

INTERNAL QUALITY ASSURANCE CELL (IQAC)

NEWSLETTER 2015-16

Every good institute of learning is only as good as its faculty and students. It is therefore crucial to develop skills that go beyond academics. Processes that drive better learning experiences ensure students are well rounded in their world view. The Internal Quality Assurance Cell (IQAC) has made a significant and meaningful contribution in the post-accreditation phase of our institution. The IQAC is envisioning a system for conscious and consistent improvement in the performance of its principal stakeholders that is staff and students of the Institution. This cell promotes innovative practices that continually improve the effectiveness of the learning and teaching experiences of students and staff respectively.

- *Ms. Muktha, IQAC Coordinator*

During the post-accreditation period, the IQAC has been channelizing and processing all the efforts and activities of the institution towards excellence in every field.

The Total Quality Management (TQM) team consists of –Rev. Dr. Daniel Fernandes, SJ, Dr. Nirmala Joseph, Ms. Muktha, Ms. Sneha, Mr. Ravi Richard, Ms. Ravi Darshini, Mr. Raj Sadhwani, Ms. Rency Rakesh Balraj and Rev. Fr. Roshan Pereira, SJ.



Vision

The Internal Quality Assurance Cell (IQAC), established in accordance to NAAC guidelines, aim to work towards quality sustenance and enhancement of the academic and administrative performance of the Institution.

Mission

- Developing a system for conscious and consistent improvement in the performance of its principal stakeholders, that is staff and students of the Institution.
- Promoting innovative practices that continually improve the effectiveness of the learning experiences of students and staff.
- Upholding the goals of quality enhancement and sustenance towards organizing various activities and programmes on the Campus.
- Promoting a learner centric environment for students and staff that foster the mission and vision of the Institution.

Major Initiatives of IQAC for 2015-16

□ Choice Based Credit System (CBCS)

Higher education in India has undergone a tremendous evolution over the years. The autonomous status held by the Institution has bestowed it with the academic freedom that helps create an academic environment that is flexible and innovative. The Institution has successfully introduced and implemented the Choice Based Credit System (CBCS) from the academic year 2015-16. The Institution's move towards the CBCS system greatly helped the learners to choose from an array of Allied Optional subjects which are tailored to their interests and career goals.

Implementation of CBCS (2015-16)

The implementation of the CBCS changed the pedagogy into an interactive process where students evolved from being passive listeners to active contributors in knowledge acquisition. The move towards the CBCS system greatly helped the learners to choose electives from the wide range of courses. The students successfully adopted an interdisciplinary approach to learning that enabled them to choose additional courses to acquire more than the required credits. The course component included practical sessions, field studies and case studies that equipped students to acquire the much required skills.

□ Examination Reforms

In compliance with the Choice Based Credit System, Examination and Evaluation reforms were initiated by the Quality Assurance Team. Firstly, a ten point grading system has been adopted as per UGC guidelines for choice based credit system. The extension activities and extra-

curricular activities along with credits are to be recorded in the Grade Card. Secondly, the weightage of Internal Assessment and End Semester Exam has been changed to 30 marks and 70 marks respectively. The junior staff members were oriented on conducting and evaluation of CIA components and question paper setting on July 10th, 2015. Indian Constitution Examination for 2nd semester UG students had been conducted online. Another important initiative was to redesign the answer booklets to reduce paper wastage.

□ Research initiatives

The motto of the Research Centre is to promote research culture by identifying, assembling and disseminating research information to the staff and students. The Student Research Journal is an in-house journal which provides a research platform for students in areas related to theoretical, applied and interdisciplinary research in Commerce, Business Studies and Management. In the UG department, 55 research papers were published and in the PG department 112 research papers were published. Few of the ongoing minor projects include, 'A study on Dr.Nagaraj's writings on Indian culture' by Mr.Vinay and Mrs. Marina and the major ongoing research projects include 'Identifying growth drivers of a village economy in the Dry Tract of Karnataka: Social Accounting Matrix Approach' by Dr.A.M.Sheela.

□ Collaborations

The Institution has entered into various Exchange programmes, International Academic Partnerships, Partnerships with Professional Institutions, Industries, Training and Development centres and NGO's to foster a global culture of educational excellence and to create an environment of innovative learning. The following listed are the Institution's major collaborations to realize its very commitment to Academic Excellence, Character Formation and to reach out to communities and individuals who are socially and economically deprived.

Academic Collaborations:

The college has taken the initiative to bring forth various opportunities for the students to enhance their career opportunities through collaborations with top academic bodies. The following courses provided by the college can be done by students to enhance their regular degrees:

1. ACCA (Association of Certified Chartered Accountants)
2. CIMA
3. IFRS

International Collaborations:

St. Joseph's College of Commerce has international collaborations with four universities with a focus on innovative ways to add value to the learning of students. The universities are:

1. Swansea University, Wales, UK:

From the year 2010 onwards, undergraduate students of SJCC have been participating in the 1 + 2 year twinning programme. On successful completion of their first year BBA at SJCC these students will proceed to Swansea University to complete the programme. In the year 2015-2016, seven students had enrolled for the twinning programme.

2. ESDES, France:

SJCC has entered into an agreement with ESDES School of Business and Management for the following two International Business Programmes (IBP).

-Six-month IBP programme - This certificate programme is open to 4th or 6th semester B.Com (Travel & Tourism) students only.

-One-year degree-seeking IBP programme - Final year B.Com and BBM students are allowed to apply for this programme.

3. Kobe College, Japan:



Kobe College is an institution for higher learning for women in the field of liberal arts and sciences. As part of their vision, Kobe College has been involved in cultural exchange programme with St. Joseph's College of Commerce for the past 5 years.

SJCC welcomed six girls from Kobe College and one of their faculty members in September 2015.

In late October 2015, Ms. Marina accompanied two students from our

college in their visit to Kobe College, Japan.

4. Eastern Institute of Technology, New Zealand:

A Twinning Programme proposal with EIT and SJCC has been initiated. Both the institutes are currently working on the intricate details of understanding, hoping to materialize this proposal.

Training and development collaborations:

The IQAC in its initiative to facilitate the creation of learner-centric environment has entered into collaboration with the following Training and Development centers.

- IMS Proschool- it is one of the foremost providers of practical financial, accounts and analytics courses in the country. It conducts training programmes for Financial Modelling, Business Analytics, Management Accounting and many other Financial Reporting courses. The Institution in association with IMS Proschool conducted a Financial Modelling programme for 60 hours which included a tailor-made syllabus of

topics like Financial Management, Project Finance, Equity Research and Advanced Macros and VBA for Finance.

- Meridian Digital World- The Institution in collaboration with Meridian Digital World has set up a Center for Academic Excellence and Faculty Development with Digital Library, so that the digital material could be made available for teaching and learning process to both faculty and students alike.
- Athena Training Academy- Athena Training Academy (ATA) provides quality vocational education and training that enable a diverse student population to achieve its educational goals. The Academy trains professionals in various fields of Travel, Aviation, and Retail etc. The Institution in collaboration with ATA provides a choice of four electives papers to B.Com Travel & Tourism students.

Social collaborations:

The Institution understands the importance of instilling the commitment towards upliftment of the marginalized and weaker sections of the society. It is towards this commitment and faith that the institution encourages its students to work along with NGO's and social organizations in India, who work in different fields for the cause of the under privileged. The college has tied up with Bhumi and U&I for the same.

□ International, National and State level Seminars

Conferences and seminars are effectual forums for discussion and deliberation on myriad topics and themes. It provides a unique, unparalleled arena for people to voice out their opinions, arguments and also aids in exponentially broadening the participants' mental horizons on a slew of crucial issues. This year too, a series of national and international seminars were hosted by St. Joseph's College of Commerce in collaboration with the UGC and professional bodies and organizations like ACCA, ISDC & FKCCI, which witnessed enthusiastic participation from a plethora of students, teachers, and research scholars alike. These seminars are an integral step towards not only enlightening minds, but also enabling students to enhance their presentation, interpretation and communication skills.

International Conference on Triple Bottom Line – Risks, Ethics, Governance and Sustainability in Association with ACCA and ISDC.

St Joseph's College of Commerce, in association with ACCA and ISDC held a two-day International Seminar on the topic *The Paradigm of Triple Bottom Line – Risks, Ethics, Governance*



and Sustainability on 31 August and 1 September 2015. The conference was focused on the concept of sustainable development from ACCA's perspective. It elaborated on the robustness of its members to serve the public with utmost integrity and rectitude. A panel discussion was held on the topic, *Vision of Educational Institutions in Moulding Young Minds for Economic, Social and Environmental Stability*. This was followed by paper presentations. An astounding number of seventy-two participants presented their research articles on various themes of the Conference topic.

International Seminar on Tourism Sector in India - Development, Sustainability and Challenges in Association with FKCCI.



The B.Com Travel and Tourism Department organized an International Seminar on *Tourism Sector in India - Development, Sustainability and Challenges* in association with FKCCI on 4 September 2015. The Seminar received a grand response with over 400 participants who registered across various universities in India and with international participants from Afghanistan,

South Korea, Japan and Ethiopia. The first technical session of the seminar was focused on *Foreign Perspective of the Tourism Sector in India*. Subsequently, a set of thought-provoking and well researched papers were presented by academicians and students from various Institutions and Universities. The core session of the seminar culminated with a riveting panel discussion on the topic *Atithi Devo Bhava....A Reality?*

UGC sponsored National Seminar on Goods and Service Tax (GST) in collaboration with ICAI.

On 3 September 2015, the PG Department hosted a National Seminar on *Goods and Service Tax (GST)* in association with ICAI. The seminar emphasized on the integral and pivotal need for GST and also about the components of a tax structure. It also highlighted the



crucial role of GST in creating national market. The seminar also threw light upon the various sections of the Constitutional Amendment Bill, 2014 and the highlights of the bill were enumerated. It also elaborated on the ramifications of GST on business/profession, end-use consumer and state revenues. A general overview on the proposed law and its repercussions on business in terms of grey market operators, record-keeping, compliance costs etc were explained.

UGC Sponsored National Seminar on *Strengthening Transparency in Higher Educational Institutions (HEIs) - A Quality Assurance Measure.*

The Internal Quality Assurance Cell of the college organized a UGC sponsored National



Seminar on the topic *Strengthening Transparency in Higher Educational Institutions (HEIs) - A Quality Assurance Measure* on 29 January 2016.

The seminar stressed on the need for a centralized repository of aggregated data and information for the stakeholders that can enable

them to take informed decisions and ensure transparency in the organizational structure. It also emphasized on the necessity to simplify and streamline the information about Higher Educational Institutions (HEIs) and to deliberate upon the quality and utility of the information to stakeholders. It was stated that there are four key points for strengthening transparency in HEIs, they include- Governance, Accountability, Transparency and Informed decision making. It also stated that true transparency begins at a personal level and stressed on the importance of fine tuning common practices to suit the Institution's aspirations as well as its capabilities.

A state-level Conference on *Digital Library Services for Academic Excellence: Opportunities and Challenges.*

A one- day state-level conference titled *Digital Library Services for Academic Excellence: Opportunities and Challenges* was organized by the Department of Library and Information Science on 3 March 2016. The conference provided a forum for a stimulating discussion on the scope and the potential of Digital Library services required for reaching consequences for



education and social transformation. It aimed to debate and discuss several important aspects of development in information access and delivery mechanisms in the digital environment; strategies to manage the digital libraries and the challenges of the digital library for repositioning of library and information services for academic excellence. The conference was a success and provided the platform for the exchange of important information and tips to keep with the changing times of Open Access publications and predatory journals which result in low-quality research papers and the means to tackle these challenges.

A State Level Seminar on Social Entrepreneurship in India- A Panache for Social Change and Advancement

A State level Seminar titled *Social Entrepreneurship in India- Panache for Social Change and Advancement* was held on 25



August 2015. It highlighted the important role of entrepreneurs in the contemporary society. A discussion was held on the topic “*Time Tested and Proven Models of Social Entrepreneurship in India*” which provided a deeper understanding of the concept of social entrepreneurship, its functions and dimensions. Another panel discussion on

“*Social Entrepreneurship: A Roadmap for Social Empowerment and Economic Up-gradation in India*” was also held.

National Level Workshop on "Self- Empowerment for Research Scholars through Digital Tools"



A two day National level workshop was conducted by the research Centre from 22nd to 23rd March, 2016. The workshop stressed on the need for good quality research work and on establishing self reliance with various technical research skills. The workshop enlightened the participants about the various tools that are required to make presentations more effective, attractive and useful. It also highlighted the significance and effective use of social media

like Twitter, LinkedIn etc, for the research scholars. There were participants from Karnataka, Kerala, Andhra Pradesh and Tamil Nadu.

□ Faculty Development Programmes

The Faculty Development Programme hosted by the Institution, guides and enables faculty members to attain scholarly and interdisciplinary expertise in learning, teaching and implementing positive social changes. It aims to maintain and enhance faculty effectiveness and will also help the faculty to fulfil academic responsibilities. This is attained by conducting various talks, workshops and research projects. These programmes aim towards further enhancing the expertise of our faculty to meet the growing academic needs of the 21st Century. Several such programmes were organized throughout the year in the spirit of constantly improving the quality of pedagogical practices in the Institution. “Train the Trainer” was a faculty programme organized by the ISC and ACCA that focused on key areas of Financial Accounting, Cost Accounting, Management Principles, and Business Law. Rev. Dr. Joe Arun SJ



conducted a workshop on “Building Teacher Competencies” for the teaching and counselling staff members. This workshop focused on developing the holistic and behavioral practices of faculty in the pedagogical process. To focus on the technicalities behind the art of teaching was a workshop on “Teaching Pedagogies and Practices” conducted by Dr. Tony Tampi

Kayala in June 2015. Classroom management techniques for the undergraduate and post-graduate levels were discussed in this workshop. Keeping modern developments in mind, the Chartered Institute for Securities and Investment (UK) conducted a workshop on “Developing IOC Modules for Students” during which the faculty was brought up to speed on the CISI modules in various financial institutions around the globe. To further develop the effectiveness of classroom case study analysis, a programme on “Pedagogy of Case Study Analysis” was conducted by Ms. Bharathi Gopal on how to optimize a time frame of 50 minutes to fully analyze a case study. Various resources were provided to the faculty on how to better prepare for classroom case study analysis. Tata Consultancy Services came to the Institution to

bring the faculty up to speed on various concepts and operating models of Business Process in their workshop on “Finance and Accounts for Business Process Services”. In the month of February 2016, a workshop on “Corporate Law and Compliance” was conducted by Simply Five Corporate Secretarial Services, Private Limited.

□ Educational process and ICT

ICT is harnessed to improve the efficiency and effectiveness of education at SJCC. The focus is to transact all communications through this medium. With the intention of implementing ICT and making educational process more meaningful, for the first time the students had to select their electives for final year and allied options for second year through ERP.

□ FEEDBACK

Parent Teacher Association (PTA):

The Parent Teacher Association is a vital and a dynamic body of this institution which aims at bringing both the teachers and the parents to a common platform for the progress of their wards. The PTA is a very active association of the college ensuring quality enhancement and all round development. PTA meeting was held in the month of August, 2015..

A questionnaire was circulated to all the parents who attended the programme. A total of 350 questionnaires were filled and the responses were tabulated and analyzed. The response from the parents indicated that the college has fulfilled the expectations and the college is guiding the students in the right path. As per the response, the college has excelled in all the parameters and the parents feel that the students are at the right place.



Open House:

With the objectives to provide a platform for students to express their opinions and thereby strengthening the existing feedback mechanism; to provide a link between the students with the administration and finally to inculcate greater responsibility in students through their participation in Governance an ‘Open House’ was organized on 12th January 2016 at the Conference Hall. The

target audience was about 100 Students of 1st Year belonging to the newly introduced CBCS batch. The agenda for the Open House was as follows:

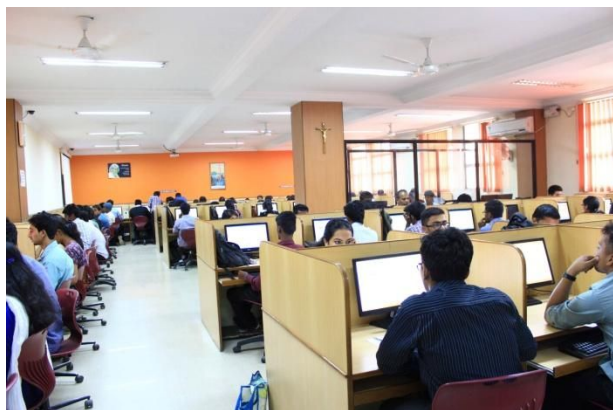
1. Academic Programme and Pedagogy
2. Infrastructure
3. Sports
4. Campus Life

The students were given the opportunity to put forth their concerns and the open house proved to be a platform to discuss them. The students highly appreciated the initiative.

Student feedback/ Staff evaluation:

The college strives to create high performance teaching-learning team through effective feedback mechanism. The objectives of feedback at SJCC are to improve the learning experiences, to make the students and the teacher more accountable to one another and for evaluation and reflection of overall performance of the institution.

In order to achieve the above objective, the IQAC schedules online Bi-annual staff evaluation by students. This year the staff evaluation was scheduled in the last week of August and February for the odd and even semester respectively.



Exit interviews:

Exit interviews are conducted for outgoing students. It is scheduled in the month of March every year. These interviews are conducted in order to get a true picture of the institution from the point of view of the students. The outgoing students are more experienced and are willing to share information regarding the areas of improvement in the institution. Each

year 150 students take up the interview.

Online Feedback to the Principal:

There is a provision available for the students to give online feedback directly to the Principal at any point of time. This enables the information to travel faster and reduces the hassle of information being communicated through various parties and speed up necessary action.

Self appraisals:

Teachers are expected to fill self appraisal forms every year which will help them to reflect on their performances. This mechanism helps in the individual improvement of the staff and also enhances the collective faculty effectiveness.

Student Progression Plan:

In order to motivate and encourage students to enhance their grades, especially with respect to students who are academically weak and slow learners, the college adheres to the practice of following track records of student progression. Remedial classes and bridge courses are conducted along with counseling and mentoring in order to help students to secure better understanding of the concepts and securing marks.

□ Innovation & Best Practices

St. Joseph's College of Commerce has always strived hard to remain at the forefront of innovation and development by adopting some of the most advanced and competent techniques and practices that inspires students to expand their horizons and prepare them for globalized education. Under the category of innovation and best practices, the Institution provides a platform where students supplement their classroom knowledge with experiential learning. Through Global collaborations, International Industrial visits, International Internships, Social Internship, Community Services and Field visits and adopting many other best practices, the Institution is inspiring and motivating excellence in every sphere of life. In this academic year, some of the outstanding techniques and practices that have been adopted in accordance with the assurance to innovation are as follows:

- Education for All
- Curriculum Advancement- tie ups with various institutions
- Innovation in Teaching & Learning

□ Thanksgiving Day



the presence of the Rector, Rev. Fr. Anthony Joseph SJ,

The Institution organized a Thanksgiving Day on 4 March 2016 for the graduating students, marking the end a wonderful journey on the College campus through giving thanks to the Almighty. This was a solemn occasion witnessed by all the final years in which each class presented a prayer on their behalf and symbolic offerings were given. With



and many other respected priests from the Jesuit institutions, the Thanksgiving Service made the passing out students feel more spiritually attached to the institution. The service was held in two sessions for the two sets of final year students.