza and Mr. Gnanaraj Sadachalam both get ratings of 8.7, and Dr. Mary Jeyanthi P completes the group with an 8.6. However, even this "lowest" grade indicates excellent performance that is much above acceptable levels.

Resource Person	Average Rating
Dr. Vinay M	8.9
Dr. Mary Jeyanthi P	8.6
Dr. Greta D'Souza	8.7
Ms. Shubamangala Sunil	9.2
Dr. Ravikanth G	9.1
Prof. Sreevidya Subramanyum	9.0
Mr. Srinivas Prabhu	8.8
Mr. Gnanaraj Sadachalam	8.7

With an overall average of almost 8.9, the small range of just 0.6 points between the top and lowest ratings shows exceptional consistency in quality among all instructors. These evaluations attest to the fact that participants consistently rated their experiences in the "very good" to "excellent" range across all metrics assessed, found the sessions to be highly valuable, and valued the resource people' knowledge and delivery methods.



4. Ratings Across Dimensions

Every instructor exhibits great topic knowledge expertise, and the performance evaluation regularly shows strong outcomes across all eight resource personnel. Being the only resource person to receive a "High" grade in contact skills while keeping high marks in both subject knowledge and PPT quality, Ms. Shubamangala Sunil stands out as the top performer. Five resource people, Dr. Vinay M, Dr. Greta D'Souza, Dr. Ravikanth G, Prof. Sreevidya Subramanyum, and Ms. Shubamangala Sunil achieved high PPT quality ratings, demonstrating top-notch presentation materials.



Resource Person Performance Matrix				
Comprehensive evaluation across key performance indicators				
Resource Person	Subject Knowledge	Interaction	PPT Quality	Time Management
Ms. Shubamangala Sunil	High	High	High	Medium
Dr. Vinay M	High	Medium	High	Medium
Dr. Greta D'Souza	High	Medium	High	Medium
Dr. Ravikanth G	High	Medium	High	Medium
Prof. Sreevidya Subramanyam	High	Medium	High	Medium
Dr. Mary Jeyanthi P	High	Medium	Medium	Medium
Mr. Srinivas Prabhu	High	Medium	Medium	Medium
Mr. Gnanaraj Sadachalam	High	Medium	Medium	Medium

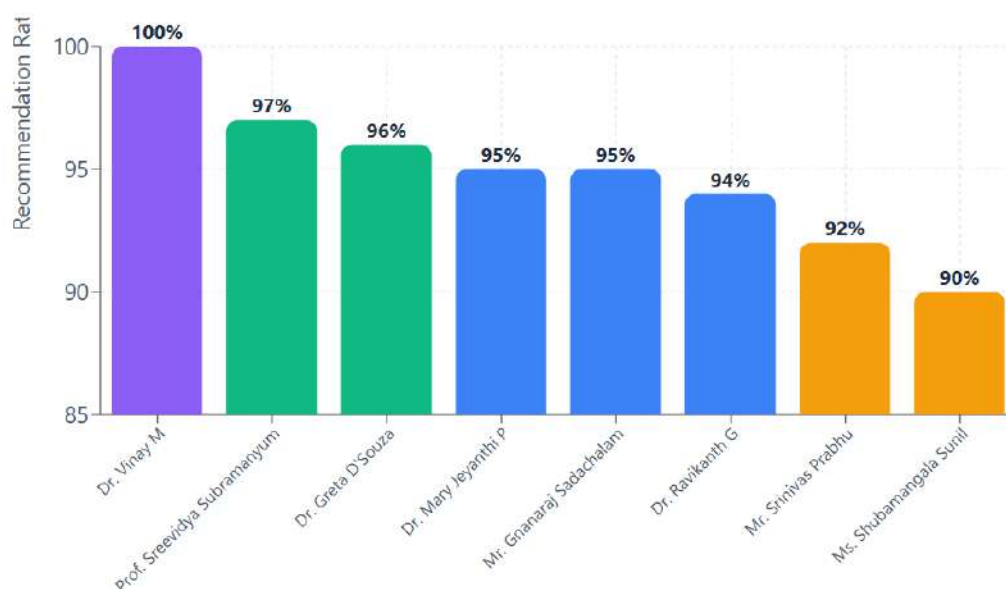
All eight resource persons scored medium grades in time management, indicating a chance for progress in session pacing and adherence to specified timeframes, according to the evaluation, which highlights a common area for growth. In the same manner, seven instructors' interaction levels were mostly medium, suggesting room for improved audience engagement techniques. Notwithstanding these areas for improvement, the overall performance is praiseworthy, and the consistently excellent topic knowledge scores attest to the fact that all resource people are highly skilled in their fields and equipped to present instructional materials.

5. Recommendation Rate

With a remarkable average of 94.9% willingness to suggest among participants, the recommendation rates for all eight resource individuals show outstanding overall performance. Prof. Sreevidya Subramanyam (97%), Dr. Greta D'Souza (96%), and Dr. Vinay M (perfect 100% referral rating) are the next most satisfied attendees. With evaluations ranging from Ms. Shubamangala Sunil's 90% to the perfect score, it is noteworthy that every single resource person surpassed the 90% criterion, indicating consistently excellent instruction and participant satisfaction across the board.

Resource Person Recommendation Rates

Percentage of participants who would recommend each resource person



The program's successful selection of skilled teachers who successfully fulfilled participant expectations is suggested by the substantial clustering of scores between 90 and 100%. Participants found value in the sessions and would confidently suggest these resource people to their colleagues for future training opportunities, as evidenced by even the lowest recommendation rate of 90%.

The National Level Workshop successfully achieved its objectives, with resource persons delivering impactful sessions. The overall positive feedback underscores the workshop's contribution to academic and professional development. With minor improvements in interaction and pacing, future workshops can further enhance participant satisfaction and learning outcomes.

Feedback Analysis of Participants on Workshop

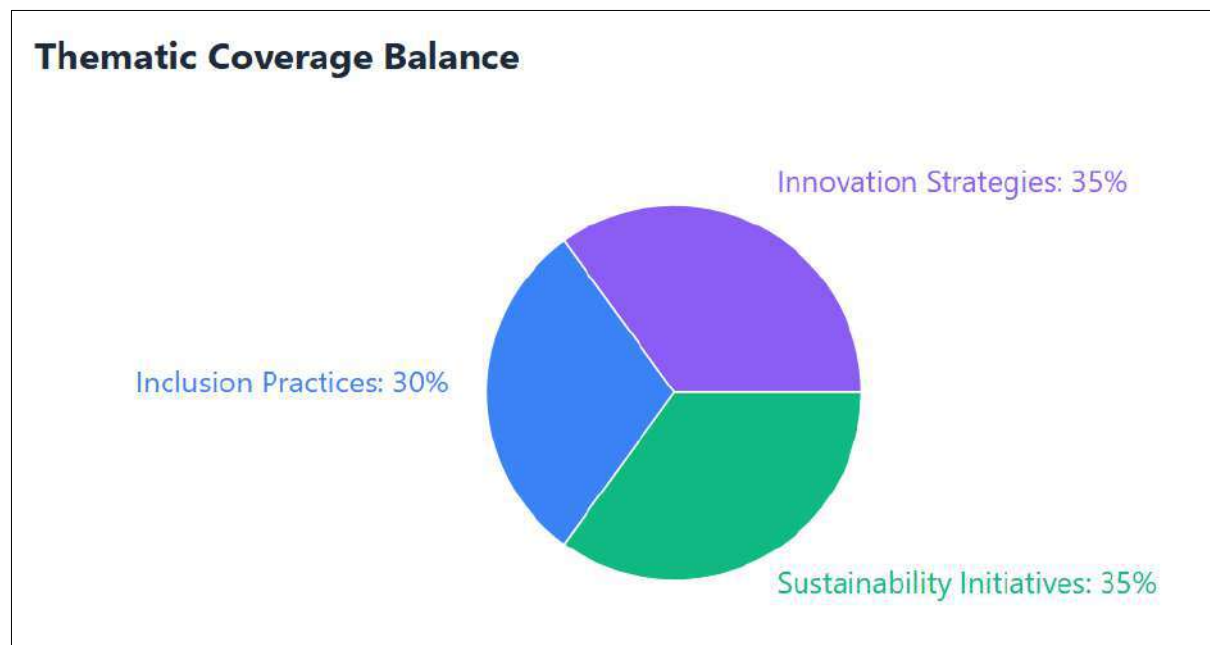
The workshop on "Fostering Innovation, Inclusion and Sustainability in HEIs" offered priceless insights and useful frameworks for changing higher education institutions, according to the vast majority of participants.



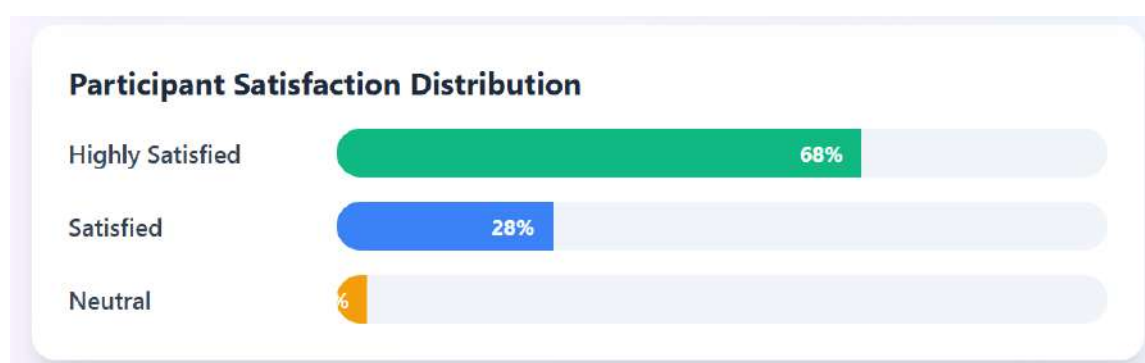
With an average rating of 8.9/10 and an astounding 94.9% referral rate, the outstanding calibre of resource people produced an interesting learning atmosphere where difficult ideas were made understandable and useful. Participants said that the incorporation of real-world case studies and best practices helped close the gap between theory and practice, and they especially valued the balanced coverage across all three pillars—innovation, inclusivity, and sustainability.

The workshop's strength was its capacity to provide specific institutional reform techniques while addressing the urgent issues affecting contemporary HEIs. Participants emphasised how the sessions' collaborative environment allowed for significant peer-to-peer learning and networking opportunities. The curriculum was well-designed and satisfied a variety of institutional needs, as seen by the consistently high scores for subject knowledge, presentation quality, and material delivery. Participants acknowledged the ambitious scope of the material addressed and indicated a significant interest in follow-up sessions to further their comprehension, even though time management surfaced as an area for improvement. All things considered, participants departed with practical knowledge, a reinvigorated drive to support

revolutionary projects at their universities, and a common dedication to building more inventive, diverse, and sustainable higher education environments.



The institution hosting the National Level Workshop demonstrated exemplary planning and execution, ensuring a seamless experience for all participants. Their commitment to fostering an engaging and inclusive learning environment was evident through the well-structured sessions, timely communication, and effective logistical arrangements. Participants appreciated the accessibility of resources and the responsiveness of the organizing team to queries and feedback.



The organization's ability to bring together diverse experts and facilitate meaningful interactions contributed significantly to the workshop's success. Overall, the hosting organization played a pivotal role in creating a professional and supportive atmosphere that enhanced participant satisfaction and learning outcomes. Actionable strategies for driving

institutional innovation and digital transformation, Practical frameworks for building diverse, equitable, and accessible learning environments, and Concrete approaches to embedding sustainability principles across institutional operations were the key takeaways from the workshop.

Organised by: Internal Quality Assurance Cell (IQAC), St. Joseph's College of Commerce (Autonomous), Bengaluru

Sponsored by: ICSSR – Southern Regional Centre (SRC)

Dates: 15th –16th December 2025

Venue: Audio Visual Room 303

1. Introduction

The National Workshop on *Fostering Innovation, Inclusion and Sustainability in Higher Education Institutions (HEIs)* was conceptualised as a knowledge-sharing and capacity-building initiative aimed at strengthening institutional practices aligned with contemporary educational challenges. The workshop brought together academicians, practitioners, industry experts, and researchers to deliberate on sustainable development, social inclusion, digital transformation, and ethical technological adoption within higher education.

The workshop-style sessions were designed to go beyond theoretical discussion and focus on actionable insights that institutions can integrate into governance, curriculum design, pedagogy, research, and community engagement. The workshop outcomes strongly align with national priorities in education reform, Sustainable Development Goals (SDGs), and quality assurance frameworks such as NAAC and IQAC benchmarks.

2. Key Learning Outcomes

The deliberations across keynote addresses, thematic sessions, and panel discussions resulted in several significant learning outcomes:

- Enhanced understanding of sustainability as a holistic concept encompassing environmental stewardship, food systems, health, and indigenous knowledge.
- Increased awareness of gender sensitisation as an institutional responsibility rather than an individual initiative.
- Clear differentiation between digitisation and true digital transformation in higher education.
- Deeper insight into the ethical dimensions of artificial intelligence in research and academic practice.
- Recognition of the need for continuous faculty development to adapt to rapidly evolving technological and social contexts.

3. Outcomes of Thematic Sessions

3.1 Sustainability and Responsible Consumption

The keynote address on sustainable consumption provided participants with a grounded perspective on the interdependence between ecological health and educational responsibility.

The session emphasised:

- The critical role of higher education institutions in promoting sustainable lifestyles and consumption patterns.
- The importance of preserving biodiversity, seed sovereignty, and traditional agricultural knowledge.
- The relevance of integrating sustainability concepts into curricula across disciplines, not limited to environmental studies.

Participants acknowledged the need for HEIs to act as living laboratories for sustainability by adopting eco-friendly campus practices, supporting community-based initiatives, and encouraging interdisciplinary research on sustainability.

3.2 Gender Sensitisation and Inclusion in Academia

The session on gender sensitisation led to meaningful reflection on existing institutional cultures. Key outcomes included:

- Recognition of unconscious biases in academic environments, including language use, leadership opportunities, and evaluation practices.
- Understanding gender equality as a shared responsibility that involves men, women, and gender-diverse individuals.
- Identification of practical strategies such as inclusive policies, sensitisation programmes, safe campus infrastructure, and clear grievance redressal mechanisms.

The session reinforced the alignment of gender equity initiatives with SDG 5 and institutional quality frameworks, highlighting the importance of embedding inclusion within governance structures.

3.3 Digital Transformation in Higher Education

The panel discussion on digital transformation provided multi-stakeholder perspectives on technology adoption in HEIs. The major outcomes were:

- Clarity on the distinction between mere digital content delivery and meaningful digital transformation.
- Identification of innovative pedagogical practices such as blended learning, flipped classrooms, virtual labs, and AI-supported personalised learning.
- Awareness of challenges including digital fatigue, faculty workload, access-versus-ability gaps, and outdated assessment models.

Participants concluded that digital transformation must be learner-centric, ethically grounded, and supported by continuous capacity building for faculty and administrators.

3.4 Ethical Use of Artificial Intelligence in Research

The session on ethical AI usage highlighted emerging trends in research and employment while addressing associated risks. Key outcomes included:

- Improved understanding of AI tools and their applications in research, data analysis, and academic productivity.
- Awareness of ethical concerns such as data privacy, academic integrity, bias, and over-reliance on automated systems.
- Reinforcement of the importance of human judgement, curiosity, and critical thinking in an AI-driven academic ecosystem.

The session encouraged institutions to develop clear guidelines and policies for responsible AI usage in teaching and research.

4. Institutional and Academic Impact

The workshop outcomes have significant implications for institutional development:

- Strengthening IQAC-driven initiatives related to sustainability, inclusion, and innovation.

- Informing curriculum enrichment through interdisciplinary and value-based perspectives.
- Supporting faculty development programmes focused on digital pedagogy and ethical research practices.
- Enhancing institutional readiness for accreditation and quality assurance processes.

Participants expressed that the workshop fostered a shared vision for progressive higher education that balances technological advancement with ethical responsibility and social sensitivity.

5. Participant Engagement and Capacity Building

Active participation through discussions, reflections, and interactions with experts contributed to:

- Improved conceptual clarity on contemporary challenges in higher education.
- Enhanced networking among academicians, practitioners, and industry professionals.
- Motivation to initiate institution-specific action plans aligned with workshop themes.

The interactive nature of the sessions ensured that learning outcomes were practical, reflective, and contextually relevant.

6. Conclusion

The National workshop on *Fostering Innovation, Inclusion and Sustainability in Higher Education Institutions* successfully achieved its objectives of knowledge dissemination, critical reflection, and institutional capacity building. The workshop outcomes reaffirmed the role of HEIs as catalysts for sustainable development, social equity, and ethical innovation.

The insights gained from the workshop are expected to contribute meaningfully to policy formulation, academic practices, and long-term institutional strategies, thereby strengthening the quality and relevance of higher education in a rapidly changing global context.

PHOTOGRAPHS

Photo Gallery

The two-days National Level workshop organized, conducted by the institute that was sponsored by ICSSR – SRC was fruitful. The video recordings and the photographs have been shared below as the links due to the large data.





The above are the sample photographs from the workshop photo gallery. However, for your reference, below is the links to the photo gallery and video recordings of the same.

15th Dec 2025

<https://drive.google.com/drive/folders/1dv6SPPPHWltywK6feDZgBrf5hSVdHRg3>

16th Dec 2025

<https://drive.google.com/drive/folders/13p4deGzlpFPQwYf3BJuKEFqSJ0ryF8vf>



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