



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution

St Joseph's College of Commerce

• 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 **9449720044**

• Alternate phone No. **08025360644**

• Mobile No. (Principal) **9449720044**

• Registered e-mail ID (Principal) **principal@sjcc.edu.in**

• Address **St Joseph's College of Commerce (Autonomous)**

• 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 **Grants-in aid**
- Name of the IQAC Co-ordinator/Director **Anthony Maria Sheela**
- Phone No. **08025360644**
- Mobile No: **09449589716**
- IQAC e-mail ID **iqac@sjcc.edu.in**

3. Website address (Web link of the AQAR (Previous Academic Year)) https://www.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/Calender_of_Events_2021_2022.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:

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

9.No. of IQAC meetings held during the year 7

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

10.Did IQAC receive funding from any funding agency to support its activities during the year? No

- If yes, mention the amount

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

Autonomy Status Extension 1.This Academic year SJCC applied for the extension of its autonomous status. The A++ grade with a CGPA of 3.57 was awarded to the institution in the fourth cycle of NAAC accreditation makes it eligible for applying 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.

2. Golden Jubilee celebration The theme of the year long golden jubilee celebration centred round three objectives of education at SJCC: Academic Excellence, Character Formation and Social Concern. The Commerce, Management, postgraduate and the language departments conducted national conference and workshops and Conclave to mark the occasion

3.Skill development courses were also introduced and open electives in varied subjects were initiated to bring in multidisciplinary

4. In accordance with National Education Policy (NEP), the institution proposes to start new courses such as B.A English (Hons.), B.Sc Economics (Hons.), and online Diploma Courses.

5. Feedback from various stakeholders like parent, alumni, teachers, employers and students have helped in introducing necessary changes

in the necessary areas of academics.

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

Plan of Action	Achievements/Outcomes
<p style="text-align: center;">Autonomous Status</p>	<p>This Academic year SJCC applied for the extension of its autonomous status. The A++ grade with a CGPA of 3.57 was awarded to the institution in the fourth cycle of NAAC accreditation makes it eligible for applying 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.</p>
<p>Introduction of New programmes</p>	<p>In accordance with National Education Policy (NEP), the institution proposes to start new courses such as B.A English (Hons.), B.Sc Economics (Hons.), and online Diploma Courses, skill development courses were also introduced and open electives in varied fields were initiated in bring in multidisciplinary.</p>
<p>Golden Jubilee Celebration of St Josephs College of Commerce</p>	<p>The inauguration of the Golden Jubilee Year Celebrations happened on 16 April, 2021 In order to mark the Jubilee year, programmes of diverse nature were conceptualized around the three objectives of education at SJCC: Academic Excellence, Character Formation and Social Concern. These programmes were conducted throughout the year. Various national level conference were held by the</p>

commerce, management and the language department to mark the occasion. On the institution's 50th year, a set of programmes were organized to mark its commitment to the marginalized and the vulnerable in the society. For this, the institution's Social Outreach Activity Committee worked towards setting up community libraries, conducting awareness programmes on financial literacy among rural women and youth, and providing support to nomadic tribes settled in both rural and urban Bangalore. The Community Library was envisaged as a collaborative venture between St. Joseph's College of Commerce and a community organization in Doddaballapur taluk. The NSS volunteers of the institution organised a book drive in the college to collect fiction books, competitive exam books, rhyme books, as well as other books collected from the students as a donation to the library. Students generously donated around 500 books to the noble cause

Skill Development

Skill based courses were introduced in the open electives at the under graduate level

Mentor institution

The institution provides advisory support to institutions which are in the process of applying for NAAC and for various ranking

Feedback mechanism

IQAC, through a structured feedback mechanism, annually collects feedback from various stakeholders of the institution

- teachers, students, employers, alumni and parents. Feedback from the aforementioned stakeholders and the subsequent actions taken play a significant role in improving the quality of the practices followed in the institution and is instrumental in developing the plan of action for the upcoming academic year. The Cell submitted a detailed report to the Principal's Office after analyzing the feedback.

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

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Total Quality Management	18/04/2023

14. Was the institutional data submitted to AISHE ? Yes

- Year

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Mentor institution	<p>The institution provides advisory support to institutions which are in the process of applying for NAAC and for various ranking</p>
Feedback mechanism	<p>IQAC, through a structured feedback mechanism, annually</p>

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Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Total Quality Management	18/04/2023

14. Was the institutional data submitted to AISHE ?

Yes

- Year

Year	Date of Submission
2022	16/01/2023

15. Multidisciplinary / interdisciplinary

The Institution preparing to become a multidisciplinary institution by offering programmes in Science and Arts. Starting in the year 2022- 23, the college will offer B.Sc Economics (Honours) and B.A. English (Honours) with Psychology as a Minor Discipline for both programmes. The institution follows the curriculum framework and credit matrix as recommended by the

Karnataka State Higher Education Council, and complies with the guidelines of its parent university for implementing NEP 2020. The college being autonomous is upgrading its curriculum and syllabi to keep up with the rapidly changing job market. It is also working to enhance its collaboration with the industry and professional bodies to provide new courses in the emerging field of commerce and management. The college places a greater emphasis on developing research skills and gaining practical experience through internships. In order to promote multidisciplinary education, the college offers a broad range of courses from other disciplines under Open Electives. MOUs are signed with sister Institutions to offer the multidisciplinary programs. The Institution has tie up with foreign universities

The curriculum provides an opportunity for the students to register and undertake courses from other disciplines and make them come out as graduates with multidisciplinary skillset. The College conducts interdisciplinary National and international conferences/workshop/ seminar / invited talks every year to encourage a blending of different disciplines leading to the exchange of research ideas and knowledge on different domains.

16.Academic bank of credits (ABC):

St Joseph's college of Commerce (autonomous) Bengaluru, has initiated the process for enrolment of students to Academic Bank of Credit. The students who are now admitted under NEP 2020 batches onwards, it is mandatory to enrol 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 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 enrol for NAD

All the staff members along with the Vice Principal, ERP and the Exam dept assisted in this process

17.Skill development:

St Joseph's College of Commerce has created an eco-system to hone career relevant skillsets of the students. Skill enhancement in students is resonated through its enriched curriculum design, diverse electives and effective teaching and learning practice

The institution had organized capacity building programmes, certificate courses which have the specific skill components. Those specifically aimed at imparting precise skillsets to the students for example are Excel, Tally, Python and Graphic Design etc., All programmes have skill based as a core component of every course and integral part of the curriculum. The College Encourages students from different disciplines to enrol for a skill-based course to learn beyond disciplinary 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 from ayurveda to philosophy, science to history, language to literature and many more. The language departments pick up few components from this vast pool of knowledge and integrates in to 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 its mathematical counts which forms a base for composition of lyrics and musical notes. The students are also taught about the interesting world of figures of speech (alankaar) basically, while teaching a poetry piece and its importance in elevating the beauty enhancing factor in the poetry

The students are also given task of making a bookmark keeping the theme of Indian culture that which includes all ethnical food habits, clothing and other indigenous speciality of each and every state of our country. Few texts include the extracts from the Indian vedic literature, ramayan and Mahabharat etc apart from grammar. Through out the language classes the students are enthused to debate, retrospect and reinvent some philosophical thoughts thus leading to always healthy discussions in the class room

A separate component on Indian music, dance, drama, sculpture,

painting is included for an internal assignment that provides ample opportunities for the present generation to delve in to the ancient indian knowledge system

The Department of Kannada offering the Kannada Literature and language in UG classes for 4 semesters in line with the recommendations of NEP guidelines. Classroom teaching includes Writing assignments on topic related to Kannada language and Culture, 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 in the birth place of prominent poets. College also has a Strong Theatre team through which students perform plays and participates in Cultural fests.

19.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 SJCC 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 workshop and 2 days conference 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 offered to students who are willing to opt for

it . Additional credits are given on the completion of the course. Students can choose from SWAYAM/ NPTEL, Spoken tutorial and Learnathon. e-content prepared by the staff can be viewed through the LMS portal of the college. PPTs are available to students through Google classroom. Conferences/ Seminars are organized through Google meet, Zoom, Webex, YouTube, Microsoft Team, Go To meeting. Recording is done through Zoom, Micro Soft Team and G- Suite. Licentiate is obtained for 5 G-suite authorized users. Students can view their Syllabus, study materials and submission of Assignments through the LMS of the College.

Extended Profile

1.Programme

1.1

12

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1

3070

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2

1089

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3

2871

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

File Description	Documents
Institutional Data in Prescribed Format	View File
3.Academic	
3.1 Number of courses in all programmes during the year:	512
File Description	Documents
Institutional Data in Prescribed Format	View File
3.2 Number of full-time teachers during the year:	131
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3 Number of sanctioned posts for the year:	131
4.Institution	
4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	242
4.2 Total number of Classrooms and Seminar halls	44
4.3 Total number of computers on campus for academic purposes	580
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	666.13

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 identifies the Local, National and Global developmental needs and design curricula that meets those needs and cater them to students. Programs are designed in consultation with the industry to make the students ready to face the corporate world, programs like B. Com (Industry Integrated) are developed in consultation with industries like Tata Consultancy Services. Program like BBA Entrepreneurship is designed meet the growing need for entrepreneurs. To cater to the requirements of national and local industries, B.Com (Analytics) and B.Com (Travel and Tourism) have been introduced. To attend to the requirement of global market, programmes such as B.Com Professional (International Accounting and Finance) and BBA Professional (Finance Accountancy) programs accredited by international professional bodies – ACCA and CIMA, have been designed. The curricula for B.Com, BBA and M.Com programmes are developed within the Outcome Based Curriculum Framework (OBCF). The learning objectives, including the Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (Cos) are clearly defined for all programs and courses. The curriculum demands development of skills like collaborative thinking and cognitive flexibility. The course matrix under the choice-based credit system (CBCS) and the National Education Policy have been built to ensure that skill development and interdisciplinary courses remain an important part of the programme. Skill sets are developed through courses on Digital marketing, Digital Fluency, SPSS, Advanced Excel, and SAP.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://www.sjcc.edu.in/AQAR21-22/aqar-report-1.1.1-RtoLocalNatiol-Global.php

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

12

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

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

512

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	No File Uploaded

1.2 - Academic Flexibility

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

53

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
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

12

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 Under Graduate and Post Graduate Programs in Commerce and Management studies is designed to be relevant to the evolving human values, scientific progress and collective challenges faced by the humankind. This academic year the institution implemented Choice Based Credit System for the students of second and third year of Under graduate program, and the post graduate program. The National Education Policy was implemented for the first-year students of Under Graduation program. The course matrices for all programmes allows for a seamless integration of issues pertaining to Gender, Environment and Sustainability, Human Values and Professional Ethics (NEP was implemented for the first year UG students only, according to the University Norm). Part A of the Course matrix, which includes Languages, integrates issues pertaining to gender and caste, environment and development of human values through essays, personal narratives, fiction, poetry, films and documentaries. Part B includes 'Business Ethics' as a core course in the BBA programme. The B.Com programmes integrates components dedicated to professional ethics across all its courses The foundation course on Environmental Science and Indian Constitution is taught keeping in mind the present-day challenges. Part D includes extension and extra-curricular activities, through which students gain an understanding of issues pertaining to the environmental crisis, women empowerment and human rights by participating in programmes organized by student clubs like 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

144

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

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

12761

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

1201

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is **A. All 4 of the above**

obtained 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/AQAR21-22/aqar-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	View File
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/AQAR21-22/aqar-report-1.4.2-feedback-process.php
Any additional information	View File

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

1081

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)

241

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 designed is challenging for the advanced learners and at the same time accessible slow learners as well. The classroom practice is attuned to cater to both advanced and slow learners the institution also offers an inclusive learning environment for students irrespective of their backgrounds, The college extends financial aid to deserving candidates through scholarships and free ships. Students with disabilities are also given additional support in terms of their movement on campus and during examination. The Remedial Class Committee identifies slow learners Test and conducts individual tutoring sessions. In this model of peer support, the teaching is handled by a 'student-tutor' who will be responsible to teach the 'student-tutees' under the guidance of the subject teacher. The remedial coaching classes were scheduled online on the MS Teams platform as well as the offline mode . Advanced learners are encouraged to engage in research work. They are provided with training on writing Research Papers Students are encouraged to take up certification and value-added programmes offered by the College. In addition, can take up MOOCs through Swayam, EdX and Coursera. Advanced learners can pick up an additional credit by completing these courses. Students, in order to expand their knowledge horizon are encouraged to take up international summer schools offered by institutions like London School of Economics.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/aqar-report-2.2.1-CSDiversity.php

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/05/2022	3070	131

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 needs interests and capabilities of students are considered in designing pedagogy for each course. Students are encouraged to practice skills such as critical thinking and problem-solving through student-centred teaching-learning methods.

Experiential learning: The College prioritizes learning through experience and has created

student-centred learning programmes such as Outbound Learning Programmes corporate and social internships, which provide practical experience. Industrial tours helps students to get exposure to different cultures and teachings. Outreach programmes by Bembala offer students opportunities to experience social realities and to give back to the community that they are a part of.

Participative learning:

The faculty adopt participative learning and problem-solving methodologies as part of its

teaching pedagogy. Group discussions, debates and quiz that are also organized as part of CIA activities. flipped classroom method where students are expected to go through reading materials prepared for discussion in a classroom setting.

Problem solving methodologies:

All courses in all programmes include problem-solving methodology. students practice practical knowledge through hands-on courses like Tally, Excel and SPSS. Students are encouraged to take research projects. in which they need to identify a research problem and apply problem solving techniques.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional Information	https://sjcc.edu.in/Student_Centric_Learning.php

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

The Institution encourages the teachers to make optimal use of the ICT-enabled tools and other credible online resources to make the teaching and learning process effective. All classrooms have projectors and are connected to Wi fi. Teachers make ample use of the ICT-enabled tools and online resources like Shodhganga, Inflibnet, Swayam NET, NLIST, EBSCO Business source elite to name a few. Faculty development programs are conducted for teachers on e-content development, teaching and evaluation through ICT tools. The institution also has a digital library facility. Students are encouraged to use the digital library to constantly upgrade themselves with credible sources available. Since the classrooms are well equipped with LCD projectors and facilitated with audio-visual aid, they are made best use of in the teaching and learning process. The easy Wi-Fi access helps students in accessing the online resources from anywhere on college campus. Evaluation in the form of multiple-choice questions, online case study presentation as well as case study exams are undertaken by faculty. ICT tools are used systematically in the examination centre for online display of exam notices through ERP and website.

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/AOAR21-22/pdf/2.3.2-ICT-enabled-classrooms.pdf
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

131

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
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 drafted by an Internal Committee consisting of the Principal, Registrar, HODs, Vice Principals, Controller of Exams, Association Coordinators, Student Governor and two senior faculty members. It is presented in the Academic Council and Governing Body meetings for approval. The approved, Academic Calendar is made available to students through the college website. The Academic Calendar is a comprehensive calendar for academic, cocurricular, extra- curricular and sports activities. It includes important dates of the college activities. Adherence to the academic calendar is monitored and reviewed continuously by the TQM. Every semester includes a minimum of 90 teaching days and 110 working days. The academic calendar clearly states the timeline for the conduct of tests, exams, seminars and submission of assignments. It also specifies the extent of syllabus to be covered before the conduct of each test-paper. The timeline for the publication of results is also specified. Teaching Plan Prior to the beginning of the academic year, subject workload is allotted based on the area of expertise of teachers. Subject Coordinators are also appointed for each subject. Subsequently, the individual faculty members prepare an Outcome education compliant 'Lesson Plan' in consultation with the Subject Coordinators. The Vice-principal ratifies the individual lesson plans and the same is uploaded in the College website.

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

131

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)

971

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

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

10

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

376

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
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 Exam Department designed special certificates similar to the Latin Honors Summa Cum Laude and Magna Cum Laude. Summa Cum Laude certificates are awarded to top three students in the Undergraduate Examination and Magna Cum Laude to students who are placed within the top 10% category. This initiative will be applicable to all batches of UG& PG students from the academic year 2019 and 2020 based on their total CGPA.

EXAMINATION REFORMS

Projector with screen installed in the exam department for online meetings and deliberations. Previous years question papers are uploaded in the college website for Students as a ready reckoner. As per NEP the curriculum has been changed and the course matrix accordingly has also been changed with credits fixed for discipline specific core, discipline specific elective, skill enhancement courses and ability enhancement courses.

Exam Calendar in the Student Handbook helps to bring about transparency, awareness among the students and staff regarding the exam department calendar. Evaluation board is set to maintain

fairness in central evaluation. The papers are checked before the final review takes place. Best answer scripts of the precious semesters are kept in the library for reference of students. Special certificates from the exam department for the achievers encourages and motivates the students to do better.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/aqar-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 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. The institution prepares the course teachers to define course outcomes of the courses taught by the concerned teachers and they prepare teaching lesson plan on the lines of OBE. They prepare a lesson plan of the course they handle and in accordance with attainment of course outcomes and program outcomes. Course teachers provide learning experiences to the students in such a way that the teaching practices leads to the attainment of the course outcomes and program outcomes. The final teaching lesson along with the course outcomes is displayed on the college website. The students in the beginning of the new semester are given orientation on the lesson plan with the said course outcomes. They are also provided a glimpse of the assessment, both the continuous internal assessment and the end semester exams, which

are based on the program and course outcomes. New faculty members are also given training through workshops by the OBE coordinator so that they are also in line with the teaching-learning practice of the Institution.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	No File Uploaded
Link for additional Information	https://www.sjcc.edu.in/AQAR21-22/aqar-report-2.6.1-Programme-Outcomes.php

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

In order to create an outcome-based curriculum, the institution specific Programme Education Objectives (PEOs) were first designed. These objectives led to the development of Programme Learning Outcomes (PLOs). Programme Education Objectives and the Programme Learning Outcomes form the base for the development of the curriculum containing multiple courses. According to University guidelines the Continuous Internal Assessments (CIA) is conducted by the respective course teachers for ten marks. In the middle of the semester, the mid-term test (summative assessment) is conducted by the COE for twenty marks. At the end of the semester, the End Semester Exam (summative assessment) is conducted by the COE for seventy marks (summative assessment). During the semester a set of formative and summative assessments, (such as assignments, case studies mini-project, role play, presentation -individual and group, quiz, MCQs,) is conducted by the respective course teachers to improve the teaching-learning process/performance. The teachers obtain feedback on students learning performance as and when formative assessments are being done. This is how continuous quality initiatives have been carried out to help the teachers improve the teaching-learning process. The Institution has also modified the CIA component to 40 marks for the continuous internal assessment and 60 marks end semester according to the National educational policy guidelines.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/aqar-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

989

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/AOAR21-22/aqar-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/AOAR21-22/pdf/2.7.1.AOAR-SSS-21-22.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 center adheres to the institutions research policy to maintain research

environment among students and faculty. Research is an integral part of SJCC academic

excellence. In accordance with its research policy, the College primarily supports its

research in three ways:a) Individual Research.b) Departmental Research.c) 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 Center 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 Center 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 inhouse faculty as well as outside scholars. These programs are sponsored by Agencies like the Indian Council for Social Science Research.

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://www.sjcc.edu.in/sjccresearch/pdf/research-promotionpolicy.pdf
Any additional information	No File Uploaded

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

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

1.6

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	No File Uploaded

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

04

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/pdf/3.2.2_teachershavingresearchprojects.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

08

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	View File

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 Center 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. The University Entrepreneurship Department has helped turn students and ideas into startups through flagship programs such as E-Summit (IIT Bombay), Launchpad. 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://sjcc.edu.in/Incubation_Centre.php

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

58

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

0.17

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

0.11

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/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

5

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File

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. This academic year students had new vigour and synergy to reach out to the poor and needy after the

severe impact of covid-19 in India. 1. A team of volunteers from the association Centre for Social Action (CSA) visited Khader Sheriff Garden Slum, Lalbagh Road Students interacted with the members of the community. The visit helped each member to not only become familiar with the unpleasant living conditions of the individuals living in marginalised communities.

2. A Cleanliness Drive was carried in the government school campus in April 2022. The student volunteers engaged in cleaning the school premises with a view to create awareness on the importance of maintaining the surroundings clean and also to prepare the government school students to organize similar events in future. The second year PG students visited the 'Home of Hope'. Students organized various games and cultural activities for the residents. Also, the team visited distributed food items and daily necessities like rice, dal, and baby napkins. Distribution of sanitary napkins and essential items to homeless people in Shivajinagar and Viveknagar.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/pdf/annual_report2021-2022.pdf

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

6

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	View File

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)

43

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**3070**

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

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****56**

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)**25**

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://www.sjcc.edu.in/AOAR21-22/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, carrom, 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	No File Uploaded
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/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	No File Uploaded
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)

21.84

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 13 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 in-house 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://www.sjcc.edu.in/AQAR21-22/aqar-report-4.2.1-ilms.php

4.2.2 - Institution has access to the following: A. Any 4 or more of the above e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

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)

24.3

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

1016

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	No File Uploaded

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. In 2018, 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. Proctored Online Exam module with enhanced audio & video options was introduced and used to conduct Online Entrance Exam in 2021-22. 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://www.sjcc.edu.in/AQAR21-22/aqar-report-4.3.1-itfacilities.php

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3070	580

File Description	Documents
Upload any additional information	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus **A. 50 Mbps**

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded

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

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/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)

666.13

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://www.sjcc.edu.in/pdf/SJCC_Quality_Policy.pdf

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

103

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

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

1082

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/capability_enhancement.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

2248

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

632

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

334

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	No File Uploaded

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

107

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

269

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

St. Joseph's College of Commerce believes in inclusive environment and participative management. The College has a vibrant Student Council, elected by the students. The student Governor is in charge of the entire student activities of the college. The Student Council represents the concerns of the students, while

also organizing many programmes aimed at the welfare of the student community. The student council brings to the notice of the administration, concerns of students, acting as an effective communication between the students and the administration. The extended Student Council also includes the Department Student Coordinators, Associations' Student Coordinators and, the Academic Representative, Cultural Representative, Sports Representative and Ladies Representative of each class. This network provides opportunities for students to take up leadership positions and ensures their holistic development. This also helps them work for the benefit of the community as a team. The SQAC team under the guidance of IQAC also aids in implementing quality measures towards excellence in education. The presence of dedicated cells like the Prevention of Sexual Harassment Cell, Students' Grievance Cell, Open House sessions, Equal Opportunity Cell, and Anti - Ragging Cell, ensure that every student finds representation in various academic bodies that contributes to quality education.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AOAR21-22/aqar-report-5.3.2-Presenceofactivestudentcouncil.php

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

27

File Description	Documents
Report of the event	View File
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 MicroLabs skill-development programme for Tally, GST, and Communication for campus placement interviews. In the academic year 2021-22 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. OSA organized a visit to for the teaching staff to Rezwan Razack's Museum which is a home to over 700 paper currency notes from across time, collected over the span of 20 years. 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/AQAR21-22/aqar-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, 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

Internal Quality Assurance Cell

Heads of Departments

Examination Centre

Research Centre

Sports Department

Coordinators for special programmes

Coordinators of Clubs and Associations

Student Council

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/aqar-report-6.1.1-governanceandleadership.php

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

AThe 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	No File Uploaded
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/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/AQAR21-22/aqar-report-6.2.1TwinningProgramme.php
Upload any additional information	No File Uploaded

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 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	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/aqar-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://www.sjcc.edu.in/AQAR21-22/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

8

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

26

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.)

63

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

Financial Administration of the Institution

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, 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://www.sjcc.edu.in/AOAR21-22/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)

32.57

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 Institution has a comprehensive resource mobilization policy for the optimal utilization 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/AQAR21-22/aqar-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)

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 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	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/aqar-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/AQAR21-22/aqar-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/annual_report2021-2022.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 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. Dr. Akkai Padmashali, a renowned transgender, founder of Ondede, and Ms. Shreya Krishnan, Vice President, Aon India Insurance were invited to inspire the young minds this year.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/aqar-report-7.1.1-gender.php

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

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

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	No File Uploaded

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	No File Uploaded

7.1.5 - Green campus initiatives include

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

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

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

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

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

B. Any 3 of the above

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

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres

A. Any 4 or all of the above

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.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	No File Uploaded

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 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 include "Youth as facilitators for cultural harmony", a webinar organized by Harmony Club, "Visit to Karnataka Chitra Kala Parishad", "Modalane Bheti", "Antaranga", " Vishvamaanava Dina", "Kannada Rajyotsava", " Savatribai Phule Jayanthi", " Kannada Habba" by Kannada Sangha , "Azadi Ka Jashn" by Hindi Parishad, "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 extra-curricular 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	No File Uploaded

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	No File Uploaded
Any other relevant information	No File Uploaded

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 youngminds 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	View File
Any other relevant information	No File Uploaded

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

BROADENING STUDENTS' EDUCATIONAL EXPERIENCE

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/Institutions_Best_Practices.php
Any other relevant information	https://sjcc.edu.in/Institutions_Best_Practices.php

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,

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 identifies the Local, National and Global developmental needs and design curricula that meets those needs and cater them to students. Programs are designed in consultation with the industry to make the students ready to face the corporate world, programs like B. Com (Industry Integrated) are developed in consultation with industries like Tata Consultancy Services. Program like BBA Entrepreneurship is designed meet the growing need for entrepreneurs. To cater to the requirements of national and local industries, B.Com (Analytics) and B.Com (Travel and Tourism) have been introduced. To attend to the requirement of global market, programmes such as B.Com Professional (International Accounting and Finance) and BBA Professional (Finance Accountancy) programs accredited by international professional bodies - ACCA and CIMA, have been designed. The curricula for B.Com, BBA and M.Com programmes are developed within the Outcome Based Curriculum Framework (OBCF). The learning objectives, including the Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (Cos) are clearly defined for all programs and courses. The curriculum demands development of skills like collaborative thinking and cognitive flexibility. The course matrix under the choice-based credit system (CBCS) and the National Education Policy have been built to ensure that skill development and interdisciplinary courses remain an important part of the programme. Skill sets are developed through courses on Digital marketing, Digital Fluency, SPSS, Advanced Excel, and SAP.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://www.sjcc.edu.in/AOAR21-22/agar-report-1.1.1-RtoLocalNatiol-Global.php

1.1.2 - Number of Programmes where syllabus revision was carried out during the year**12**

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year**512**

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	No File Uploaded

1.2 - Academic Flexibility**1.2.1 - Number of new courses introduced across all programmes offered during the year****53**

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
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

12

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 Under Graduate and Post Graduate Programs in Commerce and Management studies is designed to be relevant to the evolving human values, scientific progress and collective challenges faced by the humankind. This academic year the institution implemented Choice Based Credit System for the students of second and third year of Under graduate program, and the post graduate program. The National Education Policy was implemented for the first-year students of Under Graduation program. The course matrices for all programmes allows for a seamless integration of issues pertaining to Gender, Environment and Sustainability, Human Values and Professional Ethics (NEP was implemented for the first year UG students only, according to the University Norm). Part A of the Course matrix, which includes Languages, integrates issues pertaining to gender and caste, environment and development of human values through essays, personal narratives, fiction, poetry, films and documentaries. Part B includes 'Business Ethics' as a core course in the BBA programme. The B.Com programmes integrates components dedicated to professional ethics across all its courses The foundation course on Environmental Science and Indian Constitution is taught keeping in mind the present-day challenges. Part D includes extension and extra-curricular activities, through which students gain an understanding of issues pertaining to the environmental crisis, women empowerment and human rights by participating in programmes organized by student clubs like 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

144

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

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

12761

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

1201

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni	A. All 4 of the above
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File Description	Documents
Provide the URL for stakeholders' feedback report	https://www.sjcc.edu.in/AOAR21-22/aqar-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	View File
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
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File Description	Documents
Provide URL for stakeholders' feedback report	https://www.sjcc.edu.in/AOAR21-22/aqar-report-1.4.2-feedback-process.php
Any additional information	View File

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

1081

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)

241	
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.	
<p>The Curriculum designed is challenging for the advanced learners and at the same time accessible slow learners as well. The classroom practice is attuned to cater to both advanced and slow learners the institution also offers an inclusive learning environment for students irrespective of their backgrounds, The college extends financial aid to deserving candidates through scholarships and free ships. Students with disabilities are also given additional support in terms of their movement on campus and during examination. The Remedial Class Committee identifies slow learners Test and conducts individual tutoring sessions. In this model of peer support, the teaching is handled by a 'student-tutor' who will be responsible to teach the 'student-tutees' under the guidance of the subject teacher. The remedial coaching classes were scheduled online on the MS Teams platform as well as the offline mode . Advanced learners are encouraged to engage in research work. They are provided with training on writing Research Papers Students are encouraged to take up certification and value-added programmes offered by the College. In addition, can take up MOOCs through Swayam, EdX and Coursera. Advanced learners can pick up an additional credit by completing these courses. Students, in order to expand their knowledge horizon are encouraged to take up international summer schools offered by institutions like London School of Economics.</p>	
File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/aqar-report-2.2.1-CSDiversity.php

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
31/05/2022	3070	131

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 needs interests and capabilities of students are considered in designing pedagogy for each course. Students are encouraged to practice skills such as critical thinking and problem-solving through student-centred teaching-learning methods.

Experiential learning: The College prioritizes learning through experience and has created

student-centred learning programmes such as Outbound Learning Programmes corporate and social internships, which provide practical experience. Industrial tours helps students to get exposure to different cultures and teachings. Outreach programmes by Bembala offer students opportunities to experience social realities and to give back to the community that they are a part of.

Participative learning:

The faculty adopt participative learning and problem-solving methodologies as part of its

teaching pedagogy. Group discussions, debates and quiz that are also organized as part of CIA activities. flipped classroom method where students are expected to go through reading materials prepared for discussion in a classroom setting.

Problem solving methodologies:

All courses in all programmes include problem-solving methodology. students practice practical knowledge through hands-on courses like Tally, Excel and SPSS. Students are

encouraged to take research projects. in which they need to identify a research problem and apply problem solving techniques.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional Information	https://sjcc.edu.in/Student_Centric_Learning.php

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

The Institution encourages the teachers to make optimal use of the ICT-enabled tools and other credible online resources to make the teaching and learning process effective. All classrooms have projectors and are connected to Wi fi. Teachers make ample use of the ICT-enabled tools and online resources like Shodhganga, Inflibnet, Swayam NET, NLIST, EBSCO Business source elite to name a few. Faculty development programs are conducted for teachers on e-content development, teaching and evaluation through ICT tools. The institution also has a digital library facility. Students are encouraged to use the digital library to constantly upgrade themselves with credible sources available. Since the classrooms are well equipped with LCD projectors and facilitated with audio-visual aid, they are made best use of in the teaching and learning process. The easy Wi-Fi access helps students in accessing the online resources from anywhere on college campus. Evaluation in the form of multiple-choice questions, online case study presentation as well as case study exams are undertaken by faculty. ICT tools are used systematically in the examination centre for online display of exam notices through ERP and website.

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/AOAR21-22/pdf/2.3.2-ICT-enabled-classrooms.pdf
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****131**

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
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 drafted by an Internal Committee consisting of the Principal, Registrar, HODs, Vice Principals, Controller of Exams, Association Coordinators, Student Governor and two senior faculty members. It is presented in the Academic Council and Governing Body meetings for approval. The approved, Academic Calendar is made available to students through the college website. The Academic Calendar is a comprehensive calendar for academic, cocurricular, extra- curricular and sports activities. It includes important dates of the college activities. Adherence to the academic calendar is monitored and reviewed continuously by the TQM. Every semester includes a minimum of 90 teaching days and 110 working days. The academic calendar clearly states the timeline for the conduct of tests, exams, seminars and submission of assignments. It also specifies the extent of syllabus to be covered before the conduct of each test-paper. The timeline for the publication of results is also specified. Teaching Plan Prior to the beginning of the academic year, subject workload is allotted based on the area of expertise of teachers. Subject Coordinators are also appointed for each subject. Subsequently, the individual faculty members prepare an Outcome education compliant 'Lesson Plan' in consultation with the Subject Coordinators. The Vice-principal ratifies the individual lesson plans and the same is uploaded in the College website.

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****131**

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)**971**

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

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**

10	
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	
376	
File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
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	
<p>The Exam Department designed special certificates similar to the Latin Honors Summa Cum Laude and Magna Cum Laude. Summa Cum Laude certificates are awarded to top three students in the Undergraduate Examination and Magna Cum Laude to students who are placed within the top 10% category. This initiative will be applicable to all batches of UG& PG students from the academic year 2019 and 2020 based on their total CGPA.</p> <p>EXAMINATION REFORMS</p> <p>Projector with screen installed in the exam department for online meetings and deliberations. Previous years question papers are uploaded in the college website for Students as a ready reckoner. As per NEP the curriculum has been changed and the course matrix accordingly has also been changed with credits fixed for discipline specific core, discipline specific elective, skill enhancement courses and ability enhancement courses.</p>	

Exam Calendar in the Student Handbook helps to bring about transparency, awareness among the students and staff regarding the exam department calendar. Evaluation board is set to maintain fairness in central evaluation. The papers are checked before the final review takes place. Best answer scripts of the precious semesters are kept in the library for reference of students. Special certificates from the exam department for the achievers encourages and motivates the students to do better.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/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 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. The institution prepares the course teachers to define course outcomes of the courses taught by the concerned teachers and they prepare teaching lesson plan on the lines of OBE. They prepare a lesson plan of the course they handle and in accordance with attainment of course outcomes and program outcomes. Course teachers provide learning experiences to the students in such a way that the teaching practices leads to the attainment of the course outcomes and program outcomes. The final teaching lesson along with the course outcomes is displayed on the college website. The students in the beginning of the new semester are given orientation on the lesson plan with the said course outcomes. They are also provided a glimpse of the assessment, both the continuous internal assessment and the end semester exams, which

are based on the program and course outcomes. New faculty members are also given training through workshops by the OBE coordinator so that they are also in line with the teaching-learning practice of the Institution.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	No File Uploaded
Link for additional Information	https://www.sjcc.edu.in/AQAR21-22/agar-report-2.6.1-Programme-Outcomes.php

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

In order to create an outcome-based curriculum, the institution specific Programme Education Objectives (PEOs) were first designed. These objectives led to the development of Programme Learning Outcomes (PLOs). Programme Education Objectives and the Programme Learning Outcomes form the base for the development of the curriculum containing multiple courses . According to University guidelines the Continues Internal Assessments (CIA) is conducted by the respective course teachers for ten marks. In the middle of the semester, the mid-term test (summative assessment) is conducted by the COE for twenty marks. At the end of the semester, the End Semester Exam (summative assessment) is conducted by the COE for seventy marks (summative assessment). During the semester a set of formative and summative assessments, (such as assignments, case studies mini-project, role play, presentation -individual and group, quiz, MCQs,) is conducted by the respective course teachers to improve the teaching-learning process/performance. The teachers obtain feedback on students learning performance as and when formative assessments are being done. This is how continuous quality initiatives have been carried out to help the teachers improve the teaching-learning process. The Institution has also modified the CIA component to 40 marks for the continuous internal assessment and 60 marks end semester according to the National educational policy guidelines.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AOAR21-22/aqar-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

989

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/AOAR21-22/aqar-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/AOAR21-22/pdf/2.7.1.AOAR-SSS-21-22.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 center adheres to the institutions research policy to maintain research

environment among students and faculty. Research is an integral part of SJCC academic

excellence. In accordance with its research policy, the College primarily supports its

research in three ways: a) Individual Research. b) Departmental Research. c) 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 Center 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 Center 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 inhouse faculty as well as outside scholars. These programs are sponsored by Agencies like the Indian Council for Social Science Research.

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://www.sjcc.edu.in/sjccresearch/pdf/research-promotionpolicy.pdf
Any additional information	No File Uploaded

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

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

1.6

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	No File Uploaded

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**04**

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AOAR21-22/pdf/3.2.2_teachershavingresearchprojects.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides**08**

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	View File

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 Center 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. The University Entrepreneurship Department has helped turn students and ideas into startups through flagship programs such E-Summit (IIT Bombay), Launchpad. 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://sjcc.edu.in/Incubation_Centre.php

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

58

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

A. All of the above

through authenticated software

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	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

0.17

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

0.11

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/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

5

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File

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. This academic year students had

new vigour and synergy to reach out to the poor and needy after the severe impact of covid-19 in India. 1. A team of volunteers from the association Centre for Social Action (CSA) visited Khader Sheriff Garden Slum, Lalbagh Road Students interacted with the members of the community. The visit helped each member to not only become familiar with the unpleasant living conditions of the individuals living in marginalised communities.

2. A Cleanliness Drive was carried in the government school campus in April 2022. The student volunteers engaged in cleaning the school premises with a view to create awareness on the importance of maintaining the surroundings clean and also to prepare the government school students to organize similar events in future. The second year PG students visited the 'Home of Hope'. Students organized various games and cultural activities for the residents. Also, the team visited distributed food items and daily necessities like rice, dal, and baby napkins. Distribution of sanitary napkins and essential items to homeless people in Shivajinagar and Viveknagar.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://sjcc.edu.in/pdf/annual_report2021-2022.pdf

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

6

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	View File

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)

43

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

3070

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

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

56

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)

25

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://www.sjcc.edu.in/AOAR21-22/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, carrom, 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 extracurricular activities through the aforementioned methods.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/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	No File Uploaded
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)**21.84**

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 13 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 in-house 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://www.sjcc.edu.in/AQAR21-22/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)

24.3	
File Description	Documents
Audited statements of accounts	View File
Any additional information	No File Uploaded
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	
1016	
File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	No File Uploaded
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	
<p>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. In 2018, 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.</p> <p>The following are the changes made in this academic year.</p>	

Proctored Online Exam module with enhanced audio & video options was introduced and used to conduct Online Entrance Exam in 2021-22. 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://www.sjcc.edu.in/AQAR21-22/agar-report-4.3.1-itfacilities.php

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
3070	580

File Description	Documents
Upload any additional information	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus **A. 50 Mbps**

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded

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

equipments and software for editing

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/agar-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)****666.13**

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://www.sjcc.edu.in/pdf/SJCC Quality Policy.pdf

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

103

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

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

1082

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'

A. All of the above

capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

File Description	Documents
Link to Institutional website	https://www.sjcc.edu.in/capability_enhancement.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

2248

File Description	Documents
Any additional information	View File
Number of students benefitted 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

632

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

334

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	No File Uploaded

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

107

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

269

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

St. Joseph's College of Commerce believes in inclusive environment and participative management. The College has a vibrant Student Council, elected by the students. The student Governor is in charge of the entire student activities of the college. The Student Council represents the concerns of the students, while also organizing many programmes aimed at the welfare of the student community. The student council brings to the notice of the administration, concerns of students, acting as an effective communication between the students and the administration. The extended Student Council also includes the Department Student Coordinators, Associations' Student Coordinators and, the Academic Representative, Cultural Representative, Sports Representative and Ladies Representative of each class. This network provides opportunities for students to take up leadership positions and ensures their holistic development. This also helps them work for the benefit of the community as a team. The SQAC team under the guidance of IQAC also aids in implementing quality measures towards excellence in education. The presence of dedicated cells like the Prevention of Sexual Harassment Cell, Students' Grievance Cell, Open House sessions, Equal Opportunity Cell, and Anti - Ragging Cell, ensure that every student finds representation in various academic bodies that contributes to quality education.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sjcc.edu.in/AOAR21-22/aqar-report-5.3.2-Presenceofactivestudentcouncil.php

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

27

File Description	Documents
Report of the event	View File
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 MicroLabs skill-development programme for Tally, GST, and Communication for campus placement interviews. In the academic year 2021-22 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. OSA organized a visit to for the teaching staff to Rezwan Razack's Museum which is a home to over 700

paper currency notes from across time, collected over the span of 20 years. 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/AOAR21-22/aqar-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, 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

Internal Quality Assurance Cell

Heads of Departments

Examination Centre

Research Centre

Sports Department

Coordinators for special programmes

Coordinators of Clubs and Associations

Student Council

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AOAR21-22/aqar-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	No File Uploaded
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/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/AQAR21-22/aqar-report-6.2.1TwinningProgramme.php
Upload any additional information	No File Uploaded

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 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	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/aqar-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://www.sjcc.edu.in/AQAR21-22/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

8

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

26

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.)

63

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

Financial Administration of the Institution

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, 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://www.sjcc.edu.in/AQAR21-22/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)

32.57

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 Institution has a comprehensive resource mobilization policy for the optimal utilization 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/AOAR21-22/aqar-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)

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 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	View File
Paste link for additional information	https://www.sjcc.edu.in/AQAR21-22/aqar-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/AQAR21-22/aqar-report-6.5.2-SubjectCoordinators.php

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the

A. Any 4 or all of the above

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)

File Description	Documents
Paste the web link of annual reports of the Institution	https://sjcc.edu.in/pdf/annual_report2021-2022.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 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. Dr. Akkai Padmashali, a renowned transgender, founder of Ondede , and Ms. Shreya Krishnan, Vice President, Aon India Insurance were invited to inspire the young minds this year.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://www.sjcc.edu.in/AQAR21-22/agar-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

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

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	No File Uploaded

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	No File Uploaded

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	No File Uploaded
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 	B. Any 3 of the above
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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	No File Uploaded

<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:</p>	A. Any 4 or all of the above
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Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	No File Uploaded

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 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 include "Youth as facilitators for cultural harmony", a webinar organized by Harmony Club, "Visit to Karnataka Chitra Kala Parishad", "Modalane Bheti", "Antaranga", " Vishvamaanava Dina", "Kannada Rajyotsava", " Savatribai Phule Jayanthi", " Kannada Habba" by Kannada Sangha , "Azadi Ka Jashn" by Hindi Parishad, "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:	
<p>Sensitization of students of the Institution to the constitutional obligations is done through the curriculum as well as through extra-curricular 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.</p> <p>The preamble of the constitution is displayed in the college campus to create awareness about the fundamental rights, and principles and topromote a feeling of brotherhood and unity among the citizensto 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.</p>	

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	No File Uploaded

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	No File Uploaded
Any other relevant information	No File Uploaded

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	View File
Any other relevant information	No File Uploaded

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

BROADENING STUDENTS' EDUCATIONAL EXPERIENCE

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/Institutions_Best_Practices.php
Any other relevant information	https://sjcc.edu.in/Institutions_Best_Practices.php

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://www.sjcc.edu.in/AOAR21-22/pdf/7.3.1-inst.pdf
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Future plan of Action

1. In accordance with the National Educational Policy, two undergraduate programmes have been planned to be opened for the forth coming Academic year 2022-23 in the two disciplines namely B.ScHonours in Economics and B.A honours in English.
2. The Institution has planned to register for NAD- National academic depository to facilitate the student academic repository. as per the NEP this will help the students to redeem their credits for any certificate diploma or degree as per the norms and help in free horizontal movement of the student within the nation.
3. The exam department plans to give the certificate of high order merit in par with Globally accepted norms "Suma-cum-Laude" for the toppers in their respective degree programme in addition to the other certificates issued

by the college..

4. According to the NEP regulation the undergraduate departments of B Com and BBA have introduced multidisciplinary courses and skill based open electives in the first year and second year undergraduate curriculum.