



YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution

ST. CLARET COLLEGE

- Name of the Head of the institution **Rev. Dr. Thomas V. Thennadiyil**
- Designation **Principal**
- Does the institution function from its own campus? **Yes**
- Phone no./Alternate phone no. **08023454755**
- Mobile no **8943134658**
- Registered e-mail **principal@claretcollege.edu.in**
- Alternate e-mail **iqac@claretcollege.edu.in**
- Address **Sharadamba Nagar, MES Ring Road, Jalahalli**
- City/Town **Bangalore**
- State/UT **Karnataka**
- Pin Code **560013**

2.Institutional status

- Affiliated /Constituent **Affiliated**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **UGC 2f and 12(B)**
- Name of the Affiliating University **Bangalore University**
- Name of the IQAC Coordinator **Dr. Chinmaya Dash**
- Phone No. **08023454755**
- Alternate phone No. **08023454755**
- Mobile **9482747480**
- IQAC e-mail address **iqac@claretcollege.edu.in**
- Alternate Email address **chinmaya@claretcollege.edu.in**

3. Website address (Web link of the AQAR (Previous Academic Year))

<https://claretcollege.edu.in/AQAR>

4. Whether Academic Calendar prepared during the year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

<https://claretcollege.edu.in/Calendar>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B+	2.41	2014	05/05/2014	04/05/2019
Cycle 2	A+	3.31	2022	06/09/2022	05/09/2027

6. Date of Establishment of IQAC

10/07/2009

7. Provide the list of funds by Central / State Government

UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	Nil	Nil

8. Whether composition of IQAC as per latest NAAC guidelines

Yes

- Upload latest notification of formation of IQAC

[View File](#)

9.No. of IQAC meetings held during the year **2**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report **No File Uploaded**

10.Whether IQAC received funding from any of the 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)

Consultacy service to other institution towards NAAC Process
International Relation Programs Face to Face Faculty Quality Circle
HR Summit

12.Plan of action chalked out by the IQAC in 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
Autonomy Grant	Yes

13.Whether the AQAR was placed before statutory body? **Yes**

- Name of the statutory body

Name	Date of meeting(s)
AAA, St. Claret College	16/12/2024

14.Whether institutional data submitted to AISHE

Part A

Data of the Institution

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• if yes, whether it is uploaded in the Institutional website Web link:	https://claretcollege.edu.in/Calendar						
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Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount			
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• Upload latest notification of formation of IQAC			View File				
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Plan of Action	Achievements/Outcomes	
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13. Whether the AQAR was placed before statutory body?	Yes	
<ul style="list-style-type: none"> Name of the statutory body 		
Name	Date of meeting(s)	
AAA, St. Claret College	16/12/2024	
14. Whether institutional data submitted to AISHE		
Year	Date of Submission	
Yes	27/03/2024	
15. Multidisciplinary / interdisciplinary		
From the academic year 2021-22, the institution has implemented		

National Education Policy at the undergraduate level as per the guidelines of Bangalore University, making all UG programmes multi-disciplinary programmes of four-year duration with multiple exit and entry options. These programmes offer several Open Elective courses in each semester across all disciplines, making the learning experience truly interdisciplinary. Students are encouraged to participate in add on courses, minor projects, Hackathon and workshops organized inter-departmentally.

16.Academic bank of credits (ABC):

As NEP which the institute has introduced at the undergraduate level is based on a Choice Based Credit System (CBCS), the accumulated credits of a student are digitally stored in the Digi Locker of National Academic Depository which is an initiative of the Ministry of Electronics and Information Technology (MeitY) and Ministry of Education (MoE). When NEP is fully implemented, the credits earned by a student will be transferable across numerous recognised higher education institutions within the state/country, allowing degrees to be awarded from any of the HEIs based on the credits earned.

17.Skill development:

Holistic development of the students is a priority of the institution. One of the undergraduate programmes the institution offers is a Vocational programme: B.Com Vocational (Tourism). The NEP scheme offers many skill enhancement courses such as Yoga, Health and Wellness, Artificial Intelligence, Cyber Security, Digital Fluency, Creativity and Innovation, Financial Literary, Critical Thinking and Cultural Awareness. The students can choose from these courses as per their interest and aptitude. The students enhance their skills through add on programs, workshops, industrial and field visits, panel discussions and research-based projects.

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

NEP document states that learning must be situated in the Indian context to ensure that students face no alienation from their context, country and culture. Cultural Awareness is one of the skill enhancement courses offered under NEP. "Constitution of India" is a mandatory ability enhancement course. The students also have to learn at least one of the Indian languages in the first four semesters of their undergraduate programme. Additionally, to promote Indian culture and ethos, various cultural and literary programs are also organized.

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

The institution has adopted the Revised Blooms Taxonomy as the methodology to assess Outcome Based Education for the POs, PSOs and COs. The expected outcomes are aligned to the vision, mission and values of the institution. At the micro level, within the framework of the degree programme, each course of study defines its own unique set of learning outcomes that are tied to the curriculum. The graduate attributes such as intellectual rigor, creative and critical thinking, team work, digital capabilities, ethical practices, cultural competence and communication skills are achieved with the help of Program Outcomes (PO), Program Specific Outcomes (PSO) and Course Outcomes (CO).

20.Distance education/online education:

The institution imparts education via face-to-face mode usually. During Covid-19, it successfully delivered all content and conducted internal examinations virtually. Currently, a number of add on courses, seminars and conferences are delivered on virtual mode.

Extended Profile**1.Programme**

1.1	446
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	No File Uploaded

2.Student

2.1	2420
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	No File Uploaded

2.2	625
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	No File Uploaded

2.3	709
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	No File Uploaded

3.Academic	
3.1	90
Number of full time teachers during the year	

File Description	Documents
Data Template	No File Uploaded

3.2	90
Number of sanctioned posts during the year	

File Description	Documents
Data Template	No File Uploaded

4.Institution	
4.1	48
Total number of Classrooms and Seminar halls	
4.2	65680685
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	851
Total number of computers on campus for academic purposes	

Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

documented process Response: Academic Calendar Preparation The institution prioritizes teaching-learning as one of the most important functions. The calendar includes all major events planned for the year and is uploaded on the institutional website for the benefit of all stakeholders. Work Allocation and Course Plans. The HoDs convene a meeting of their faculty and allocate the workload according to their expertise and experience. This is explained to students on the first day of classes and it is also displayed in Google classrooms. Curriculum Delivery and Documentation. A bridge course is conducted for the first-year students to ease their entry into the programme. If a knowledge gap is discovered in the curriculum, the department initiates add-on programmes to bridge it. The institution believes in OBE and hence PO, PSO and CO are mapped to achieve the best outcomes. The faculty maintains a work diary to keep track of the progress. Through Linways, the institutional ERP platform, class attendance report and internal assessment marks are accessible to students and parents. Reports and documents of academic, co-curricular and extracurricular activities of each department are collated and filed at the end of every semester.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	https://claretcollege.edu.in/Calendar

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation Response: Being an affiliated college of Bangalore University, SCC strictly follows the academic calendar issued by the University at the beginning of the academic year. The University calendar of events and the detailed institutional calendar are communicated to the students through the institutional website and the notice board. This information is provided to the students during the student orientation at the beginning of the academic year. The faculty integrate the schedule of class tests, assignments, presentations and internal assessment examinations into their course plan in accordance with the institutional calendar of events. Project

work, field work and presentation components of the syllabus and assessment are arranged keeping in mind the pre-planned academic calendar. The final internal assessment marks are available to the students and parents on Linways, the institutional ERP platform. After reviewing the performance of students in the internal assessment exams, remedial classes are organised for the benefit of slow learners. The institution's scheduling of events, particularly the internal assessment is in keeping with the learner's pace and ensures that there is no undue stress on the students.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	https://claretcollege.edu.in/Calendar

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	No File Uploaded
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

21

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	No File Uploaded

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

29

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	No File Uploaded

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

2019

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

Envisioned to promote human excellence and professional development, SCC has integrated gender, environment and sustainability, human values and professional ethics into the curricular and co-curricular framework for the holistic development of students. Foundation courses like Science and Society, Culture, Diversity and Society are mandatory for all the

undergraduate programs. Human values, gender sensitization and environmental studies have been constantly reviewed and redesigned to include activity-based methodology with scope for interaction and discussion. Postgraduate Programme in Commerce offer courses related to professional and personal growth, sustainable development and Intellectual Property Rights. Social Work: Master of Social Work teaches courses related to community organization, Indian Constitutions, social change and women and child development. Management UG programme has courses like corporate skills and Human Resource Management addressing issues of human values and sustainable development. Humanities offers a wide range of courses that deal with issues of gender, sustainability, human values, and environment. Optional English discusses gender, class, human values and ethics. Sociology discusses patriarchy, human rights, position of women and current social issues. The curriculum is specially designed with a focus on human values, gender equity and environmental awareness.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

18

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	No File Uploaded

1.3.3 - Number of students undertaking project work/field work/ internships

1946

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	No File Uploaded

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
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File Description	Documents
URL for stakeholder feedback report	https://claretcollege.edu.in/Feedback_from_Stakeholders
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows		A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents	
Upload any additional information	No File Uploaded	
URL for feedback report	https://claretcollege.edu.in/Feedback_from_Stakeholders	
TEACHING-LEARNING AND EVALUATION		
2.1 - Student Enrollment and Profile		
2.1.1 - Enrolment Number Number of students admitted during the year		
2.1.1.1 - Number of students admitted during the year		
964		
File Description	Documents	
Any additional information	No File Uploaded	
Institutional data in prescribed format	No File Uploaded	
2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)		
2.1.2.1 - Number of actual students admitted from the reserved categories during the year		
504		
File Description	Documents	
Any additional information	No File Uploaded	
Number of seats filled against seats reserved (Data Template)	No File Uploaded	
2.2 - Catering to Student Diversity		
2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners		
Higher education presents students with challenges that can be navigated effectively through proper guidance. Institutions employ		

various methods to assess and enhance students' learning. Entry-level marks, internal examinations, and regular academic activities like assignments, quizzes, and discussions help evaluate their progress. Mentors assigned to each class engage in one-on-one interactions to monitor academic, extracurricular, and personal development while addressing physical and mental health concerns. To cater to diverse learning needs, teaching methodologies are customized. A blend of traditional and ICT-based teaching approaches makes learning engaging. For advanced learners, the institution provides opportunities to attend seminars, workshops, and talent search exams. They are assigned challenging tasks, leadership roles, and encouraged to present and share knowledge at conferences and other institutions. High achievers are recognized with awards, scholarships, and motivated to excel in university-level examinations. For slow learners, initiatives like peer tutoring, regular counseling, and remedial classes are implemented. Faculty conduct detailed revisions, discuss previous year question papers, and provide additional study material. Bridge courses are offered to help new students to get conceptual clarity. This comprehensive approach ensures that both advanced and slow learners are supported to maximize their potential and succeed.

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/Student_Awards
Upload any additional information	No File Uploaded

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
2420	90

File Description	Documents
Any additional information	No File Uploaded

2.3 - Teaching- Learning Process

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

The institution aims to achieve holistic education through

practical, application-based learning methods that foster engagement with real-world challenges. Key strategies include Participative, Experiential, and Problem-Solving Learning, each comprising diverse activities designed to enhance critical thinking, leadership, and practical skills.

Participative Learning emphasizes knowledge-sharing and skill development through activities like interactive lectures, industry expert sessions, debates, and student projects. It promotes critical thinking, communication, leadership, and decision-making. Students participate in theme-based webinars, symposium, and theatre to address social issues, fostering research skills and expanding knowledge.

Experiential Learning connects students with real-world experiences through industrial visits, study tours, internships, and NGO collaborations. These activities offer insights into history, culture, community living, and professional environments. Social surveys, rural camps, and summer projects nurture life skills, professionalism, and a sense of social responsibility.

Problem-Solving Learning employs methodologies like case studies, brainstorming, Kahoot quizzes, and business plan sessions to cultivate analytical skills, teamwork, and creative thinking. Students explore practical applications of theoretical concepts, develop budgeting and root-cause analysis capabilities, and create sustainable solutions.

Collectively, these methods prepare students for academic excellence, professional readiness, and community contributions, equipping them with critical, analytical, and leadership skills for future success.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	https://claretcollege.edu.in/Student_Support_Services

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The institution places significant emphasis on Information and Communications Technology (ICT) to enhance student engagement,

knowledge retention, and effective learning. Classrooms are ICT-enabled with internet connectivity, projectors, and audio facilities. The SCC library offers extensive digital resources, including e-books, e-journals, and platforms like Knimbus, EBSCO, Delnet and Inflibnet, fostering curiosity and making education learner-centric. The institution boasts 851 advanced computers and three well-equipped computer labs to support student learning

Assignments, class tests, and projects are submitted electronically via platforms like Linways, Google Classroom, emails, and similar tools. Faculty creatively use smart boards, projectors and simulations for effective content delivery, while students are encouraged to use ICT for in-class presentations. Various ICT tools and platforms, such as Google Meet, Zoom, WhatsApp, and YouTube, along with mobile and web-based learning resources are used making learning more interactive and accessible. ICT ensures continuity in teaching-learning and enhances students' creativity, communication, problem-solving, and analytical skills. The use of ICT has improved academic performance, making education participatory and engaging. Social media platforms serve as effective tools for creating subject-focused networks and discussions, further enriching the learning experience. ICT's integration has transformed education, making it innovative and skill-oriented.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

90

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	No File Uploaded
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	No File Uploaded

2.4 - Teacher Profile and Quality

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

90

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	No File Uploaded
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

23

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	No File Uploaded

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

395

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	No File Uploaded

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

St. Claret College adheres to Bangalore University regulations for internal evaluations of theory and practical courses. The internal assessment mechanism is transparent, with both faculty and students informed of its processes through orientation programs, the student handbook, and the college website. The Examination Cell, led by the Principal as Superintendent of Examinations (SOE) and senior faculty as Controller of Examinations (COE), ensures smooth conduct of internal and university exams. The internal assessment system, under the NEP pattern for UG and CBCS pattern for PG, constitutes 40% and 30 % of the total evaluation and includes attendance, internal exams, seminars, presentations, assignments, MOOCs, and internships, scheduled throughout the semester for UG and PG respectively. Two centralized internal exams are key components, supported by ERP-generated hall tickets. Additionally, at least two class tests are conducted per subject. Special provisions are made for physically challenged students and those involved in extracurricular activities like NCC/NSS or cultural events. Post-exam, progress reports detailing marks and attendance are sent to parents and reviewed during Parent-Teacher Meets. Guidelines for exams are provided to invigilators, and concerns about marks are addressed directly with the faculty. The internal assessment process enhances transparency, accessibility, and academic rigor, fostering accountability and engagement.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://claretcollege.edu.in/Examinations

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

Claret College ensures a transparent and efficient evaluation process for internal assessments. Faculty evaluate answer scripts within a week, providing feedback and discussing standard answering techniques to help students improve. Internal marks are posted on the institutional portal for students and parents to access. This practice extends to class tests and assignments as well, maintaining consistency in feedback and performance enhancement.

Grievance Redressal: Internal Examinations

If students have concerns about internal assessments, they can address them with the concerned faculty as per Exam Cell guidelines. Unresolved issues can be escalated to the Controller of Examinations (COE) and, if needed, to the Principal, who consults the department to resolve the matter. Grievances are typically resolved within a week, ensuring transparency.

Grievance Redressal: University Examinations

For university exams, the college communicates dates and eligibility criteria as per Bangalore University guidelines. Grievances related to university results, marks cards, or certificates are handled by the University Liaison Officer, who registers, follows up, and resolves issues promptly.

The Exam Cell also offers multiple grievance submission options, including suggestion boxes, emails, and QR codes linked to the COE. These measures ensure efficient redressal, enhancing trust and student satisfaction.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://claretcollege.edu.in/Examinations

2.6 - Student Performance and Learning Outcomes

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

St. Claret College (SCC) adheres to the Bangalore University curriculum, incorporating industry demands, institutional vision, and student profiles to define knowledge and skill outcomes. While the institution has limited flexibility in curriculum design, it

develops Course Outcomes (COs) for each course, ensuring clarity on what students should achieve. Departments outline Programme Specific Outcomes (PSOs) and Programme Outcomes (POs), specifying the knowledge, skills, and attributes students should gain upon completing their programmes.

Communication to Faculty:

Faculty meetings, Department meetings with the Principal, and discussions with the Internal Quality Assurance Cell (IQAC) at the start of each semester focus on teaching plans, POs, PSOs, and COs. These outcomes are displayed on the college website and reviewed at semester-end meetings. Faculty also contribute to university-level syllabus revisions through participation in workshops and as members of the Board of Education (BOE) or Board of Studies (BOS).

Communication to Students:

Students are informed about POs, PSOs, and COs during orientation, first-day course introductions, and through Google Classroom uploads. These are displayed on campus and published on the website. The Student Handbook further includes graduate attributes, ensuring all stakeholders are aware of their academic goals. The comprehensive approach aligns institutional outcomes with the curriculum, ensuring student-centric education.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://claretcollege.edu.in/Program_Outcome
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

St. Claret College (SCC) implements a systematic process to evaluate the attainment of Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) to enhance teaching-learning quality. The evaluation integrates direct and indirect methods in alignment with Bangalore University guidelines.

Evaluation Mechanisms:

- Faculty align question papers with COs during Continuous Internal Assessment (CIA), assigning COs to each question. Marks scored are recorded in the institutional ERP system (Linways).
- Internal assessment (40% and 30 %) includes class tests, assignments, and presentations, offering an early indication of CO attainment before the university examinations (70%).
- A CO-PO matrix is prepared for each subject and aggregated at departmental and institutional levels. Excel-based formula models calculate CO and PO attainment.
- End-semester results and CGPAs are analyzed per university guidelines.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://claretcollege.edu.in/Program_Outcome

2.6.3 - Pass percentage of Students during the year**2.6.3.1 - Total number of final year students who passed the university examination during the year****647**

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for the annual report	https://claretcollege.edu.in/IQAC_Annual_Report

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://claretcollege.edu.in/Student_Satisfaction_Survey

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

125000

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

5

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

1

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	https://tourism.gov.in/

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The institution fosters an ecosystem for innovation, research, and knowledge transfer through a supportive environment, infrastructure, and resources. Recognized as a Research Center in Commerce by Bangalore University, the institution actively promotes entrepreneurship and innovation through initiatives like the E-Cell, which organizes Business Plan Competitions, Ideation Workshops, and Startup Tales. The Institution Innovation Council, rated four stars by the Ministry of Education (2020-21), conducts impactful events, and the institution was ranked as a "Performer" in the Atal Ranking of Institutions on Innovation Achievements (2021).

The Intellectual Property Rights (IPR) Cell has facilitated the grant of 4 patents and publication of 8 patents, supported by an MoU with KSCST. Faculty achievements include WIPO certifications and participation in national and international conferences. The Business Club nurtures managerial skills through events like Product Launch Competitions and Design Thinking workshops. Collaborative efforts with industry associations like KASSIA and AWAKE provide students with practical exposure.

Research is strongly supported, with a dedicated budget for small projects. The institution also promotes skill enhancement through SWAYAM-NPTEL FDPs, MOOCs, and MSME certificate courses, fostering holistic academic and professional development.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://claretcollege.edu.in/IIC

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

24

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	No File Uploaded

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

12

File Description	Documents
URL to the research page on HEI website	https://claretcollege.edu.in/research
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	No File Uploaded
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

47

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	No File Uploaded

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

56

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	No File Uploaded

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Claretine education emphasizes forming socially responsible global citizens through a holistic approach. Guided by the Claretine educational philosophy, students are equipped with knowledge and professional skills to serve society and contribute meaningfully to humanity. The Claret Centre for Community Development (CCCD) oversees the institution's extension activities, fostering strong connections with local communities and neighborhoods. As part of its commitment to social responsibility, the institution adopts villages and organizes training sessions, awareness programs, rallies, seminars, and workshops on pressing social issues, integrating these activities into the students' educational experience. Additionally, SCC is a proud member of the United Nations' Academic Impact (UNAI).

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/extension
Upload any additional information	No File Uploaded

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

1

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

46

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	No File Uploaded

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in

collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

1686

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	No File Uploaded

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

08

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	No File Uploaded

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

69

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

Set in a serene and green campus, the institution provides state-of-the-art, aesthetically designed, well maintained, user friendly infrastructure conducive to teaching, learning and all round development of students. The institution is well furnished with adequate number of classrooms, well-stocked library, audio visual rooms, conference hall, auditorium and computer labs. 89 Sq.Mts. with a seating capacity of 55 is adjacent to the library. The institution showcases a multipurpose air-conditioned auditorium with a seating capacity of 700. SCC also houses an air-conditioned conference hall with a seating capacity of 160, two audio visual rooms with seating capacities of 80 and 120 respectively. The lushious green quadrangle with an area of 1146. 01 Sq.Mts. is a special attraction of the college, ideal for hosting formal and informal events and gatherings of SCC. The institution also has a musical instruments room with an area of 69. The entire building and campus are under CCTV surveillance with a total number of 134 high definition cameras. The campus also has a Cafeteria and a Canteen with aesthetically designed seating facility and they provide a rich variety of food at an affordable cost.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://claretcollege.edu.in/

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

SCC provides adequate facilities for indoor and outdoor sports, cultural activities and other student and faculty support amenities. The college has a qualified, full time Physical Education Director who is supported by other games specific coaches to train and encourage students to participate in various sports and games at the University, State, National and International levels. The campus has a commonly shared multipurpose outdoor court with an area of 4800 Sq.Mts. for the students to play Football/Cricket and train in athletics. The grounds and fields are built and maintained in high standards for the best results. The college quadrangle and auditorium are used to train students in yoga and aerobics. SCC has created an environment to take care of the physical well-being of its students and employees by providing a vibrant and well-equipped gym facility. The Open-Air Quadrangle Theatre, fully equipped and air-conditioned Auditorium, Audio-visual rooms and Conference Room are available for the students to organize and participate in cocurricular, recreational and cultural activities. The campus facilities are also used for the selection, training and coaching of Bangalore University cycling and basketball teams. The sports support provided by the institution has produced sports champions at state and national levels.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://claretcollege.edu.in/facilities

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

48

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://claretcollege.edu.in/facilities
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	No File Uploaded

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)**4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)**

6555703

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	No File Uploaded

4.2 - Library as a Learning Resource**4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

SCC library is fully automated from 2016 using Integrated Library Management System with the support of Libsoft version 9.8. Availability of LAN and Wi-Fi connections in the library provides easy access to learning resources. The library has institutional membership in National Digital Library, British Library and Bangalore University Library. An RFID Gate Reader is installed at the entrance of the library which automatically records the intime and the out-time of a person through the barcode present on the college ID Cards. Library is inclusive for persons with disabilities and provides them access to reading materials, computer services, and the internet. A special feature of the scanner is instant scanning and conversion of printed documents into digital format to enable the visually challenged to read independently. To ensure originality in writing among students and faculty, the library has subscribed to a single user TURNITIN software which checks for plagiarism. The library constantly disseminates information regarding the facilities and programmes on the institutional website. The library staff conducts orientation on library resources and usage to the students and faculty.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	https://claretcollege.edu.in/Library

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	No File Uploaded

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

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

1679982

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

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

532

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The institution has adequate and the latest IT infrastructure. The IT infrastructure and resources are modernized and upgraded continuously as per the requirements and technological advancements. The IT department takes care of IT administration, hardware and software maintenance, networking, database management, electronic communication system, IT usage and cyber security. Adequate budget is allocated for the purchase and maintenance of IT infrastructure. The institutional IT policy is implemented to develop infrastructure and update them periodically to keep abreast of advancements. Wi-Fi devices have been installed at various locations of the college building for access to high speed internet inside the classes to enhance the online teaching experience. The institution has LMS Software that stores the Management Information System used for effective and efficient administration. The class attendance and internal assessment details of the students are available to the stakeholders 24/7 through this server. The library server has been upgraded to access online resources. RFID gate has been fixed at the library entrance to detect unauthorized removal of library items.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://claretcollege.edu.in/facilities

4.3.2 - Number of Computers

851

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution		A. ? 50MBPS
File Description	Documents	
Upload any additional Information	No File Uploaded	
Details of available bandwidth of internet connection in the Institution	No File Uploaded	
4.4 - Maintenance of Campus Infrastructure		
4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)		
4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)		
65680685		
File Description	Documents	
Upload any additional information	No File Uploaded	
Audited statements of accounts	No File Uploaded	
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	No File Uploaded	
4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.		
The institution has a well-defined system in place for the maintenance and utilization of all its physical, academic and support facilities. Various sports facilities- indoor and outdoor- are utilised for training and conducting of sports and games of the institution, inter-college events and events of Bangalore University.The Financial Administrator monitors the overall maintenance of the infrastructure. Repair and maintenance requirements are referred to the Admin Office Manager and the same is brought to the Principal and the Administrator for immediate action. The Security Supervisor and the security guards ensure the safety of people and property on campus. The institution avails the AMC facility offered by service providers for maintenance of electronic and electrical equipment. Similarly, the supervisor		

attends to the maintenance of the auditorium, conference hall and audio-visual rooms. Library Maintenance: The librarians are responsible for the effective functioning and maintenance of the library and its resources and equipment. Procedures involving preventive and breakdown maintenance are strictly observed to ensure maximum availability of the systems in the computer labs. Electronicservice providers are available for the maintenance of various electronic and public address systems.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://claretcollge.edu.in/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

522

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	No File Uploaded

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

847

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	No File Uploaded
5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	A. All of the above
File Description	Documents
Link to Institutional website	https://claretcollege.edu.in/Student_Support_Services
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	No File Uploaded
5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
1641	
5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
1641	
File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	No File Uploaded
5.1.5 - The Institution has a transparent	A. All of the above

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

338

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	No File Uploaded

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

98

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	No File Uploaded

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

21

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	No File Uploaded

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

28

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	No File Uploaded

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

St. Claret College (SCC) has an active student council that promotes leadership and represents the student body. It includes College, Cultural, Sports, and Department Captains, along with class, club, and association representatives. College Captains are elected democratically, while others are nominated by the Principal, ensuring gender balance. An annual Investiture Ceremony assigns responsibilities to the council, followed by leadership training to build their skills.

Student Engagement in Activities

Administrative Activities

- The council meets quarterly with management to address student concerns, joined by the Principal, Mentor, and Welfare Officers.
- Members uphold discipline and decorum, assist during admissions, and support college promotion activities.
- Representatives in the Student Quality Assurance Cell (SQAC) help establish quality benchmarks for academic and administrative functions.

Co-curricular Activities

- The Department Council, led by captains and a secretary, fosters academic and personal growth.
- Student coordinators in the Placement Committee manage activities like HR talks, workshops, and placement drives.
- Students conduct library orientations, webinars, workshops, and training programs.

Extracurricular Activities

- Students contribute to the annual magazine and organize key events, including Orientation Day and National Festivals. Initiatives like Blood Donation Camps and Swachh Claret programs enhance leadership. and organizational skills.

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/Student_Council
Upload any additional information	No File Uploaded

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)**5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year**

63

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Since its establishment in 2009, the Alumni Association has consistently expanded in both alumni participation and the scope of its activities. The association's annual initiatives are strategically planned during the Alumni Association Annual Plan meeting held at the start of each academic year. Continuous efforts are made to enhance alumni engagement through diverse

programs.

Homecoming - Annual Alumni Meet: This flagship event brings alumni together to participate in cultural and sports activities. Leadership for the event is undertaken by the Core Council members of the respective academic year.

Alumni Elections: During the Annual Alumni Meet, the association elects its President and Secretary to ensure smooth functioning and leadership.

Executive Council Members: To promote wider representation, 12 members from various departments were inducted into an Executive Council in 2016, fostering greater involvement in alumni initiatives.

HANDSHAKE: Launched in 2017, this platform connects alumni with the college Placement Team to discuss career opportunities, workplace challenges, and support alumni involvement in placement drives.

CROSSROADS: This annual meeting of former Student Core Council members aims to strengthen alumni networks and enhance association operations.

Extension Activities: Since 2017, the Alumni Association has been actively organizing outreach programs to contribute meaningfully to societal development.

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/About_Alumni_Association
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year (INR in Lakhs)

C. 3 Lakhs - 4Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Delegation of Responsibilities and Participatory Management

The college emphasizes effective delegation and participatory management to align academic and operational decisions with its vision and mission.

Academic and operational decisions are delegated by the Management to the Staff Council, led by the Principal. The Staff Council comprises representatives from the management, teaching and administrative staff, Heads of Departments, Placement Coordinator, Physical Education Director, Counsellor, and IQAC Coordinator. It formulates procedures and assigns implementation to faculty members, who actively contribute through various committees.

Key committees include:

- Examination Committee: Manages exams and related processes.
- Research Promotion Cell: Encourages research activities for students and faculty.
- NSS Coordination: Facilitates social engagement.
- Placement Cell: Prepares students for corporate opportunities.
- Entrepreneurship Cell: Develops entrepreneurial skills.
- Student Welfare Officer: Oversees student council activities.
- Cultural and Sports Clubs: Organizes cultural and sports events.
- Internal Complaint Committee: Addresses grievances and ensures equal opportunities.

The college fosters Participatory Management, ensuring shared decision-making through meetings at various levels. Teachers engage with parents during orientation programs and follow-ups, while the Students' Council collaborates with the Principal and teachers to address concerns.

This inclusive structure ensures the smooth functioning of the

institute while fostering collaboration and accountability.

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/about-scc
Upload any additional information	No File Uploaded

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

Decentralization and Participative Leadership

The institution practices decentralized and participative leadership, empowering mid-level leaders with administrative and operational responsibilities. It follows a "Management by Exception" approach, where routine activities are managed by leaders and committees, and top leadership intervenes only in significant or exceptional situations.

Levels of Participative Leadership:

1. Academic

Heads of Departments and Academic Coordinators handle departmental administration, policy implementation, and daily operations.

2. Administrative

- o The IQAC sets benchmarks and oversees quality enhancement initiatives.

- o The Office Manager supervises administrative operations.

- o The Controller and Deputy Controller of Examinations manage all examination processes.

- o The Director of Research oversees research programs.

2. Extension and Student Support

- o Faculty members coordinate activities for CCCD, UBA, NSS, and NCC.

- o Institution Innovation Council, SCC-KSCST IP Cell for IPR, and NPTEL local chapter are managed by respective coordinators.
- o The Director of Physical Education oversees fitness, athletics, and sports.
- o Faculty lead programs on professional skills, competitive exams, and life skills.
- o The Placement Officer manages placement training and recruitment processes.
- o Librarians and the Library Committee Coordinator ensure efficient use of library resources.

This structured approach fosters collaboration, accountability, and efficient decision-making across academic, administrative, and student support domains.

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/about-scc
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

As part of its strategic vision to enhance global engagement, SCC has signed Memorandum of Understanding (MoUs) with prominent universities: Synergy University (Russia), Skyline University (UAE), INTI University (Malaysia), Saint Mary-of-the-Woods College (USA), and St. Xavier's College (Nepal).

These partnerships aim to foster academic exchange, joint research, and cultural collaboration. The institution has facilitated faculty and student exchange programs, allowing participants to gain exposure to diverse academic environments. Collaborative research projects have been initiated, addressing global issues such as sustainability and innovation.

The institution hosted international conference on emerging technologies and trends, enriching both students and staff. Similarly, faculty members have visited partner institutions to gain insights into advanced teaching methodologies.

Students have benefited from exchange programs. These initiatives promote interdisciplinary learning and provide global exposure.

These collaborations not only enhance the institution's global presence but also ensure alignment with international standards, enriching the academic experience and fostering cross-cultural understanding.

This international collaboration initiative has strengthened the institution's global footprint and academic excellence.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://claretcollege.edu.in/about-scc
Upload any additional information	No File Uploaded

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

The institution has a well-structured organizational system that ensures effective administration, participative management, and efficient execution of policies.

At the top, the Governing Council approves and monitors institutional policies, meeting twice a year to evaluate performance. The General Manager, the Provincial Superior of the Claretian Missionaries of Bangalore, appoints the Managing Committee, including the Manager, Principal, and Vice Principal. The Managing Committee is responsible for daily operations and strategic decisions, meeting monthly to evaluate activities.

The Principal leads the college, overseeing academic and administrative functions, while the Vice Principal assists in these areas. The Financial Administrator manages financial matters, including budgets, purchases, and infrastructure. Heads of Departments (HODs) support the Principal, ensuring the smooth running of their departments and equitably distributing tasks among faculty. The Controller of Examinations ensures the quality and conduct of internal and university exams.

Other key roles include the Office Manager, who leads the administrative office; the Student Welfare Officer, who handles

student support; and the Physical Education Director, who oversees sports and fitness. The Placement Officer ensures job placements, and the Chief Librarian manages library resources.

The institution follows transparent recruitment processes, with promotions governed by clear service rules and policies.

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/about-scc
Link to Organogram of the institution webpage	https://claretcollege.edu.in/Organizational 1
Upload any additional information	No File Uploaded

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	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff

- Annual salary increment.
- Special salary increments at the completion of Ph.D., NET/ SET.
- Group health insurance scheme for employees
- Gratuity as per the service rules of the institution

- Interest free loans
- Free/subsidized education is offered to children of employees
- Christmas gifts
- During marriage, employees receive monetary gift from the institution.
- Research grant to the faculty who take up major, minor projects or patents.
- Financial support for publication
- Financial assistance for higher studies such as M.Phil/Ph.D/Post-Doctoral
- Special Casual Leaves
- Faculty members participating in Conferences/FDP are eligible for reimbursement of registration fee and travel expenses.
- Annual picnic is organized for all employees
- Free tea/coffee
- Extraordinary leave is granted to employees on grounds of medical ailments or to pursue advanced studies, if they have completed three years of continuous and permanent service.
- Maternity leave with full pay is granted to permanent female faculty for three months or up to six months with half pay.
- Paternity leaves up to seven days is granted to employees.
- Gym, with the latest fitness equipment and other sporting facility on campus are at the disposal of employees for no cost.
- Regular eye check-up camps, Blood donation camps
- Employees' birthdays are celebrated regularly
- Individual employee cabins with comfortable seating and Wi-Fi connectivity are provided.

File Description	Documents
Paste link for additional information	https://claretcollege.edu.in/facilities
Upload any additional information	No File Uploaded

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

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

74

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	No File Uploaded

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

13

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	No File Uploaded

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

83

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	No File Uploaded

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

The institution conducts a comprehensive 360-degree Performance Appraisal every semester for both teaching and non-teaching staff to ensure continuous improvement and effectiveness.

Appraisal for Teaching Faculty:

1. **By Students:** Students evaluate their teachers on knowledge, communication skills, teaching methods, and evaluation techniques using a five-point scale.
2. **University Examination Results:** Faculty analyze their subject results post-university exams to assess their teaching effectiveness.
3. **Peer Appraisal:** Faculty members are evaluated confidentially by their colleagues in the same department based on professional matters.
4. **Self-Appraisal:** Faculty reflect on their strengths and areas for improvement based on benchmarks set by IQAC and their personal action plans.
5. **Appraisal by HOD:** The Head of Department evaluates faculty on their teaching, teamwork, student mentoring, and contributions to departmental activities.
6. **Appraisal by Principal:** The Principal personally reviews the appraisals from students, results, peer feedback, self-assessments, and HOD evaluations with each faculty member.

Appraisal for Non-Teaching Staff:

1. **Appraisal by Students:** Students evaluate non-teaching staff annually based on their services.
2. **Appraisal by Faculty:** Faculty assess administrative staff and librarians on efficiency, skills, and professional communication.
3. **Appraisal by Principal:** The Principal meets non-teaching staff to review the appraisals and suggest areas for improvement, especially for those rated below expectations.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The institution ensures robust financial oversight through a series of internal mechanisms:

- **Internal Auditing:** The cost accounting firm Joy Joseph and Co. (membership no. 15988) conducts annual internal audits before the documents are submitted for statutory auditing.
- **Monthly Cash Book Verification:** The accounts in-charge prepares monthly cash book and transaction verification reports, which are submitted to the Administrator and Principal. Any discrepancies are promptly addressed.
- **Timely Statutory Payments:** The accountant ensures that statutory payments, including EPF, ESI, TDS, and Income Tax, are made on time.
- **Fee Register Verification:** Monthly verification of student fee registers ensures that pending fees are followed up.
- **Income and Expenditure Reports:** Monthly and quarterly income and expenditure reports are prepared and reviewed by the Managing Committee for evaluation and action.
- **Scholarship Processing:** A dedicated officer handles institutional scholarships and ensures timely disbursement to students.
- **Expenditure Proposals:** Departments, clubs, and associations submit their expenditure proposals to the Principal for approval.
- **Inventory Audit:** Regular audits are conducted to verify equipment, furniture, fixtures, and other infrastructure across departments and administrative offices.

External Audit

The statutory external audit is conducted by Phillipos & Co., Chartered Accountants (Reg. No. 002650 S), ensuring compliance with financial regulations. The accountant collaborates with the audit firm to ensure adherence to statutory requirements, and any minor errors flagged by the audit firm are swiftly rectified to prevent recurrence.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

1498500

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

Mobilization of Funds

The institution mobilizes funds through several key channels to ensure its financial sustainability:

- 1. Fees:** As a self-financed institution, the primary source of funds comes from student fees for the various programs offered.
- 2. Financial Assistance from Management and Alumni:** The college management and alumni contribute to the institution through scholarships and an endowment fund, supporting students and institutional development.
- 3. Government and Non-Government Agencies:** The institution receives funds from agencies such as ICSSR, DST, and Unnat Bharat Abhiyan. These funds are allocated for student scholarships, extension programs, and activities like NSS and NCC.
- 4. Interest on Fixed Deposits:** The institution generates income

through interest earned on its fixed deposit schemes, contributing to its financial resources.

5. Rental Income: The institution also earns income by renting out its facilities, such as classrooms, auditorium, and seminar hall, for various public exams including NTA, UPSC, KPSC, KSET, and NISM.

6. Consultancy: The institution also generates funds through consultancy services provided by its faculty and experts. These services range from research and training to strategic guidance for external organizations, enhancing the institution's revenue while contributing to industry-academia collaboration.

These diversified sources of funding help the institution maintain financial health and support its academic and infrastructural initiatives.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Practice 1: Continuous Quality Assurance The Internal Quality Assurance Cell (IQAC) plays a crucial role in overseeing and enhancing the academic and administrative quality of the institution. Following the first cycle of accreditation, the IQAC developed the FAB (Feedback, Analysis, and Benchmarking) model to facilitate continuous quality improvement. This model enables consistent action towards quality assurance, with a strong focus on feedback from stakeholders concerning curriculum, add-on programs, and skill development initiatives. IQAC conducts in-depth analysis of this feedback to identify quality gaps, and periodically carries out administrative audits, incorporating recommendations for quality enhancement. Furthermore, after analyzing the quality standards of top-tier institutions, IQAC establishes relevant benchmarks to ensure the institution maintains high academic and administrative standards.

Practice 2: Developing a Research Culture IQAC has established

clear research goals, effectively communicating them to faculty and students. The cell consistently encourages faculty participation in national and international conferences, seminars, workshops, and panel discussions. To foster research development, IQAC, in collaboration with the Research Promotion Cell (RPC), organizes training programs focused on applying for research grants, research methodologies, and workshops on ICT tools like Excel, SPSS, AMOS, and Econometrics. These initiatives motivate faculty members to conduct research and publish their findings in reputed journals, including those indexed by UGC-CARE, Web of Science, and Scopus.

File Description	Documents
Paste link for additional information	https://claretcollge.edu.in/research
Upload any additional information	No File Uploaded

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

St. Claret College enhances the quality of its academic endeavors through a systematic review of the teaching-learning process, innovative pedagogies, and learning outcomes assessment. The dynamic nature of the academic world has led to increased expectations from students and stakeholders, prompting the institution to adopt proactive measures to meet these evolving demands.

Example 1: Effective Feedback Mechanism The college has implemented a robust feedback system to understand and address the changing needs of students and stakeholders. This mechanism involves three key steps:

1. **Gathering Feedback** - Feedback on curricular aspects, skills, and learner knowledge is collected from faculty, students, employers, and alumni.
2. **Analyzing Findings** - Identified learning gaps and proposed interventions are compiled into a detailed report.
3. **Action Plans** - The report is submitted to the Principal and Management for appropriate decision-making.

Example 2: Focus on Skill-based Education SCC's Internal Quality Assurance Cell (IQAC) prioritizes holistic and outcome-based education. To complement traditional theoretical learning, real-world skill development programs were introduced, resulting in a knowledge- and skill-oriented pedagogy. The college actively promotes internships, collaborating with organizations to provide students with practical experience, enhancing both their skills and employability.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://claretcollege.edu.in/About_IQAC
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	No File Uploaded

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

Gender Equity Initiatives The institution fosters gender equity by organizing orientation programs and activities focused on

inclusiveness. To promote women's higher education, the admission policy offers a lower entry-level cut-off for female students. As a result, female enrolment for the academic year 2023-24 was 53%. Women faculty and staff are also represented in administrative roles such as faculty coordinator, student welfare officer, deputy controller of examinations, and coordinators of various clubs and committees.

Gender Sensitization Programs The institution celebrates International Women's Day, the Day of the Girl Child, and other significant events to highlight gender equality and empower women. Street plays, poster exhibitions, and debates on gender discrimination and women's empowerment are regularly conducted. National conferences on gender-related themes are organized, featuring women leaders and entrepreneurs who share their experiences, challenges, and success stories, inspiring students.

Facilities for Women on Campus The campus ensures safety with full-time CCTV surveillance and security guards. Various committees, including the Anti-Ragging Committee, Equal Opportunity Cell, and Women Empowerment Cell, address gender-related grievances. The institution also provides support through a dedicated counselling center with a qualified psychological counsellor.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://claretcollege.edu.in/Womens_Empowerment_Club

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

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	No File Uploaded
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 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The institution has a comprehensive waste management system to ensure the proper disposal and recycling of various waste types.

Solid Waste Management The institution promotes waste segregation at the source with separate bins for biodegradable and non-biodegradable waste. Non-biodegradable waste is collected for recycling, while biodegradable waste is composted and used as organic manure.

Liquid Waste Management The campus has a rainwater harvesting system and efficient drainage for liquid waste.

E-Waste Management Old electronic equipment is collected and sent to certified e-waste disposal companies for environmentally safe recycling, in line with governmental regulations.

Waste Recycling System Recyclable materials like paper, plastic, and glass are collected and sent to recycling centers to reduce landfill waste and encourage sustainability.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
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
Geo tagged photos / videos of the facilities	No File Uploaded
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 are regularly undertaken by the institution**7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities****A. Any 4 or all of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
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 disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage**A. Any 4 or all of the above**

including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment

5. Provision for enquiry and information :
Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the 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 socioeconomic and other diversities (within 200 words).

The institution is committed to fostering an inclusive environment that promotes tolerance and harmony across cultural, regional, linguistic, communal, socioeconomic, and other diversities. Several initiatives have been implemented to create a welcoming atmosphere for all members of the community.

Cultural and Linguistic Diversity The institution celebrates cultural diversity through various events such as cultural festivals, workshops, and talent shows that showcase different cultural traditions, music, dance, and cuisines. Language-based student clubs also promote multilingualism and encourage students to learn and respect different languages and dialects.

Regional and Communal Harmony The institution encourages students from various regional and communal backgrounds to interact and collaborate. Orientation programs and team-building activities emphasize mutual respect and understanding, helping bridge any divides. The institution also organizes interfaith dialogues and discussions to foster unity.

Socioeconomic Inclusion Scholarships, financial aid, and fee

waivers are provided to economically disadvantaged students to ensure equal opportunities for all. The institution also runs programs that raise awareness about socioeconomic issues, promoting inclusivity within the student body.

Support for Differently-abled Students The institution is equipped with infrastructure to support differently-abled students, offering facilities like ramps, accessible restrooms, and special academic accommodations.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
Any other relevant information	No File Uploaded

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

The institution actively works to sensitize students and employees about their constitutional obligations, focusing on values, rights, duties, and responsibilities as citizens of India. Several activities are organized to instill these values and promote responsible citizenship:

Constitutional Awareness Programs

The institution conducts regular workshops and seminars on the Constitution of India, focusing on fundamental rights, duties, and the importance of upholding constitutional values. Special sessions are organized for faculty and students to discuss the role of citizens in a democracy.

National and Constitutional Days Celebrations

Key national events such as Republic Day, Independence Day, and Constitution Day are celebrated with speeches, performances, and discussions highlighting the significance of the Constitution and its impact on shaping the nation.

Social Responsibility Programs

The institution actively promotes social responsibility through NSS, NCC, and community service projects. These programs encourage

students to participate in social welfare activities, ensuring they contribute positively to society. By integrating these activities into academic and extracurricular life, the institution cultivates responsible citizens committed to the values enshrined in the Constitution of India.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic 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. 4. Annual awareness programmes on Code of Conduct are organized.

A. All of the above

File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs 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

The institution actively celebrates and organizes national and international commemorative days, events, and festivals to promote cultural awareness, unity, and social responsibility among

students and staff. These celebrations not only honor significant national and global milestones but also encourage participation and respect for diverse cultures.

National Celebrations

The institution celebrates key national days such as Republic Day and Independence Day with flag hoisting ceremonies, patriotic performances, and speeches highlighting the importance of democracy, freedom, and the Constitution. Gandhi Jayanti is observed with programs focused on Mahatma Gandhi's values of non-violence and truth.

Cultural and Religious Festivals

Cultural and religious festivals like Diwali, Eid, Christmas, Onam, and Navaratri are celebrated, fostering respect for India's diverse cultural and religious heritage. Students and faculty participate in cultural programs, exhibitions, and potlucks that highlight the richness of these festivals.

International Days

The institution also observes international commemorative days such as International Women's Day, Earth Day, and World Environment Day through awareness programs, seminars, and workshops that promote gender equality, environmental sustainability, and social causes.

These events serve as platforms for students to engage with important social issues, fostering a spirit of inclusivity, respect, and global citizenship.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	No File Uploaded
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Celebrating Student Success

Objective

To recognize and appreciate student accomplishments in academics, co-curricular and extracurricular activities and enhance student success.

The Context

The institution is committed to providing holistic and value-based education to its student community, the majority of whom are first-generation college learners. The first-generation college learners face several barriers.

The Practice

The student achievers are appreciated on social media such as Facebook, Instagram and college website by displaying the achievers' pictures and the achievement. Apart from these, the institution also has special awards in various categories given away during two important events: Thanksgiving Day and Graduation Day.

Qualified and Skilled Faculty

Objective

To raise the faculty quality and qualification in the institution and match the qualification requirements established by UGC.

The Context

Faculty are at the centre of the teaching-learning process. They are the lifeblood of the institution. A faculty member plays multiple roles of a teacher, mentor, guide, and counsellor.

The Practice

Measures to Enhance Faculty Qualification

Recruitment Policy: The institution's faculty qualification policy aligns with UGC norms, and accordingly, priority is given to applicants with Ph.D., NET (National Eligibility Test), and SLET/SET (State Level Eligibility Test) qualifications.

File Description	Documents
Best practices in the Institutional website	https://claretcollege.edu.in/Best Practices
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

SCC's Culture of Care

St. Claret College adopts an educational approach that transcends the curriculum, prioritizing the physical, emotional, and psychological well-being of its stakeholders. Through initiatives like student mentoring, financial assistance, employee welfare measures, and mental health support, the institution ensures individual care and attention. Rooted in its vision, mission, and core values, this culture of care particularly addresses the needs of its predominantly first-generation college learners from low-income families.

To overcome financial challenges, motivational issues, and inadequate familial support, the institution has embraced a strategy of individualized care. This approach has proven highly effective. Leading by example, the management extends comprehensive care and support to its faculty and staff, who, in turn, replicate this ethos in their engagement with students. Over time, this ethos of compassion has permeated all institutional initiatives, including extension activities, becoming a hallmark of the college's culture.

- **Empathy and Social Commitment:** Students, faculty, and staff develop a deeper sense of compassion and responsibility.
- **Ownership and Belongingness:** Stakeholders integrate organizational values, fostering loyalty and pride in the institution.
- **Improved Morale:** Employees exhibit high morale, job

satisfaction, and increased productivity.

- **Positive Environment:** These care initiatives contribute to a supportive, vibrant, and productive institutional culture.

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

1. Autonomous Status

2. NIRF Ranking

3. AICTE Funding FDP

4. ICSSR Funding